



Network of Organizations Working for
People with Disabilities, Pakistan



A part. Not apart.

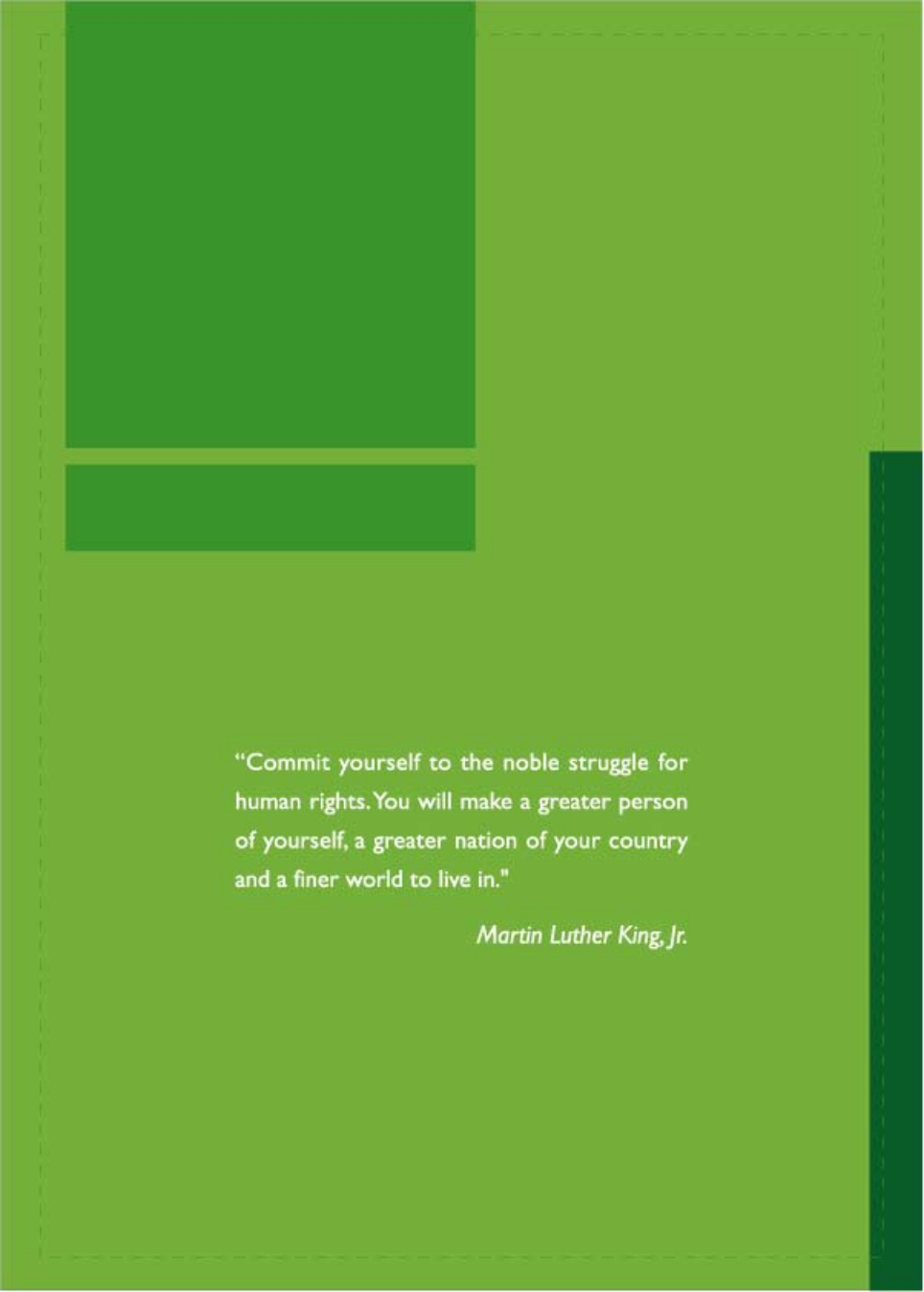
NOWPDP supporting the rights of people with disabilities



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“Commit yourself to the noble struggle for human rights. You will make a greater person of yourself, a greater nation of your country and a finer world to live in.”

Martin Luther King, Jr.

Introduction to NOWPDP

NOWPDP (Network of Organizations Working for People with Disabilities, Pakistan) aims to make a significant difference to the quality of life and welfare of people with disabilities.

This will be achieved through the provision of strategic support augmenting the functioning of organizations working for, and with, such persons across Pakistan.

NOWPDP is a nonprofit organization and conducts its programs regardless of faith, origin or gender. Launched on 9th May 2008 as an initiative of His Highness the Aga Khan Council for Pakistan, NOWPDP's wide outreach program and unfailing dedication toward its mission has garnered the membership of almost 150 civil society and Disabled Persons Organizations (DPOs) nationwide.

NOWPDP's Vision

To catalyze the creation of an inclusive society that values and upholds the rights of people with disabilities.

NOWPDP'S Objectives

- Generate a greater level of awareness about the needs and rights of people with disabilities.
- Foster a positive attitude and greater commitment levels amongst the business community to meet their Corporate Social Responsibility requirements by creating employment opportunities for people with disabilities.
- Protect the rights of people with disabilities with respect to social inclusion and economic sustainability & highlight the responsibilities of key players in public, private and business sectors.
- Advocate the rights and needs of people with disabilities.
- Provide networking grounds for partnerships between member organizations.
- Provide a forum where people from all walks of life can interact with people with disabilities.

Activities 2008-2009

“In giving rights to others which belong to them, we give rights to ourselves”.

John F. Kennedy

Journey of Hope: Research Report

“Journey of Hope: A report on the status of persons with disabilities in Pakistan and the way forward” is a research report that was written in a collaborative effort between the Ministry of Social Welfare, Government of Pakistan and His Highness the Aga Khan Council for Pakistan to bring about a positive change in the status of people with disabilities in Pakistan.

The Journey of Hope report was developed through extensive ground research and focus group discussion sessions in major cities nationwide. The report included input from people with disabilities as well as over one hundred organizations working for people with all forms of disabilities. It was disseminated amongst organizations, civil society and media at a seminar held at the Aga Khan University auditorium on 9th May 2008. A copy of the report can be found on the NOWPDP website: www.nowpdp.org

Journey of Hope: Seminar and Celebratory Event

The Journey of Hope report highlighted the lack of a common forum for organizations in the disability sector to liaise and hence create an enabling policy environment to address the needs of people with disabilities.

To bridge this resource gap, the Network of Organizations Working for People with Disabilities, Pakistan (NOWPDP) was launched at a Journey of Hope Seminar on 9th May 2008, followed by an evening event to promote social inclusion and to celebrate the capabilities of people with disabilities, by showcasing their talent alongside a leading Pakistani popular music group, Strings. NOWPDP became operational shortly after.



Iqbal Walji (President, His Highness the Aga Khan National Council for Pakistan)



Pakistani rock band Strings performing



Audience members dancing

Employment Generation Project

Financial self-reliance is central to independent living for people with disabilities. Despite a government-assigned 2% quota, employment opportunities for people with disabilities are minimal. NOWPDP's Employment Generation Project aims to promote the employment of people with disabilities. NOWPDP attempts to amplify the capabilities of people with disabilities, by encouraging, educating, and partnering with employers to hire them. To date, on a pilot scale this project has resulted in the employment of over 30 individuals in professions ranging from office work, factory floor to computer graphic design.

In the coming year, NOWPDP aims to generate employment in diverse professional fields for over two hundred and fifty people with disabilities. The objective being to develop an employment model, taking into account the challenges being confronted by both the employer and the employee and how to scale this on a national basis in partnership with other organizations.



An employee with a hearing impairment at work

Employability Focus Group

To better understand the causes behind barriers to employment and hence diminished chances for financial independence of people with disabilities, NOWPDP holds Employability Focus Groups sessions on a regular basis. Prominent corporate organizations participate and contribute to discussions on the barriers obstructing gainful employment of with people disabilities.

While the primary purpose of the Employability Focus Groups is to understand the issues faced by companies in employing people with disabilities, they also result in increasing awareness of these individuals to corporations. The findings of these sessions are consolidated and disseminated to relevant stakeholders.



Attendees of the employability
focus groups



Attendees of the employability
focus groups

International Day of Persons with Disabilities

In keeping with NOWPDP's objective of acting as a neutral platform for organizations working for people with disabilities across Pakistan, an assortment of activities were organized to commemorate the United Nations International Day for Persons with Disabilities on December 3rd 2008.

The activities included a series of workshops directed specifically towards capacity building, training representatives of the Network's members in various areas of management and a forum to facilitate an open exchange of challenges and issues being faced by the participants. Held at the Marriot Hotel in Karachi, the 2-day forum culminated in a seminar on "Accessibility and Employment". It outlined legal benefits and frameworks promoting greater accessibility to persons with disabilities, and raised awareness of their needs and individual capacities. Chaired by Sindh Industries Minister, Mr. Rauf Siddiqui, on behalf of the Chief Minister, the seminar was attended by members of business community, bureaucracy and the civil society.



Workshop facilitated by the Civil Society Resource Centre



Workshop Participants



Ali Habib (Head of CSR, Standard Chartered Bank), Amin Hashwani, Rauf Siddiqui (Sindh Minister for Industries and Commerce), Abid Shaban



Rauf Siddiqui (Sindh Minister for Industries and Commerce) greeting Noorudin Bhamani



Seminar attendees

Art Competition: “Meri Duniya Kay Rungg”

Social interaction is essential to the development of a child's personality and outlook. Being aware of the dearth of social activities and creative outlets for children with disabilities, NOWPDP hosted a nationwide Art Competition in March-April 2009 with the theme, 'Meri Duniya Kay Rungg' ('The Colors of My World'). The competition not only provided these children with a public platform to exhibit their talent to society, but also the opportunity to interact and feel accepted.

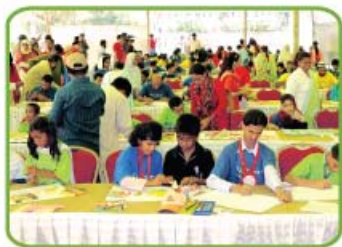
The competition, held in Karachi, Lahore and Islamabad was judged in 2 categories – Calligraphy and Painting – and could be expressed through pencils, crayons or watercolors. Judging was performed by reputed artists in each of the cities. Venerable members of the government and civil society acted as honored guests, distributing accolades to over 500 participants from almost 270 schools and organizations across the country. All participants took home t-shirts and certificates as mementoes of the event given by famous personalities like Ali Zafar at each location.

To develop the talent revealed by the competition, NOWPDP will attempt to form linkages with leading art schools in Pakistan to provide specialized training to the winning artists during the course of the year.

Karachi



Murad Ali Shah (Sindh Minister for Irrigation and Power) presenting a prize



Participants at the art competition



Competition participants



Competition participants dancing to music

Islamabad



Amin Hashwani and Imtiaz Qazi
(Federal Secretary, Ministry of Social Welfare
and Special Education) presenting a prize



Iqbal Walji (President, His Highness the
Aga Khan National Council for Pakistan)
presenting a prize



Competition participants
dancing to music



Audience at the presentation
ceremony

Lahore



Ali Zafar and Amin Hashwani
presenting a prize



Participants of the art competition



A competition participant



Amin Hashwani and Salima Hashmi
presenting a prize

Youth Advocacy Forum

As part of its advocacy drive for the rights of people with disabilities in Pakistan, NOWPDP organized a Youth Advocacy Forum in May 2009. Hosted in collaboration with the Children's Museum for Peace and Human Rights, the Forum highlighted the outstanding 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.

The Forum celebrated existing efforts by the student lobby for the ratification of the UN Convention, seeking to strengthen their efforts by increasing awareness of the cause and displaying it upon a public platform. It also drew attention to the significance of the Convention and the immediate need for ratification, by way of a keynote presentation by Senator (R) Iqbal Haider, a founding member and current co-chairperson of the Human Rights Commission Pakistan.

Over 400 children from able and special schools attended, while certain prominent personalities within civil society also extended their support to the movement. NOWPDP will present the signed petitions, along with informative literature, to members of the Parliament, the Prime Minister and the Speaker of the National Assembly in the coming months to highlight the need for ratification.



Iqbal Haider (Co-chairperson, Human Rights Commission Pakistan)



Zulfiqar Ali (Director, CMPHR)



Members of the audience



Amin Hashwani (President, NOWPDP) and students with the signed petition

Master Trainers Program

Following the success of the Management Skills Workshops held in December 2008, NOWPDP prepared a training project in March 2009 which was aimed at the caregivers and teachers at schools and/or training organizations that are members of NOWPDP. The pilot workshop session for the program was held in partnership with Deaf Reach for senior teachers and trainers from schools for mental disabilities in Karachi with very encouraging results.

To create large-scale outreach, the workshop will be performed in the urban and rural areas of Pakistan. NOWPDP will also distribute free training manuals providing direct guidance in care to the mothers of children with disabilities. The end goal of the Master Trainers Program is to strengthen the capacities of NOWPDP's member organizations and to generate a ripple effect whereby these teachers and caregivers can impart similar coaching to their peers for maximum effectiveness of the program.





Mary Riek (Director, Family Educational Services Foundation)
delivering the workshop

Legal Rights & Benefits Brochure

Most people with disabilities are unaware of the provisions and benefits available to them, due to the lack of access to information. The implementation of such policies in Pakistan is thus rare.

To address this, NOWPDP has undertaken the collation and dissemination of this information in the form of multilingual pamphlets. 10,000 brochures will be distributed nationwide through member organizations. This serves as an initial step toward awareness about the rights of people with disabilities.

In the long term, it may also serve as a tool for advocacy, helping reinforce laws not currently observed, such as the 2% employment quota for persons with disabilities or state-sponsored provision of free assistive devices.





A Painting from the NOWPDP Art Competition



A Painting from the NOWPDP Art Competition





Network of Organizations Working for
People with Disabilities, Pakistan

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**Network of Organisations
Working for People
with Disabilities,
Pakistan**

—>ANNUAL REPORT 2010<—

Executive Summary

In 2010, Network of Organizations Working for People with Disabilities, Pakistan (NOWPDP) undertook a range of activities and initiatives targeting different stakeholders of the society. The activities ranged from conducting workshops with parents of children with disabilities to create awareness about educating and raising children with disabilities; building the capacity of Special Education teachers through teacher trainings; and conducting teacher and community awareness trainings in disability sensitization and inclusive education to equip the teachers with the skills/tool to work to work effectively with their students with disabilities.



Parents Workshop organized by NOWPDP on International Day of Persons with Disabilities 2010

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1. Parent Workshops – International Day for Persons with Disabilities 2010

Goal

Parents of children with disabilities, noted speakers, and participant schools gathered at the Pool Marquee, Marriott Karachi to celebrate the International Day for People with Disabilities, 2010 – an initiative of NOWPDP and Inclusive Society Pakistan (ISP). The main objectives were:

- Educate parents of children with disabilities, from all major special education schools in the city, about their children’s rights and capabilities
- Publish a booklet with relevant information and contact details for parents.
- Create a network of parent support groups across Karachi.

Our Contribution

The event marked the celebration of People with Disabilities (PWDs) in Pakistan. The event included diverse events in line with the theme ‘Celebrating Disability’ – ISP employing NOWPDP’s platform to introduce their behavioral management booklet to parents, and signing up parents for Parent Support Groups across Karachi. The event consisted of key notes, panel discussions, and children’s participation:

- Ms. Ayesha Jamal spoke on “Celebrating Compassion not Sympathy”
- “Circle of Care” – a circle of children – that integrate children with disabilities in their school narrating their experience and view on disabilities.
- QnA Session – between parents and panelists
- Mr. Tahir Iqbal spoke on PWDs and their support through NOWPDP
- Mr. Intizar Hussain spoke about growing up with partial visual impairment as a child and the support of his peers and parents.
- Amna Khan (from ISP) introduced her organization and launched the Parent Support Groups. To achieve the aim of making the event inclusive for all the audience, the entire event was interpreted by Naila Aijaz from JS Academy for the Deaf.

Impact

Over 300 parents of children with disabilities who attended the event benefited by:

- Increased awareness, especially pertaining to education and raising children with disabilities.
- Resolved questions and concerns by panelists
- Launch of Parents support groups
- Dissipated information about legal rights of PWDs
- The platform for all parents to come together and interact with each other and with experts, etc.

2. Teacher Training Programme

Goal

In a country where several systems of education run parallel, special education is an arena that lacks mainstream attention. “Journey of Hope”: a report by Aga Khan Council (2008) highlighted facts about lack of trained Special Education teachers. E.g., from a total of 2992 Special Education teachers in Pakistan, only 18% have qualifications related to Special Education.

NOWPDP launched the initiative ‘Master’s Trainers Program’, funded by SJDA, on early childhood development for children with special abilities. The overall program objective was to enhance the caliber of special education teachers to provide quality education to children, while taking care of their needs, not just in Karachi but across Pakistan as well.

Methodology

Focus of training was to train volunteers to become Master Trainers who would then pass their training across Pakistan. NOWPDP’s comprehensive plan also included integrated periodic feedback, countering the broken Ripple Effect – a post-training problem where the trainees did not pass on their training.

Teacher Training Programme - Phase 1

The objective was to enhance the capacity of special education teachers by introducing a relatively new teaching technique that enables them to teach children to read using Sight Reading. The Master Trainer Mary A. Reik, Director at Family Educational Services Foundation, along with trainers - Ayesha S. Jamal, Sadia Tariq, Tehmeena Waqas, and Yasmeen Mohammad trained the teachers in Karachi (conducted in Aga Khan University – Institute of Educational Development) from March – December 2010.

3. Education Development Improvement Programme – Gilgit/Baltistan

Goal

NOWPDP became an implementing partner in the Education Development and Improvement Programme (EDIP) in July 2010 – funded by AusAID, which aims to:

- Save resources on input – teachers, infrastructure, etc.
- Include children with disabilities in mainstream society
- Improvement of schools through various activities conducted by each EDIP partner
- Allow children without disabilities to interact with those who are different
- Allow a child with disabilities to stay with their age group and peers for as long as possible.

Our Contribution

- EDIP is targeting 98 schools in six districts – Gilgit, Hunza-Nagar, Skardu, Ghanche, Astore, and Ghizer; over a period of three years.
- NOWPDP is implementing, as part of the whole-school improvement programme, teacher and community awareness trainings in disability sensitization and inclusive education for children with mild to moderate disabilities.
- With 21 teacher-training sessions across Gilgit-Baltistan (G-B) and supervising at least 106 community awareness sessions with Local Level Institutions (LLIs), these trainings provides teachers with the basic tools/skills they require to identify potential indicators of disability in their classes and to work effectively with their students with disabilities.
- Approximately 525 teachers from 106 participating schools across G-B are included in the training.
- NOWPDP is also providing technical input to AKPBS, P for the retro-fitting of schools. At least three schools in each cluster have been chosen for retrofitting for accessibility.

4. Audited Accounts

**NETWORK OF ORGANISATIONS WORKING FOR PEOPLE WITH DISABILITIES PAKISTAN
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED JUNE 30, 2010**

	Note	2010 Rupees	Nov 01, 2008 to June 30, 2009 Rupees
OPENING BALANCES			
Cash at bank		223,765	-
RECEIPTS	3	2,269,648	1,417,800
		<u>2,493,413</u>	<u>1,417,800</u>
PAYMENTS	4	2,410,353	1,194,035
CLOSING BALANCES			
Cash at bank	5	79,580	223,765
Cash in hand		3,480	-
		<u>2,493,413</u>	<u>1,417,800</u>

The annexed notes form an integral part of these accounts.



President



General Secretary



Treasurer

**NETWORK OF ORGANISATION WORKING FOR PEOPLE WITH DISABILITIES, PAKISTAN
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED JUNE 30, 2010**

1 STATUS & NATURE

Network of Organisations Working for People with Disabilities, Pakistan (NOWPDP) Karachi, was registered under the Societies Registration Act, 1860, on May 18, 2009 as charitable organisation for the purpose of providing strategic support to organisations working for people with disabilities to make a significant contribution to the welfare and improved quality of life of such people and to impart training to people with disabilities.

2 BASIS OF ACCOUNTING

The receipts and payments account has been prepared on cash receipts and disbursements basis of accounting.

3 RECEIPTS	2010 Rupees	Nov 01, 2008 to June 30, 2009 Rupees
Program Sponsorship	(Note 3.1) 188,000	420,800
Donations	1,844,804	997,000
Grants	(Note 3.2) 204,439	-
Interest Income	4,405	-
Others	28,000	-
	2,269,648	1,417,800

3.1 The amount was contributed by Karachi Electric Supply Corporation as an sponsorship for the FunFair organised in November 2009 in order to generate funds to provide strategic support to organisations working for people with disability and to impart training to people with such disabilities.

3.2 During the year, the organisation has received grants worth Rs 128,173 and Rs 76,266 from Australian High Commission and Silver Jubilee Development Agency respectively.



**Network of Organisations
Working for People
with Disabilities,
Pakistan**

—>ANNUAL REPORT 2011<—

Executive Summary

In 2011, Network of Organizations Working for People with Disabilities, Pakistan (NOWPDP) undertook a number of initiatives independently and in collaboration with different organizations.

It collaborated with Gallup Pakistan to organize a stakeholders workshop to bring together individual from different sections of the society to discuss issues pertaining to people with disabilities (PWDs). It also formed collaboration with Children's Museum for Peace and Human Rights to organize the Youth Advocacy Forum to collect over 1.1 million signatures on a petition addressed to the Prime Minister of Pakistan requesting him to sign and ratify the UN Convention on the Rights of differently-abled citizens. Following up, NOWPDP also developed a booklet to increase the understanding amongst law-makers of the UN Convention for the Rights of Persons with Disabilities and distributed it to members of Parliament.

Furthermore, NOWPDP engaged with children with disabilities by organizing an art competition. It also collaborated with Naya Jeevan to initiate Artpreneurs for Change (AfC), which is a project that trains Art Therapy Practitioners (ATPs) to use art as a therapeutic medium to engage children with physical and intellectual disabilities.

Additionally, teacher trainings were conducted by NOWPDP under the Education Development Improvement Programme to train teachers across six districts of Gilgit-Baltistan on disability sensitization and inclusive education. Moreover, a Disability Services Directory was launched that categorized services provided by organizations working for PWDs. The service was aimed at providing easy access of this information to people with special abilities, CSOs, NGOs and DPOs, and identifying gaps in the products/services provided to the targeted community.

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1. Education Development Improvement Programme – Gilgit/Baltistan

Teacher Training

Teacher trainings took place between June and August of 2011 across 6 districts of Gilgit-Baltistan to train teachers on Disability Sensitization and Inclusive Education. These districts included: Hunza, Skardu, Ghanche, Ghizer, Gilgit and Astore. Different obstacles were faced in each of the district, and we believe that the sharing of experiences is necessary to ensure the preparedness, success and efficiency of future projects in the region. While programme activities were to begin in Diamer halfway through the project cycle, the security situation in the region unfortunately did not allow this to happen. Therefore, the disability sensitization and inclusive education trainings planned for Diamer were not completed by NOWPDP.

The sessions in Ghizer were relatively smooth and problem-free, with excellent cooperation of and coordination with AKESP. Nomination forms were sent out to schools on time, and returned to NOWPDP, by AKESP, well before the sessions commenced. Participants not attending were identified and replaced by AKESP to ensure that no participant training slots were left open. Ghanche and Skardu trainings were extremely challenging, with little coordination and clarity. NOWPDP worked with PDCN to reach teachers for our training sessions; however, nomination forms, while sent out to partner schools, were never returned with names of participants attending. Participant turnout was poor, and it was solely up to the NOWPDP staff to mobilize PDTs and DDE's upon their arrival in the district, in order to ensure the trainings were decently attended. Gilgit trainings were also extremely challenging, with poor participant turnout and very poor coordination with schools. NOWPDP did hold additional training sessions to make up for the poor turnout.

Hunza trainings were also relatively problem-free, with good participant turnout and enthusiastic trainees. Astore trainings were the only sessions which the team feels left minimal impact on the participants due to an array of issues including DDE involvement, teacher motivation, and unrealistic participant expectations of donor-funded programs.

Impact Assessment

NOWPDP conducted four impact studies in order to assess the impact of its trainings on the classroom environment in 2011 as well. Impact studies have been given one of the following ratings based on the findings: Good; Satisfactory; Poor.

2. Stakeholders Workshops 2011

Goal

NOWPDP organized a 'Stakeholders Workshop: Needs of the Disability Community' on Thursday July 21, 2011 in collaboration with Gallup Pakistan. The workshop aimed to increase collaboration between organizations working for people with disabilities (PWDs) in Pakistan and discuss persistent issues related to the targeted community.

Our Contribution

70 participants attended from all over Pakistan from which 45 were members of NOWPDP. Moreover, British Council, Unilever Pakistan, Telenor Pakistan, Habib Bank Ltd, P@SHA, Aman Foundation, Handicap International, French commercial and economic counsellor, Social Welfare Department Government of Sindh's Deputy Director PCRDP and Assistant Deputy Director PCRDP partook in the Workshop as well.

The workshop consisted of an open-forum for discussion so that unrestricted flow of ideas could come forth regarding PWDs that not only highlighted the problems, but its causes and solutions as well. The workshop output that was released soon after indicates the success of the Workshop's objectives.

Impact

The discussion proved fruitful as practical output from the group discussions came forth:

- Special CNICs to be made all over Pakistan (Publication of a public brochure by NOWPDP with details of the procedure to obtain the Special CNIC), increased quota in employment and National Assemblies
- Increased public awareness through practical means – street theatres to increase awareness and break disability stereotypes because lack of awareness leads to incorrect reporting of disabilities and, hence, incorrect data.
- Establishing accessibility helpline comprised from different stakeholders where they submit concerns about physical and environmental accessibility.
- Promoting inclusive education
- Training for transition from academics to professional environment
- Training of teachers and parents to increase awareness on disability
- Designing a standardized curriculum by coordination of experts on different disabilities

3. Disability Services Directory

Goal

NOWPDP launched a Disability Services Directory that categorizes services provided by organizations working for PWDs. NOWPDP's network of 160 organizations across Pakistan made the collection of significant amount of information possible.

Overview

The directory includes sections for

- Education
 - ✓ Special Education (Government)
 - ✓ Special Education (Private)
 - ✓ Pre-school
 - ✓ Primary
 - ✓ Secondary
 - ✓ University
- Entertainment
 - ✓ Cinemas, Museums, etc.
- Sports
- Restaurants
- Services
- Government Services
- NGOs
- Devices
- Accommodation

Impact

The information is accessible over an interactive website – allowing users to access information, contribute new information and updating existing databanks. NOWPDP aims to provide easy access of this information to people with special abilities, CSOs, NGOs and DPOs, identifying gaps in the products/services provided to the targeted community; and moreover, provide the same services through SMS to reach areas where internet facility is not yet available/accessed.

Access Methods

- Disability Services Directory Website (directory.nowpdp.org)
- SMS:
 - ✓ Send “disability (keyword) (City)” to 8398
 - ✓ Example: SMS “disability wheelchair Karachi” to 8398

4. Art Competition 2011

Goal

After a highly successful 2009's 'Meri Duniya k Rang' (Colors of My World) in March 2009, NOWPDP held the second art competition on 9 December 2011 with an attendance of 165 students from 21 special education schools, along with help from 20 volunteers, at Noor e Ali Trust Park in Clifton.

Impact

The five judging categories were: Hearing, Intellectual, Physical, PDD and, Visual disabilities. The two main art mediums were illustration and painting. Children with mental and visual disabilities were given brown paper bags that they had to reach into and draw the different textured objects they could feel. Children with hearing disabilities were taught how to draw portraits of each other while children with physical disabilities painted with the crayon resist technique. For children with intellectual disabilities, volunteers read out interesting stories and which the children drew on paper.

After the competition, the judges: Mr. Jimmy Engineer and Ms. Naheed Raza chose three outstanding works of art from each category. Mr. Engineer announced additional cash prizes for consolation positions from each category as well.

Mr. Imtiaz Ahmed Sheikh, Advisor on Special Education to the Chief Minister, was the chief guest and he, along with NOWPDP President, Mr. Amin Hashwani, distributed the prizes to the winners and participation certificates to the remaining children. The JS Academy interlaced the prize distribution with engaging performances for the Deaf and Karachi Association for the Welfare of Special Persons.

Winners

Category	Prize	Name	School
Hearing	First	Arshad	Deaf Reach
Intellectual	First	Adam Bin Tahir	Milestone
PDD	First	Asad Asif	MA Ayesha
Physical	First	Ali Akber	AURA
Hearing	Second	Maimoona	Deaf Reach
Intellectual	Second	Abdul Basir	KVTC
PDD	Second	Zeeshan	Vocational Rehabilitation Centre
Physical	Second	SamraAbid Rizvi	Imran Rehabilitation Centre
Hearing	Third	Kamran	Deaf Reach
Hearing	Third	Asma Adam	Imran Rehabilitation Centre
Intellectual	Third	Jasmeen	SOP
PDD	Third	Areesha Imran	ACELP

Moving Forward...

In the future, NOWPDP plans to promote the artwork created by participants of 'Meri Duniya k Rang', by producing merchandise, holding an exhibition and encouraging companies to purchase the works. With proceeds from sale of artwork and merchandise, NOWPDP has developed a transparent system of returning a certain amount from each sale and return in back to the child whose artwork has been utilized. We do this by maintaining a detailed database of all the participants of the art competitions.

5. Campaign to Ratify the UN Convention on the Rights of Persons with Disabilities

Goal

“This is the beginning for us, as adults, to take this cause forward, and highlight its importance to broader society. We will collaborate with the government and work in partnership with all key stakeholders to achieve the ratification of the United Nations Convention on the Rights of People with Disabilities.”

Mr. Amin Hashwani, President NOWPDP, expressed his views on the Youth Advocacy Forum, held on 14th May 2009 that celebrated the collection of more than half-a-million signatures for the ratification of the UN Convention in Pakistan on the Rights of People with Disabilities.

Our Contribution

The Youth Advocacy Forum was a joint collaboration between NOWPDP and Children’s Museum for Peace and Human Rights (CMPHR), where children representing 104 schools and organizations in Karachi collected over 1.1 million signatures on a petition addressed to the Prime Minister of Pakistan requesting him to sign and ratify the UN Convention on the Rights of differently-abled citizens.

NOWPDP’s subsequent initiative, after the signing of the convention by Pakistan in July 2011, was to release a booklet on the UN Convention for the Rights of differently-abled citizens and its implication, celebrating the ratification of the Convention by the Government of Pakistan on 25th September 2008.

Impact

As of February 2010, 78 countries have ratified the UN Convention for differently-abled citizens. The United Nations Convention on the Rights of Persons with Disabilities aims to ensure that persons with disabilities enjoy equal human rights as others.

The booklet has been distributed to all members of Parliament to raise awareness about ways in which Pakistan can implement the clauses of the Convention and become a more inclusive society for people of all abilities. It highlights:

- The state of disability in Pakistan and the benefits of an inclusive society.
- Proposals for implementation of legislation, through effective monitoring and governance bodies within the government
- Accessibility of buildings and the environment for the differently-abled

- Availability of quality education for all differently-abled children
- Equal opportunities for people with disabilities to gain employment without fear of discrimination
- The ratification of the UN Convention on the Rights of differently-abled, as a symbol of commitment of the Pakistan Government to eradicate discrimination.

NOWPDP and CMPHR are working together to increase awareness of the UN Convention and Pakistan's obligations under the Convention, and hence the booklet covers the following topics comprehensively:

- Primer on special abilities
- The state of special abilities in Pakistan
- Benefits of inclusion of people with special abilities
- Suggestions for making Pakistan an inclusive society
- Copies of the booklet are available upon request. To request a copy, contact NOWPDP.

6. UN Convention Education Booklet for Parliamentarians

Goal

The Parliamentarians Booklet was developed to increase the understanding amongst law-makers of the UN Convention for the Rights of Persons with Disabilities, as well as the steps needed to be taken to implement it

Our Contribution

NOWPDP developed and distributed the booklet to members of Parliament in October 2011.

The booklet contains the following topics:

- What is an inclusive society?
- What is disability?
- What are the benefits of greater inclusion of people with disabilities?
- What can I do?

7. Artpreneurs for Change

NOWPDP and Naya Jeevan initiated Artpreneurs for Change (AfC) – which is a project that trains Art Therapy Practitioners (ATPs) to use art as a therapeutic medium to engage children with physical and intellectual disabilities. After an intensive training, ATPs go into various institutes and work with children in order to:

- Create a safe space for expression
- Engage them emotionally and socially
- Allow them to express feelings and memories through healthy artistic activities

8. Audited Accounts

NETWORK OF ORGANISATIONS WORKING FOR PEOPLE WITH DISABILITIES, PAKISTAN
BALANCE SHEET
AS AT JUNE 30, 2011

	Note	2011 Rupees	2010 Rupees
NON-CURRENT ASSETS			
Equipment	4	208,696	-
CURRENT ASSETS			
Prepayments	5	40,155	14,077
Receivable from Agha Khan Foundation, Pakistan		510	-
Cash and bank balances	6	4,814,535	83,060
		4,855,200	97,137
		5,063,896	97,137
CAPITAL & LIABILITIES			
Accumulated surplus / (deficit)		4,057,916	(7,814)
NON-CURRENT LIABILITIES			
Loan		715,500	-
CURRENT LIABILITIES			
Creditors, accrued expenses and other liabilities	7	290,480	104,951
		5,063,896	97,137

These financial statements should be read in conjunction with the annexed notes.



President



General Secretary



Treasurer

**NETWORK OF ORGANISATIONS WORKING FOR PEOPLE WITH DISABILITIES, PAKISTAN
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED JUNE 30, 2011**

	Note	2011 Rupees	2010 Rupees
Income	8	10,896,942	2,269,648
Expenditure			
- Administration	9	(1,823,588)	(1,718,829)
- Program	10	(5,007,624)	(782,398)
		(6,831,212)	(2,501,227)
Surplus / (loss) for the year		4,065,730	(231,579)
Accumulated surplus / (loss) brought forward		(7,814)	223,765
Accumulated surplus / (loss) carried forward		4,057,916	(7,814)

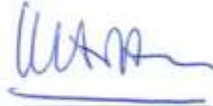
These financial statements should be read in conjunction with the annexed notes.



President



General Secretary



Treasurer



**Network of Organisations
Working for People
with Disabilities,
Pakistan**

—>ANNUAL REPORT 2012<—

Executive Summary

In 2012, NOWPDP undertook a number of initiatives in collaboration with the government. The Special CNIC registration drive was a first-of-its-kind initiative in which over 1,000 people with disabilities (PWDs) were registered for Special CNIC's through a one-window operation, bypassing the need for them to visit three different government departments. Moreover, NOWPDP published a Special CNIC Brochure to create awareness among PWDs about the procedure for registering for Special CNICs.

Furthermore, NOWPDP collaborated with the Government of Sindh Special Education Department, the Commissioner of Karachi Division and Institute of Architects, Pakistan To make Karachi a city that provides access to people with disabilities, through regulation reform and upgrading infrastructure. Additionally, NOWPDP initiated its skills development and market access project – heARTwork – in collaboration with the Community Development Program – Government of Sindh (CDP).

Moreover, NOWPDP initiated The Rickshaw Project which aims to create employment for PWDs and serve as an advocacy platform through which the unequal treatment and negative social perceptions of PWDs can be challenged and ultimately changed. Lastly, NOWPDP continued its implementation of the Education Development Improvement Programme – Gilgit-Baltistan, where in 2012, where impact assessment of the program was conducted in the districts of Gilgit and Hunza-Nagar.



Special CNIC Registration Drive organized by NOWPDP

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1. Special CNIC Registration Drive

Goal

NOWPDP partnered with the Government of Sindh – Special Education Department, Social Welfare Department, Labor Department, and NADRA to host the Special CNIC Registration Drive that registered over 1,000 disabled citizens. The aim was to eradicate the visits to three government departments – the customary process for obtaining a Special CNIC and offer a “one-window” operation to register the participants for their Special CNIC within a few hours, and to raise awareness about the rights of differently-abled that NOWPDP also highlighted through ‘Know Your Rights’ Brochure.

NOWPDP operated as the implementation partner in the Registration Drive, by taking initiative for promotions, logistics and coordination with stakeholders and participants. This Special CNIC Registration Drive marked the beginning of a larger campaign by the partners to register 10,000 people with disabilities across Sindh for their Special CNIC.

Impact

It featured the signing of a Memorandum of Understanding (MoU) between the partners for the registration campaign, in the presence of prominent government officials. The comparatively faster process enabled the recipients of the Special CNIC to avail the discounts and benefits offered by the Government. The partners will also be working to increase the benefits availed by Special CNIC holders.

2. Special CNIC Brochure

Goal

Special CNIC Guide Brochure – a NOWPDP initiative – was created to:

- Create awareness among disabled citizens of Pakistan regarding steps required for registering for Special Computerized National Identity Card (a recent initiative of Government of Pakistan).
- Guide regarding the processes, required documents and places to go to obtain the SCNIC.

Our Contribution

Three sections, each listing a two-three step process for registering, consist of different regions of Pakistan, along with respective contact details:

- Sindh
- Punjab
- Balochistan
- Khyber Pakhtunkhwa
- FATA
- Gilgit-Baltistan
- Islamabad
- Azad Jammu and Kashmir

3. Making Karachi an Accessible City

Goal

To make Karachi a city that provides access to people with disabilities, through regulation reform and upgrading infrastructure.

Our Contribution

In April 2012, NOWPDP, the Government of Sindh Special Education Department, the Commissioner of Karachi Division and Institute of Architects, Pakistan announced a campaign to make Karachi an accessible city.

To achieve this, a standing subcommittee was formed with the following mandate:

- To research international accessibility measures and, based on them, make recommendations for making Karachi an internationally-renowned accessible city
- To identify the short term measures to be undertaken to make Karachi a disability friendly City
- To identify the buildings/public places controlled by public/private sector with specific recommendations to ensure implementation of accessibility codes/and to make them disability friendly.
- Implement building regulations that improve the level of accessibility of public buildings and transport, and implement procedures to ensure compliance with the amended building regulations.

4. Skills Development and Market Access– heARTwork

In June 2012, NOWPDP and the Community Development Program – Government of Sindh (CDP) embarked on a skills development journey. Building upon NOWPDP’s network of 200 disability organizations across Pakistan, NOWPDP proposed a project – funded by CDP – to provide market access for 5 special education schools creating products made by people with disabilities. By doing this, 200 people with disabilities studying at the institutions will develop skills relevant to the market; increasing their chances of employment.

Project Objective

- People with disabilities are able to generate income through use of market-relevant skills (200)
- Partner schools increase ability to teach relevant skills to their students (5)

NOWPDP currently works with 200 disability organizations (including schools) across Pakistan to improve the opportunities available to people with disabilities. The following objectives are related to this project:

- Providing a platform for the organizations to collaborate and to improve the capacity of the organizations to achieve their objectives.
- Increasing employment opportunities for people with disabilities

Long-term Impact

- People with disabilities are able to be recognized as financial contributors to families
- Special education schools and vocational training centers have increased revenue through the sale of products in new markets

This will be measured through indicators like:

- Number/percentage of students gaining employment after graduation
- Change in perceptions of people with disabilities being able to contribute financially by families
- Change in revenue at schools from sale of products

5. The Rickshaw Project

The Rickshaw Project was born as a reaction in the summer of 2012. It is a project which would not only create employment opportunities for PWDs, but also establish a platform through which the unequal treatment and negative social perceptions of PWDs can be challenged and ultimately changed. By creating a moving, functioning example of mainstreaming, PWDs will not only be integrated into mainstream society through employment, but will lead this process of challenge and change.

Rationale of the Project

To integrate PWDs into mainstream society via employment, and therefore enabling them to challenge and change negative perceptions of disability in our society.

Objectives

- To empower people with disabilities through employment
- Providing a platform for change in perceptions and attitudes towards disability through example, sensitization, and advocacy
- To achieve the above in a financially sustainable and profitable manner by offering a dial-a-rickshaw service to the public

Outcome

- Personal, Social, Psychological and occupational well-being of PWDs.
- Equal opportunity of employment for PWDs.
- Removal of stigma related to PWDs (e.g., unnecessary guilty remunerations for PWDs from parents and the society at large),
- Community sensitization related to PWDs. Sensitization of caregivers, teachers, parents, students, employers etc.
- Legislation related to PWDs (Commercial driving license for PWDs, inclusive infrastructure etc).

6. Education Development Improvement Programme – Gilgit/Baltistan

Impact Assessment studies as part of EDIP continued through 2012. The study was carried out in two districts of Gilgit-Baltistan (Gilgit and Hunza-Nagar), where four students with disabilities were chosen to develop case studies. To ensure gender balance, two boys and two girls were selected for the study. District Gilgit and District Hunza-Nagar were selected due to the ethnic diversity; there is mixed population of Sunni, Shiaa, Ismailies, Christians, and Ahmadies in Gilgit, while in Hunza-Nagar there is the population of Ismailies and Shiaalsnashiri.


7. Audited Accounts

NETWORK OF ORGANISATIONS WORKING FOR PEOPLE WITH DISABILITIES, PAKISTAN
BALANCE SHEET
AS AT JUNE 30, 2012

	Note	2012 Rupees	2011 Rupees
NON-CURRENT ASSETS			
Equipment	4	1,204,349	208,696
CURRENT ASSETS			
Prepayments	5	382,370	40,155
Receivable from Agha Khan Foundation, Pakistan		510	510
Cash and bank balances	6	5,275,914	4,814,535
		5,658,794	4,855,200
		<u>6,863,143</u>	<u>5,063,896</u>
CAPITAL & LIABILITIES			
Accumulated surplus		4,166,781	4,057,916
NON-CURRENT LIABILITIES			
Temporary Bridging Loan		2,448,565	715,500
CURRENT LIABILITIES			
Creditors, accrued expenses and other liabilities	7	247,797	290,480
Contingencies	8	-	-
		<u>6,863,143</u>	<u>5,063,896</u>

These financial statements should be read in conjunction with the annexed notes.

President



General Secretary




Treasurer




**NETWORK OF ORGANISATIONS WORKING FOR PEOPLE WITH DISABILITIES, PAKISTAN
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED JUNE 30, 2012**

	Note	2012 Rupees	2011 Rupees
Income	9	13,694,967 ✓	10,896,942
Expenditure			
Administration	10	(1,838,131)	(1,823,588)
Program	11	(11,747,971)	(5,007,624)
		(13,586,102)	(6,831,212)
Surplus for the year		108,865	4,065,730
Accumulated surplus / (deficit) brought forward		4,057,916	(7,814)
Accumulated surplus carried forward		4,166,781	4,057,916

These financial statements should be read in conjunction with the annexed notes.



President



General Secretary



Treasurer





**Network of Organisations
Working for People
with Disabilities,
Pakistan**

—>ANNUAL REPORT 2013<—

Executive Summary

2013 was a year of consolidation for NOWPDP as it continued building on its work with its art as therapy project – Artpreneurs for Change; its skills development project – heARTwork; and its advocacy platform – The Rickshaw Project. NOWPDP also wrapped up the Education Improvement Development Programme in Gilgit Baltistan.

Additionally, NOWPDP also launched its disability consulting initiative – yaqeen – and started working with Engro Corp and all its subsidiaries to make the work environment at Engro as conducive as possible for people with disabilities.



Participants of the patchwork training conducted at IA RIEU by the heARTwork team

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1. Yaqeen – Disability Consulting

The premise behind launching yaqeen was to combine the lessons learnt by NOWPDP in architecture, employment and sensitization, and house it under one umbrella to make the corporate environment as conducive as possible for people with disabilities.

The 4-pronged approach adopted by NOWPDP in November 2013 to initiate this project included:

- Infrastructural Accessibility
- Sensitization of the work force
- An inclusive Policy Framework
- Equal Opportunity Employment

Achievements to Date

- In November 2013, NOWPDP and Engro Corp entered into a one year contract in which NOWPDP would be working with all its subsidiaries.
- Accessibility audits of Engro Corp's head office were also conducted in November and December 2013.

2. Skills Development and Market Access – heARTwork

During 2013, NOWPDP partnered with 5 schools in Karachi which teach vocational skills for people with disabilities (PWDs), as a part of their curriculum.

The five schools are:

- Association for Children with Emotional and Learning Problems (ACELP)
- Karachi Vocational Training Center (KVTC)
- IDA RIEU
- Hayat-e-Nau
- Bahria Special School, Karsaz

Through this partnership, these schools undertook professional trainings through us to develop the skill set of their students. The students were taught how to make different types of products which are sold under the heARTwork umbrella, giving them equal opportunity to promote their craftsmanship in a competitive consumer market. **174 students were trained in the area of papermaking, patchwork and textile design.**

3. The Rickshaw Project

Over the course of 2013, The Rickshaw Project completed one training cycle with 70% retention. Importantly, the team explored and finalized retrofitting solutions after over 18 months of research and development, and procured 3 brand new rickshaws, which allowed the team to initiate small scale pick-and-drop operations locally.

Moreover, as part of their advocacy mandate, The Rickshaw Project carried out disability sensitization trainings and advocacy seminars at schools and workplaces, including the branches of Pizza Hut in Karachi.

4. Education Development Improvement Programme – Gilgit/Baltistan

NOWPDP finally brought its 3 year engagement in Gilgit Baltistan to a close by holding community awareness events that were long delayed. The NOWPDP community awareness events in Gilgit-Baltistan changed with respect to the nature of the activity, and were held much later than initially planned. There were three main reasons for this:

- Initially, NOWPDP wanted to have in-depth community trainings on disability sensitization and inclusive education which parents would attend. These trainings were to begin in late 2011. However, AKU-HDP, which was due to begin data collection for their research study on disability prevalence in late 2011/early 2012, would not have completed their study at the time the events were scheduled. There was concern about contamination of data in the event that the research took place after the NOWPDP community trainings. It was therefore agreed that the NOWPDP trainings would take place after AKU-HDP was finished with their field research near the middle of 2012. However, this did not give NOWPDP much time to execute in-depth community trainings, since the organization was due to exit the programme in December 2012. Due to this, NOWPDP changed its activity from Community Trainings to Community Awareness Events.
- Community events were due to begin in March 2012, starting in areas where AKU-HDP has already completed data collection; however, due to security concerns, the events were postponed to September 2012. In September 2012, the events were further delayed due to additional security concerns resulting from extreme sectarian violence near Gilgit-Baltistan, and tensions within the district.
- NOWPDP was given a no-cost extension until July 2013. Events were finally held in April/May 2013.

5. Artpreneurs for Change – Art as Therapy project of NOWPDP

After almost a year and a half of discussion with NayaJeevan regarding the return of money that was owed to NOWPDP for continuing the art as therapy part of AfC. Finally, we received a cheque of Rs. 350,000. This amount was used for operation costs of AfC – salaries and purchasing art supplies.

In Round 1 – 9ATPs and Round 2 – 12 ATPs, this gradual increase was seen with a gradual increase in the number of children with disabilities from Round 1 – 25 CWDs to Round 2 – 35 CWDs. We are still working with 3 schools, but the plan is to also increase the number of schools from 3-4. This is contingent to the fact that the number of supervisors (team members preferably) should be available before committing to more schools.

The ATPs were provided training and supervision by renowned art therapist, Shazia Mohamed, after which they go into institutes and work with children with a variety of disabilities:

- Physical disabilities
- Hearing impairments
- Intellectual disabilities
- Down’s Syndrome
- The Autism Spectrum

Achievements to Date

- Trained over 30 art as therapy practitioners
- Provided therapy to over 100 children
- Sold over 20 paintings in various exhibition

6. Audited Accounts

NETWORK OF ORGANISATIONS WORKING FOR PEOPLE WITH DISABILITIES, PAKISTAN
BALANCE SHEET
AS AT JUNE 30, 2013

	Note	2013 Rupees	2012 Rupees
NON-CURRENT ASSETS			
Equipment	4	733,265	1,204,349
CURRENT ASSETS			
Advance, deposits, prepayments and other receivables	5	513,610	382,880
Cash and bank	6	6,284,479	5,275,914
		6,798,089	5,658,794
		<u>7,531,354</u>	<u>6,863,143</u>
RESERVE & LIABILITIES			
RESERVE			
Accumulated surplus		3,254,492	4,166,781
NON-CURRENT LIABILITIES			
Loan from President (unsecured, non-interest bearing)		3,519,419	2,448,565
CURRENT LIABILITIES			
Accrued expenses and other liabilities	7	757,443	247,797
Contingencies	8	-	-
		<u>7,531,354</u>	<u>6,863,143</u>


These financial statements should be read in conjunction with the annexed notes.



President



General Secretary




Treasurer

**NETWORK OF ORGANISATIONS WORKING FOR PEOPLE WITH DISABILITIES, PAKISTAN
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED JUNE 30, 2013**

	Note	2013 Rupees	2012 Rupees
Income	9	12,429,475	13,694,967
Expenditure			
Administration	10	(2,654,478)	(1,838,131)
Program	11	(10,687,286)	(11,747,971)
		(13,341,764)	(13,586,102)
(Deficit) / surplus for the year		(912,289)	108,865
Accumulated surplus brought forward		4,166,781	4,057,916
Accumulated surplus carried forward		3,254,492	4,166,781

These financial statements should be read in conjunction with the annexed notes.

President



Lauab Dossa

General Secretary

Almas

Treasurer



A PART. NOT APART.

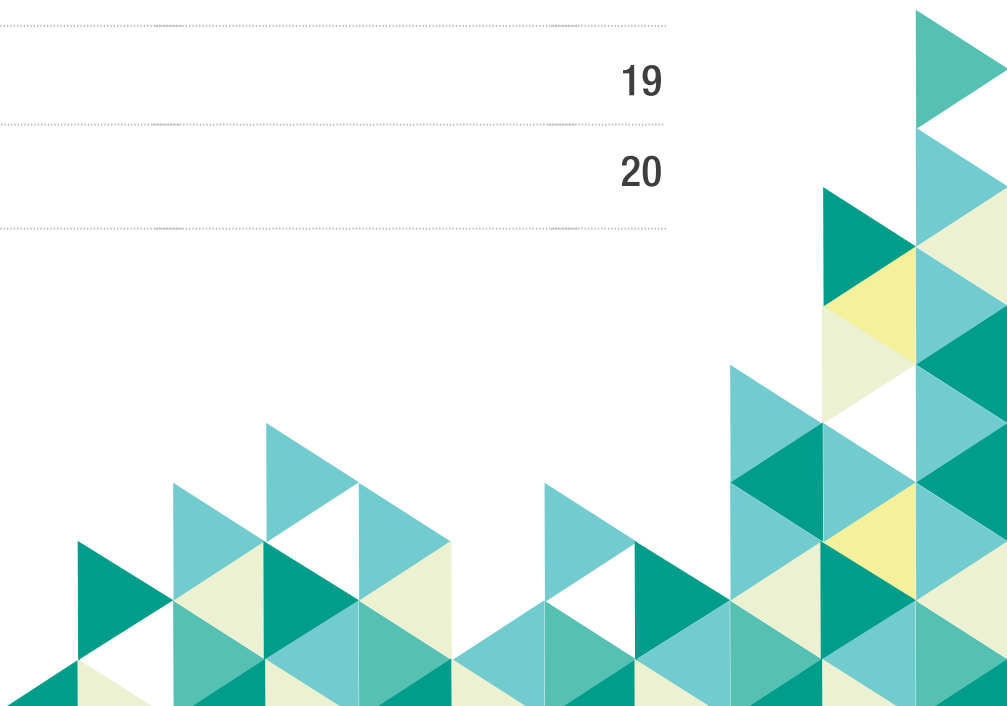
ANNUAL REPORT 2014

A part. not apart.



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Our Vision

People with Disabilities have equal access to opportunities and are an integral part of society.

Mission Statement

To promote the creation of an inclusive society which values and upholds the rights of people with disabilities through sustainable endeavours and a holistic approach driven by clear social objectives.

Our Objectives

- ▲ **Generate a greater level of awareness about the needs and rights of persons with disabilities.**
- ▲ **Create economic empowerment for persons with disabilities by fostering greater commitment.**
- ▲ **Advocate the rights and needs of persons with disabilities to the State.**
- ▲ **Build capacity of disability organizations to meet their objectives.**

President's Note

As Pakistan continues to strive to pen its narrative as a resilient and inclusive country – one that not only tolerates diversity but thrives on it; one that does not only come together for caricatures but paints its story of defiance; and one that looks naysayers in the eye and establishes its existential identity – our actions and words need to go as hand and glove.



Inclusiveness is a theme that is not limited to religious, ethnic, linguistic, sectarian fault lines but permeates into the realms of disability. When it comes to being ostracized, people with disabilities are no strangers, having borne the brunt of perceptual bias as one of the largest statistical minorities in the world.

In Pakistan, more than 18 million are people with disabilities, a figure that is nearly the population of Karachi – one of the biggest cities in the world.

Perceptions need to be revised and success stories established – so sympathy evolves to empathy and apathy becomes social action.

Amin Hashwani
President NOWPDP

Director's Note

Since its establishment NOWPDP has worked to promote the rights of people with disabilities and contribute towards establishing an inclusive society where PWDs are not marginalized based on societal misconceptions and lack of opportunities and knowledge, through its network of organizations across Pakistan.



While there are organizations that work in pockets to address issues related to people with disabilities, NOWPDP aims to provide that networking framework, which connects these erstwhile well-intentioned but dispersed institutions.

NOWPDP is a unique model because it has anchored itself on a vision of mainstreaming people with disabilities through the pursuit of holistic endeavors with clear social objectives. Our activities and projects aim to be sustainable, impactful and empathetic so that there are long lasting changes, quantitative and qualitative results and perception based on understanding, not charity. As we welcome 2015 and reflect on 2014, we hope that the whispers of inclusiveness that echo in Pakistan can resonate as one voice on the national dais.

Omair Ahmed
Director NOWPDP

Our Projects



heARTwork

The heARTwork mission is to empower people with disabilities through promoting their craftsmanship so that they can benefit from the skills they have learned and earn a livelihood for themselves.



The Rickshaw Project

The Rickshaw Project advocates for mobility for all by creating a highly visible moving platform for people with disabilities, driven by our advocates of change.



yaqeen

Yaqeen aims to develop institutions into equal opportunity employers, inclusive of persons with disabilities. Inclusion for yaqeen is about **embedding** persons with disabilities with holistic and sustainable **empowerment** of abilities such that they are and they feel **equal**.

The entrance at NOWPDP House,
located in Saddar, Karachi



WELCOME *to the* NOWPDP House

Located in the heart of Saddar: NOWPDP has adopted, renovated and developed an abandoned dispensary to emphasize that we believe in universal inclusiveness



Year in Review

▲ FROM 'FOR' TO 'WITH'

NOWPDP was initiated in 2008 with a clear mission: Promoting a barrier free, inclusive society. As we have grown and learnt from the past we've come to realize how essential the value of inclusion is to how we approach our work – and how our language must reflect and reinforce that. We recently revised one little word in our acronym: We don't want to work FOR people with disabilities; they don't need our sympathy. We strive to work WITH them; because that's genuine inclusion.

▲ MATCO RICE AND NOWPDP



NOWPDP and MATCO Rice commenced a new initiative in October 2014, the objective of which was to create awareness about people with disabilities along with NOWPDP and its projects.

▲ I AM KARACHI



I am Karachi is a campaign that inculcates hope, pride and ownership in the citizens of Karachi to collectively strive for a peaceful city. NOWPDP is participating in this campaign with a message of inclusion; our aim to showcase people with disabilities as an integral part of society, rather than as a separate, group of people living on the fringes of society.

▲ ACCESS TO JUSTICE



NOWPDP became a support organization for the Access to Justice (A2J) project that the Asia Foundation is conducting across 10 districts in Pakistan. Karachi is one of the districts, with its own Legal Aid Center that NOWPDP aims to support by recommending best practices for improving service delivery to people with disabilities, raising awareness of their service & referring potential cases to them.

▲ LEARNING BASIC PAKISTAN SIGN LANGUAGE (PSL) with Deaf Reach

NOWPDP Team has enrolled in the inaugural PSL classes.



heartwork

lovingly handmade by people with disabilities

How we do this



SKILLS DEVELOPMENT TRAINING:

Our Team of Ambassadors spearhead the trainings conducted at our partner schools.

- **Papermaking**

Students learn the art of recycling paper to make handmade greeting cards.

- **Textiles**

Students learn textile design development, patchwork techniques and screen-printing.



PROMOTION OF CRAFTSMANSHIP: HeARTwork products are marketed through social media, partner retail outlets and corporate orders.

HeARTwork's Year in Review



Introduced Textile Design & Screen printing at Bahria Special School.



HeARTwork Ambassador Team learned skills: screen-printing, weaving, embroidery.



HeARTwork Ambassador Team added new merchandise: home textiles (cushion sets, bed sheets, duvet covers, runners, table mats and lamps), fashion items (handbags) and customized services (roman blinds and upholstered sofas).



175 students trained in areas: papermaking, patchwork techniques, textile design and screen-printing.



1500 handmade cards distributed to corporate partners.



Generous contributions from Bank Alfalah and Ronak Lakhani to further the project and build a Vocational Training Center.



heARTwork Textile Design and
Screen Printing.


www.heartwork.org.pk







“moving people, changing minds”

How we do this

 **ADVOCACY:** By creating a moving, functioning example of mainstreaming, people with disabilities will be integrated into society and will be leaders in the process of challenge and change.


 **SENSITIZATION:** Our drivers are our trainers. The objective is to shift society’s perspective from one of sympathy to empathy; from charity to social justice; from apathy to action.

 **THE RICKSHAW PROJECT SERVICE:**
Your utilization of our service helps put people with disabilities in the driver’s seat to steer us forward on our mission to create a more inclusive and equitable society:


The rickshaws are run by trained project drivers

The rickshaws are retrofitted accordingly to the driver’s impairment

The Rickshaw Project’s Year in Review

 Around 1,500 individuals who have attended Sensitization Sessions including the students of IBA, SZABIST, Greenwich, Lyceum School and Pizza Hut employees.

 Advocated to around 5,000 people through events that The Rickshaw Project has been a part of.

 The Rickshaw Project team participated in various events such as: The South Asian Cities conference, AIESEC Global Village, An Activation at Park Towers and The Young Leaders conference.



Retrofitted Rickshaws according to driver impairments.



Embedded - Empowered - Equal



How we do this

To Develop institutions into equal opportunity providers, inclusive of persons with disabilities.

OBJECTIVES:

Building Infrastructure:

Through accessible infrastructure

Raising Awareness:

Through disability sensitization





Empower Ability:

Through equal opportunity employment

Institutionalize Diversity:

Through a revision of institutional policy framework

Yaqeen's Year in Review

-  NOWPDP and the Institute of Architects, Pakistan (IAP) conducted reviews for 7 subsidiaries at 9 locations of Engro to determine changes needed for infrastructural accessibility.
-  A total of 29 focus group discussions and 38 interviews were carried out across 7 subsidiaries with approximately 12% of the employee base from February- May 2014 to determine the existing perception about people with disabilities amongst Engro's employees.
-  Over 800 of Engro's employees have been sensitized so far through 22 disability sensitization sessions at 6 locations between September and December 2014.
-  The sessions held at Engro, Harbour Front, proved to be impactful as an analysis showed a 22% drop in the perception that persons with disabilities would negatively impact the workplace. A decrease in the use of negative words post-sensitization was also witnessed.

In order to ensure inclusive policies at all stages in the employment process and to ensure sustainability through an inclusive policy framework, NOWPDP carried out the following:

- ✔ Reviewed and revised current job roles for degree of inclusion
- ✔ Identified reasonable accommodation that employees with disabilities may require
- ✔ Assessed and edited job descriptions, job advertisements and the application process. Engro added an equal opportunity note on its job portal on 7th November 2014
- ✔ The recruitment process and employee handbook were reviewed for disability inclusion. NOWPDP also shared a consolidated database of 650+ people with disabilities. Some PWD's have been hired at Engro since the inception of the project



Stories

Sakhawat joined heARTwork shortly after it was initiated. In the past two years, he has learned multiple skills such as papermaking, quilling, screen printing and weaving. He has also been promoted twice in this duration and is currently the Production Supervisor and Ambassador Team Leader.

“With the progression of the project, through its ups and downs, we have learned what it means to be empowered. I feel that I am better at relationship management and networking. I have worked with the corporate sector while not being in it. While I am still learning to be more efficient in my work, I have managed to sustain my life and manage my expenses.”

- Sakhawat Sajawal

"Auto-rickshaws provide affordable transportation for millions of persons and efforts to enhance universal access to this mode should be given top priority. The Rickshaw Project is a needed approach to the technical issues of making auto-rickshaws accessible both to drivers and to passengers with disabilities. The project also provides a valuable opportunity to test this approach as a service model which would include a focus on disabled passengers as well as drivers with limited mobility. I wish you every success as you move forward with this project"


- Tom Rickert

Executive Director, Access Exchange International
Board Member, GAATES (Canada)
Board Member, International Centre for Accessible Transportation (ICAT, Canada)

“I have seen how these drivers understand and advocate the idea of being self-sustainable to people who asks for money on road. THIS is what we need to bring change and become self-sufficient as a nation. I feel safe and secure more than ever by using this service to the extent that I can even trust them with my 10 year old sister”

- Zoya Altaf

Manager Client Services
Asiatic Public Relations Network



“..with the progression of the project, through its ups and downs, we have learned what it means to be empowered.”

Sakawat Sajawal

heartwork

"Congratulations to you and your team on holding an excellent session on disability this morning. Unfortunately, it's an area of lowest awareness in our society and even the so called parha likha section of the community doesn't give required respect and opportunities to people with disabilities. I personally learnt quite a few new concepts and got motivated to do better in this area of extreme importance, good work".

- Khalid Subhani

CEO Engro Polymer & Chemicals Limited

"...the session was by all standards, very interactive and interesting. The session was not too lengthy, the presentation conducted in Urdu encouraged active participation, and the PWD guest speaker's discussion with the participants was very motivating".

Yasmine Rashid

Diversity Lead, Engro Fertilizers Ltd



from sympathy to
EMPATHY

Disability Sensitization

How can you contribute?



NOWPDP welcomes financial contributions to help run our projects. Contribution details are mentioned below.

Account Title: NOWPDP

Bank: Habib Bank Ltd

Account no (PKR). : 0047-79002206-03

Swift Code: HABBPCCA

Our Legal Standing

Network of Organizations Working with People with Disabilities, Pakistan is registered under the following entities:

- Registered under Societies Registration Act, XXI of 1860 vides Registration KAR NO. 0373 OF 2008-09
- Registered as Non for Profit Organization under clause (c) of sub Section (36) of Section 2 of the Income Tax Ordinance, 2001

NOWPDP NTN number 3357971-7

KITES DON'T WALK, THEY FLY.

DISABILITY SENSITIZATION



MOVING PEOPLE. CHANGING MINDS.




A PART. NOT APART.

Financials *(Fiscal Year 2013-2014)*

	2014	2013
Income		
Grants	(421,360)	7,328,322
Donations	1,105,409	2,381,008
Program Sponsorship	304,131	2,522,912
others	64,898	55,595
Interest income	148,005	141,638
Total	1,201,083	12,429,475
Expenses		
Salaries and benefits	2,902,324	1,880,783
Depreciation	312,166	216,469
Utilities	397,161	300,693
Travel	95,798	79,611
Bank Charges	21,232	5,845
Printing and Stationery	98,387	24,028
Meeting & Refreshments	5,453	46,499
Websites and Softwares	44,900	100,550
Project Expenses	6,919,346	10,687,286
Total	10,796,767	13,341,764
Surplus/Deficit for the Year	(9,595,684)	(912,289)
Accumulated surplus brought forward	3,254,492	4,166,781
Accumulated deficit/surplus carried forward	(6,341,192)	3,254,492

The Way Forward

**Disability organizations need to get together on one common platform.
Let's provide that platform!**

 What do ALL organizations need? **Disability Information.**


- © A Resource Center as a way to identify needs and develop resources accordingly.


Let's raise awareness! Look at the Capability, not the Disability!




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-  Establish our Vocational Training Center and train 100 adults with disabilities in textiles.


-  Expand our network of partner schools and train 50 students with disabilities in paper-making and textiles.

-  Promote HeARTwork merchandise through new e-commerce partners, social media and website.






-  Major focus towards accessible transportation, which will be initiated with Model Accessible Bus Stops in Karachi.

-  Construction of Research & Development Workshop that aims to provide free consultancy to people with disabilities in making retrofitted vehicles.

-  Continuation of our Disability Sensitization efforts in educational, private & public institutions.



-  Ensuring sustainability as an equal opportunity employer for Engro.
-  Work with other institutions to make them inclusive.
-  Collaboration with HBL to ensure inclusion of persons with disabilities at 30 locations across Pakistan. *A contract between NOWPDP and HBL was signed on January 28, 2015.*

Our Partners

Organizations and Institutions that we worked with during the year and which supported us.



ACELP



KVTC



BAHRIA SPECIAL SCHOOL



IDA RIEU



HAYAT-E-NAU



SRSC



Our Team



Pictured Above:

1st Row(L-R): Siraj Bilal, Khalid, Vishal, Asim Zia, Nizar Ali Shah, Faisal Khan, Imran Abdullah, Pervaiz Sahab, Tabinda Baig

2nd Row(L-R): Taj Bhai, Noman, Amin Amir Andani, Zulqurnain Asghar, Ali Fateh, Omair Ahmad, Zahra Anum, Reem Khurshid, Samar Naqvi, Abeer Ghori.

3rd Row(L-R): Nabil Shaukat, Karim Navroz Ali, Roydon D'Mello, Sakhawat Sajawal, Faheem Wahid and Nafees.

Not Pictured: Osman from heARTwork

*Mr. Zulqurnain Asghar and Mr.Roydon D'Mello are no longer part of the NOWPDP Team.



Get in Touch

 www.nowpdp.org  info@nowpdp.org

 NOWPDP  NOWPDP  NOWPDP

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 +92 (21) 32294528

TEXT 'NOWPDP' + YOUR NAME TO

T E X T
8 3 9 8

Approved under clause (c) of sub section (36) of section 2 of the Income Tax Ordinance, 2001.
NOWPDP has been working towards the achievement of its vision since its launch on 9th May 2008.



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