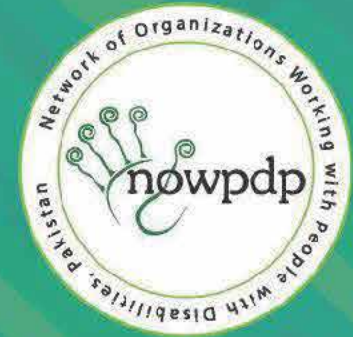
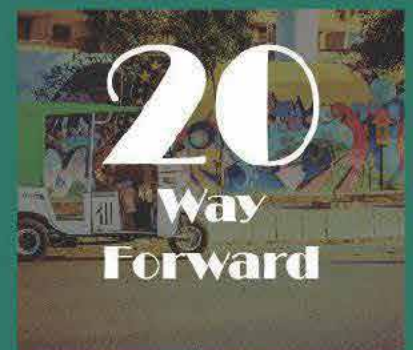
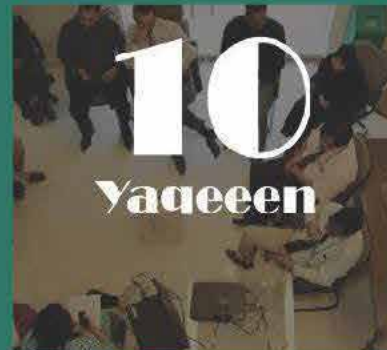
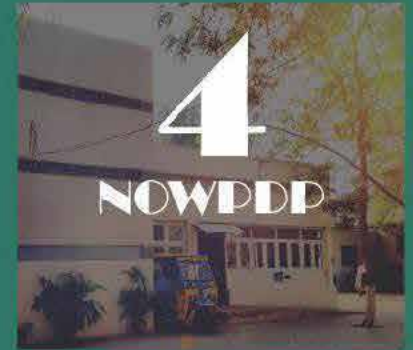
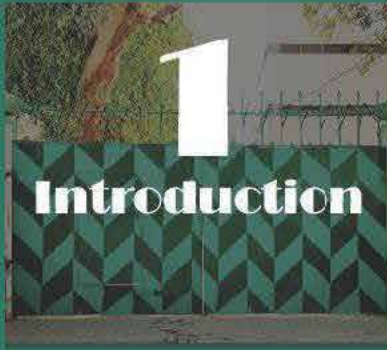


# Annual Report 2015



A PART. NOT APART.

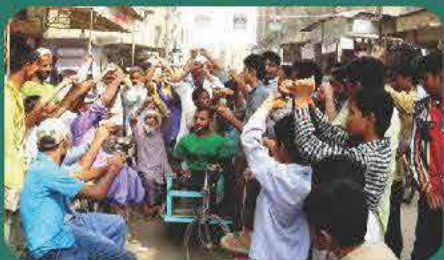
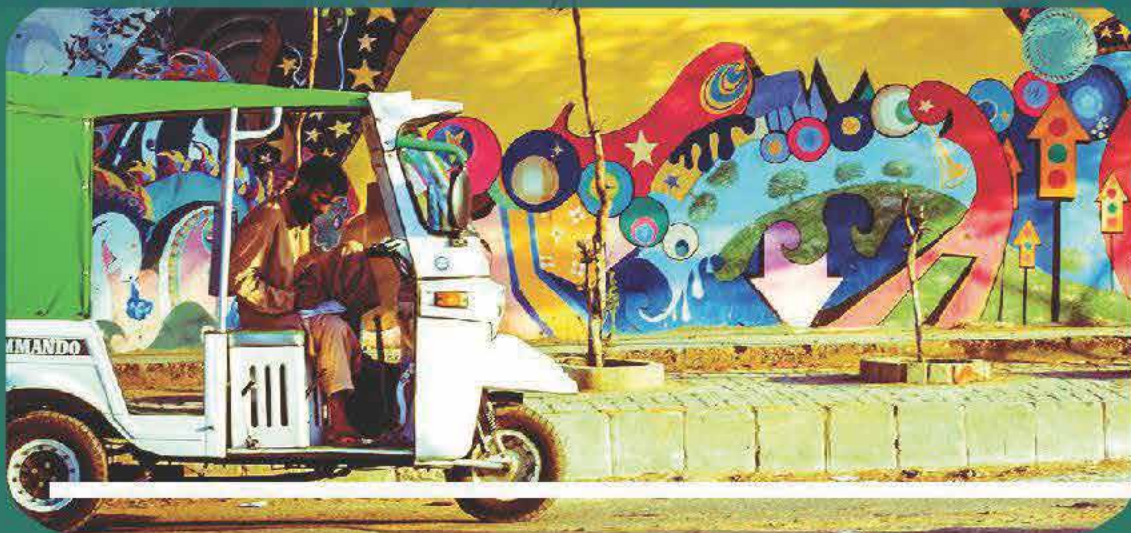
# Contents





Network of Organizations Working with People with Disabilities, Pakistan (NOWPDP) was established in 2008 as a Non-Profit Organization which aims to provide a common platform for different organizations working for persons with disabilities in Pakistan to come together and bring about an impactful change.

NOWPDP is currently working in the areas of accessibility/mobility, skills development, and employment of persons with disabilities (PWDs) through its three dedicated programs, The Rickshaw Project, heARTwork, and Yaqeen.





*Disabilities continue to exist on the fringe of priorities for most countries across the world despite efforts otherwise. The United Nations established the 2030 Agenda for Sustainable Development Goals (SDGs) in 2015, with multiple references to persons with disabilities and a special focus towards adopting a data centered approach for disability inclusion. As an organization, NOWPDP commits to implementing the SDGs and hopes to be at the forefront of this change as we look to the future.*

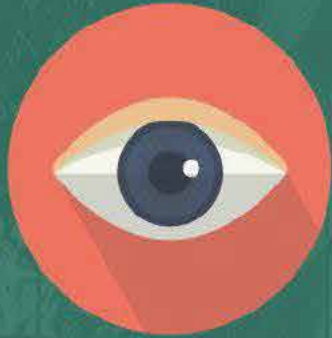
*From building an accessible workplace to working towards inclusive banking and setting the groundwork for a resource directory, we feel that a story is being written that will have an impact across our nation.*

*We are thankful to all our supporters for making all this possible and look forward to a new year with many opportunities to make a significant impact in the lives of persons with disabilities with your continued support.*

Amin Hashwani  
President, NOWPDP

Omar Ahmad  
Director, NOWPDP





## Vision

Persons with disabilities have equal access to opportunities and are an integral part of the society



## Mission

Promote an inclusive society, which values and upholds the rights of persons with disabilities, through holistic and sustainable endeavours



## Objectives

- Raise awareness in the society about the rights of persons with disabilities
- Advocate the rights of persons with disabilities to the relevant stakeholders for facilitating their empowerment
- Enhance the skills of persons with disabilities to make them contributing members of the society
- Build capacity of the institutions to make them inclusive of persons with disabilities

# NOWPDP

Enable persons with disabilities to access opportunities through enhanced on-road access

Enhance the skills of persons with disabilities to enable them to access future educational and employment opportunities



Collect and disseminate data to raise awareness for and about persons with disabilities

Create employment opportunities by promoting inclusive environment at workplaces through accessible infrastructure and the policy recommendations.



- Built a Model Accessible Workplace at NOWPDP's premises.
- Established a Vocational Training Center
- Launched NOWPDP Ambassadors Program
- Partnered with HBL, Pakistan State Oil (PSO), Engro, Jubilee General, Bank Alfalah, I Am Karachi, Matco Rice, Lakson Group, TEXT, Autocom and Hashwani Group of Companies



# THE RICKSHAW PROJECT

The Rickshaw Project was launched in 2012 to improve on-road access of persons with disabilities through advocacy to bring about legislative changes and development of sustainable mobility solutions. The efforts on the two aforementioned fronts are supported by community engagement through awareness raising activities.

## Community Engagement:

The Rickshaw Project team raises awareness about disabilities and persons with disabilities through sensitization sessions at educational institutions, and impromptu baithaks at public spaces. The aim of these is to break attitudinal barriers faced by persons with disabilities in our society.

## Advocacy & Mobility Solutions:

In order to enhance the on-road access of persons with disabilities, The Rickshaw Project is developing sustainable mobility solutions and working with the different provincial and the federal government departments in the areas of licensing, duty-free import of retrofitted vehicles for persons with disabilities, and accessible public spaces and transport.





1

905 students sensitized across 9 educational institutions in Karachi

2

Participated in the I Am Karachi campaign to raise awareness about mobility challenges faced by persons with disabilities

3

Held a consultative meeting with representatives from Transport and Mass Transit Department, Government of Sindh and Traffic Police Karachi, and drafted comprehensive recommendations to enhance on-road access of persons with disabilities

4

24 Baithaks conducted in 8 Union Councils of Karachi

5

Our "Dial-a-Rickshaw" Service came to a close



# heARTwork

heARTwork was established in 2012 as a skills development program to provide training to students with disabilities enrolled in our partner schools. To date, more than 330 students have completed trainings conducted by heARTwork.

## Training:

heARTwork conducts training sessions for students with disabilities in the skills of textile design, screen printing, weaving and papermaking.

## Production:

heARTwork promotes the craftsmanship of persons with disabilities through its spectacular line of products, which serves as a symbol of empowerment. These products are showcased and sold at various exhibitions held in Karachi.



# 01

185 students trained in the skills of textile design, screen printing, weaving and papermaking



**heartwork**  
lovingly handmade by people with disabilities

# 02

Partnered with Society for Rehabilitation of Special Children (SRSC), Zainab Rehabilitation Centre (ZRC), Ida Rieu School and College for Deaf and Blind, Bahria Special School and Islamic School for Deaf

# 05

Participated in 8 handicraft exhibitions during the year to raise awareness about the craftsmanship of persons with disabilities by showcasing and selling products that are made by them

# 04

Established a Vocational Training Center at NOWPDP's premises to conduct skills development training

# 03

Participated in the I Am Karachi campaign to train students with disabilities in the skills of paper making and textile design.



# Yaqeen

Yaqeen was launched in 2013 as a disability consulting initiative which works on building capacity of institutions such that they become equal opportunity providers, inclusive of persons with disabilities.

We envision a Pakistan where persons with disabilities are embedded, empowered and equal.



## Building Accessible Infrastructure

By conducting thorough accessibility reviews and making recommendations



## Raising Awareness

By delivering disability sensitization sessions



## Institutionalizing Diversity

By developing inclusive policy frameworks



## Empowering Ability

By creating equal opportunities for employment

10

Collaboration with Engro to make its 10 locations, across Sindh and Punjab, inclusive of PWDs

900

Over 900 employees at Engro were sensitized through 24 sessions

30

Collaboration with HBL to make its 30 branches, across Sindh and Punjab, inclusive of PWDs

317

Data was collected from 317 employees at HBL to gauge their perceptions about disabilities



- Made accessible infrastructural accommodations and modifications at Engro's Head Office, in accordance with the recommendations provided by Institute of Architects Pakistan (IAP)
- Developed and recommended a comprehensive framework for Engro to cultivate inclusion, promote diversity, and offer more employment opportunities for persons with disabilities
- Celebrated the International Day of Persons with Disabilities by organizing an event for all employees of Engro on 3rd December 2015

- Conducted accessibility reviews of 30 designated HBL branches across Karachi, Lahore and Islamabad with the assistance of Institute of Architects, Pakistan (IAP)
- Conducted 30 focus group discussions and 7 in-depth interviews in which 317 employees across 30 branches of HBL participated enthusiastically
- Reviewed HBL's policy framework and provided recommendations in certain areas to ensure the policies are inclusive for persons with disabilities
- Developed training needs assessment and implementation plan for disability inclusion at 30 HBL branches



# I AM KARACHI

NOWPDP joined the I Am Karachi campaign to promote inclusion of persons with disabilities (PWDs), through a range of activities.

60

325

800

3

Skills development training of 60 students in textile design and papermaking

Sensitization session for 325 students in 6 universities

More than 800 accessible locations and disability services added in the NOWPDP Resource Directory

3 meetings/conferences with stakeholders for preparing a policy brief for accessible transport and licensing for PWDs

1000

6000

6

750

Distributed 1000 miniature rickshaws to raise awareness about PWDs

Distributed 6000 handmade cards to raise awareness about PWDs

6 radio programs and multiple public service announcements on Radio FM 100

Reached 750 people through Guerilla Awareness Raising Campaign in Karachi Grammar School, University of Karachi and Frere Hall

# Model Accessible Workplace

NOWPDP modified its premises according to the guidelines provided by Accessibility Code of Pakistan 2006 to promote accessibility and inclusion in the workplace. The model serves as an example for public and private institutions to advocate the implementation of an accessible workplace.



Ramps at a ratio of 1:16 which can be accessed by persons with physical impairments



Tactile flooring which enables persons with visual impairments to independently access the office space



Workstations adjusted at the height of 2.5 feet for ease of access of persons with physical impairments



Handrails to encourage easy maneuvering for persons with disabilities within the office space



Braille signage for persons with visual impairments



Height adjusted switchboards and door handles for persons with physical impairments



Accessible bathrooms for persons with disabilities

”

Unfortunately, it (disabilities) is an area of lowest awareness in our society and even the so-called parha likha section of the community doesn't give the 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

**Muhammad Aliuddin Ansari**

CEO, Engro Corporation, during a sensitization session by Yaqeen at Engro.

”

I found the children were so excited because they met young kids who were teaching them and they came up with beautiful artwork. I am delighted and I hope it (training) continues.

**Talat Hashmi**

President, Society of Rehabilitation of Special Children (SRSC), who partnered with heARTwork for training students with disabilities

## Testimonials by Partners

”

NOWPDP's efforts in creating an accessible workplace, which can be taken as a model of inclusion by other organizations and institutions, are commendable.

**Ramiz Baig**

Institute of Architects, Pakistan (IAP), during the launch of the Model Accessible Workplace at NOWPDP

”

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 while commenting on The Rickshaw Project



”

Interning at NOWPDP was a great learning experience. I was taught how to treat people who are differently-abled. It taught me that bringing a change doesn't happen overnight but requires a lot of patience, hardwork and effort. NOWPDP has a very friendly environment and working there for two months felt like working with friends. In future I would love to work with NOWPDP as a team.



**Amna Raheel**  
BSc (Hons.) Commerce Student at IoBM  
Karachi

”

My experience at NOWPDP was amazing. I not only learnt how to work with professionals but also how to respect people with disabilities. I was astonished to see how united, hardworking and welcoming the NOWPDP family was. I am glad I got a chance to work with NOWPDP and in particular with Yaqeen. It was a journey full of learning and fun at the same time.



**Sanubar Feroz Ali**  
BS Social Sciences Student at SZABIST  
Karachi

## Testimonials by Interns of 2015

”

I was engaged with heARTwork where I learnt that a disability is not the same as being handicapped. From organizing exhibitions to visiting schools, I found the team extremely motivated in its goals. The journey has been one of the most different yet powerful ones! I am blessed to have worked with the most dedicated, talented, and inclusive people.



**Saba Aslam**  
Graduate of IBA Karachi  
Currently Employed at Collective for  
Social Science Research

”

My stint at NOWPDP was instrumental in terms of shaping my perceptions regarding people with disabilities. It proved to be a great learning curve for me, making me realize the equal (not special) status they have in society. The Rickshaw Project drivers, especially Imran bhai, provided continuous inspiration in cementing the fact that people with disabilities are just as capable (if not more) as the rest in society.



**Wali Haider**  
Graduate of IBA Karachi  
Currently Employed at Packages Ltd.

# Contribute

Via  
Bank Transfer  
or Check

Account Title: NOWPDP  
Bank: Habib Bank Ltd  
Account #: 0047-79002206-03  
Swift Code: HABBPCCA  
IBAN: PK07 HABB 0000 4779 0022 0603



Send Checks  
To

Checks should be made out to:  
**NOWPDP**  
NOWPDP House, Bungalow No. 83/1, N I Line,  
Saghir Hussain Shaheed Road, Saddar, Karachi, Pakistan  
021 32294527-8



Via  
Global Giving

- Put People with Disabilities in the Driving Seat
- Vocational Training for Children with Disabilities
- Give 1000 Persons with Disabilities an Identity



Legal Standing:

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

# Make a pledge to sponsor the following activities:

**01**

Train students with disabilities in the skills of textile design

- PKR 17,000 to sponsor 1 student with disability
- PKR 85,000 to sponsor 5 students with disabilities
- PKR 170,000 to sponsor 10 students with disabilities

**02**

Facilitate the issuance of Special Computerized National Identity Cards (SONICs) for persons with disabilities through our SONIC Registration Drive across the country

- PKR 1,500 to sponsor 1 Special CNIC
- PKR 7,500 to sponsor 5 Special CNICs
- PKR 3,000 to sponsor 2 Special CNICs
- PKR 15,000 to sponsor 10 Special CNICs

**04**

Pledge an amount independently

**03**

Mobilize persons with lower limb impairments through provision of Accessible Cycles

- PKR 20,000 to sponsor 1 cycle Accessible Cycle
- PKR 40,000 to sponsor 2 cycles Accessible Cycle

Fill in your pledge and the amount in the spaces below, along with your contact information.

I would like to make a pledge for the amount of \_\_\_\_\_ to \_\_\_\_\_ (facilitate/ train/ mobilize/other) persons with disabilities.

Name: \_\_\_\_\_ Organization: \_\_\_\_\_ Contact No.: \_\_\_\_\_

Email Address: \_\_\_\_\_ Address: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Tear along the line and post your information to NOWPDP House, 83/1, N I Line, Saghir Hussain Shaheed Road, Saddar, Karachi.



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# Financials

	2015 (PKR)
<b>Income</b>	
Grants	18,153,294
Donations	1,942,818
Program Sponsorship	-
Others	595,087
Interest income	171,599
<b>Total</b>	<b>20,862,798</b>
<b>Expenses</b>	
Salaries and benefits	3,757,450
Depreciation	462,192
Utilities	568,738
Travel	54,640
Bank Charges	29,548
Printing and Stationery	183,236
Meeting & Refreshments	16,653
Websites and Softwares	131,645
Project Expenses	9,707,740
<b>Total</b>	<b>14,911,842</b>
Surplus/Deficit for the Year	5,950,956
Accumulated surplus brought forward	(6,341,192)
Accumulated deficit/surplus carried forward	(390,236)

*For detailed financial accounts, please visit our website [www.nowpdp.org](http://www.nowpdp.org)*

# Way Forward

## NOWPDP

- Organize Special CNIC Registration Drive in Karachi and other districts of Sindh
- Undertake "Making Karachi Accessible" Campaign to recommend infrastructural changes in public and private buildings
- Expand NOWPDP Resource Directory



## The Rickshaw Project

- Launch Accessible Cycle Project
- Raise awareness about disabilities and PWDs by conducting 100 Baithaks at public spaces and 50 sensitization sessions at educational institutions



## heARTwork

- Train 150 students with disabilities across different partner schools



## Yaqeen

- Facilitate Engro in launching an internship program for PWDs
- Implement "Making Banking Inclusive" project at HBL
- Initiate programmatic inclusion for PWDs with Trocaire and its partner organizations through disability consulting
- Develop and conduct capacity building training for PWDs



# Partners



# Get in Touch

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

    NOWPDP

NOWPDP House, Bungalow No.83/1 N I Line, Saghir Hussain Shaheed Road,  
Saddar, Karachi, Pakistan. 74400  +92 21 32294527-28