



ANNUAL REPORT 2023





The cover photo truly depicts the Saheli Project and is a testament to the impact of the Sahelis in taking forward the mandate of NOWPDP. NOWPDP launched the Saheli project where selected women with disabilities were trained to become community leaders. They act as a bridge between NOWPDP and women with disabilities in order to engage and assist them in overcoming the societal barriers to embark on their journey of becoming financially independent and economically empowered.



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From small rooms with big hearts, we started with scarce resources but ample ambition to make a difference and fulfill our mandate of promoting inclusion and accessibility to create a Bashamool Pakistan.

Now, 15 years later, we celebrate every milestone, a testament to your support, the hard work and dedication of our employees, supporters, donors and most importantly the resilience and determination of our beneficiaries.

I am proud of what we have accomplished and inspired by what is to come. As we look to the future, we remain committed to our mandate: to create a brighter, more inclusive society, where everyone has the opportunity to thrive.

Thank you for being a part of our journey and for your unwavering support and commitment to NOWPDP's mission of making a positive impact in the lives of those who need it most.



AMIN HASHWANI
PRESIDENT

2023 marked fifteen years of NOWPDP's existence, and true to our spirit and personality the last 12 months continued our relentless pursuit of inclusion – as we evolve from an institution to a movement.

We feel that given the state of affairs of disability in the country, there is a need to adopt an unequivocal, poignant, and clear strategy focusing on ecosystems of inclusion across Pakistan. These should be a springboard for advocacy, a hub of information resources, and a barometer for inclusive practices with interventions for educating, engaging and economically empowering the overwhelming silent population of persons with disabilities. In 2022-23, NOWPDP put this philosophy into practice by building the first Center of Excellence for Financial Inclusion in Pakistan and expanding its footprint into Hyderabad and Rawalpindi.

Our belief remains that a strong foundation, meaningful impact, relevant visibility and engaging equitably with stakeholders is the path to take as we look to bring about sustained change for persons with disabilities.



OMAIR AHMAD
CEO

EXECUTIVE COMMITTEE

Under the guidance and constant support of NOWPDP's Executive Committee, our mission for a more inclusive society has evolved from giving an identity to persons with disabilities to making them contributing members of the society.



RONAK IQBAL LAKHANI
VICE-PRESIDENT

Ms. Ronak Lakhani currently serves as Vice President of the NOWPDP Executive Committee. She is the Chairperson of Special Olympics Pakistan and was awarded with a Sitara-e-Imtiaz in 2016 in recognition of her selfless services to persons with disabilities.



KHAYYAM HUSSAIN
GENERAL SECRETARY

Mr. Khayam Hussain serves as a member of the NOWPDP Executive Committee. He is the Managing Director of Automobile Corporation, Pakistan. In addition, Mr. Hussain is involved in work for the Karachi Relief Trust, the International Chamber of Commerce, the International Road Federation, the Pakistan Trucking Forum, the Association of Road Users of Pakistan (ARUP), and the Charter for Compassion Pakistan.



LAILA DOSSA
MEMBER

Ms. Laila Dossa is an active member of the NOWPDP Executive Committee. In addition, she is also Chairperson of the JS Academy School for the Deaf and teaches at Karachi Grammar School. Ms. Dossa has served as the President of the Pakistan Association for the Deaf.



HASNAT HASHWANI
MEMBER

Ms. Hasnat Hashwani is an active member of the NOWPDP Executive Committee. A recent graduate of UC Berkeley in 2017, she serves as the CEO of Wholesome Foods and is also working as a General Manager of ZAPP, a real-time e-commerce venture. Ms. Hashwani has always been an ardent supporter of the cause of disability inclusion and NOWPDP.



SHHRINA HASHWANI
MEMBER

Ms. Shahrina Hashwani Khawaja is the Director at Laya Salt. She is equipped with a diverse skill-set with experience in Group Policy, Project Management, Organizational Design, Leadership and Business Development.



RUHAIL MUHAMMAD
TREASURER

Mr. Ruhail Muhammad serves as the Treasurer of NOWPDP's Board. His career spans over 35 years in various sectors. He is currently the CEO of Lucky Electric Power Company Limited. Previously, he held the position of CEO & served on the Boards of Engro Corp and various Engro subsidiaries.

BOARD OF ADVISORS

Our Board of Advisors bolster our mission of transforming lives of persons with disabilities. These seasoned professionals bring in different perspectives and help further our cause.



FAHD KAMAL CHINYOY
CHIEF EXECUTIVE OFFICER, PAKISTAN CABLES

Mr. Fahd Kamal Chinoy is currently the CEO of Pakistan Cables Limited and has years of exposure leading various departments including Sales, Marketing, Supply Chain, and Informational Technology. Mr. Chinoy is a strong supporter of disability inclusion and has been an integral part of NOWPDP.



ZAIN MUKATY
CHIEF EXECUTIVE OFFICER, ONCOGEN PHARMA

Mr. Zain Ashraf Mukaty is the CEO of Oncogen Pharma (Private) Limited, heading the company with a vision to develop the first cancer drug manufacturing facility in Pakistan. He serves on several Boards including the Liberty Group and Pakistan Aluminum Beverage Cans Limited.



SADIA DADA
CHIEF MARKETING & COMMUNICATION OFFICER, K-ELECTRIC

Ms. Sadia Dada is the Chief Marketing & Communications Officer at K-Electric. She has diverse experiences ranging from media to corporate PR, advocacy, strategic communications, and stakeholder management. Ms. Dada joined KE from Phillip Morris Pakistan where she served as Director of Communications. She has also been an active supporter of various social upliftment initiatives.



FAIZAN GHORI
DIRECTOR, MATCO FOODS

Mr. Faizan Ghori serves as the Director of MATCO Foods. He graduated with a BS degree in Accounting & Finance from New York University & MS in Accounting & Finance from The London School of Economics. In addition to all these degrees and accomplishments under his name, he is a certified Director Accredited by Risk Metrics Group, USA.



FARHAT RASHEED
DIRECTOR, DALDA FOODS & WESTBURY GROUP OF COMPANIES

Ms. Farhat Rasheed works as a Director at Dalda Foods & Westbury Group of Companies. She has also served at Unilever as an Assistant Brand Manager and is a strong advocate of disability inclusion & has founded Show You Care (SYC) with friends & family to be the voice of persons with physical disabilities for economic independence.



MISBAH NAQVI
CO-FOUNDER I2I VENTURES

Ms. Misbah Naqvi is General Partner and Co-Founder at i2i Ventures, an early-stage venture capital fund focusing on tech-enabled high-growth startups in Pakistan. Ms. Naqvi has over 20 years of global experience in corporate finance, impact investing, fintech, & entrepreneurship in Pakistan, the Middle East, Africa, South Asia, and the US. In addition, she also serves as an Advisory Board member at i2i, U Microfinance Bank Ltd, and a Trustee on the Board of AAS.



SARA TAHER KHAN
CHIEF EXECUTIVE OFFICER, FM91

Ms. Sara Taher Khan is the CEO of FM91 and is a founding board member of Citizens Archive Pakistan (CAP). She also serves on the board of WWF Pakistan and YPO. Ms. Taher is also associated with Interflow Communications and TVOne and has been a staple of the PR and Media landscape of Pakistan, & a contributor to its relentless expansion over the last 2 decades.



SALMAN NAVEED KHAN
CHIEF EXECUTIVE OFFICER, PAK ALLIANCE FOR MATHS & SCIENCE (PAMS)

Mr. Salman currently serves as the CEO of the Pak Alliance for Maths & Science (PAM5), & is the Team Lead of the Ministry of Federal Education & Professional Training's STEAM Pakistan program. Prior to his current role, he was associated with the Alif Ailaan campaign as the Head of Political & Policy Engagement & is a firm believer in the concept of lifelong learning

ABOUT US

15 years ago, NOWPDP was established as a disability inclusion initiative. By creating ecosystems of inclusion throughout Pakistan, we work in the areas of identity, welfare, education, skills development and economic empowerment of persons with disabilities.

VISION

To ensure that persons with disabilities (PWDs) have equal access to opportunities and are an integral part of society.

MISSION

To promote an inclusive society through holistic and sustainable endeavours in the areas of education and economic empowerment.

The following pillars drive our mandate:



REHNUMAI

On-site Guidance



SHANAKHT

SCNIC and Disability Certificate Facilitation



FALAH

Assistive Devices, Health & Hygiene, Ration, Clean Drinking Water



TALEEM

Special & Inclusive Education



HUNAR

Vocational Training



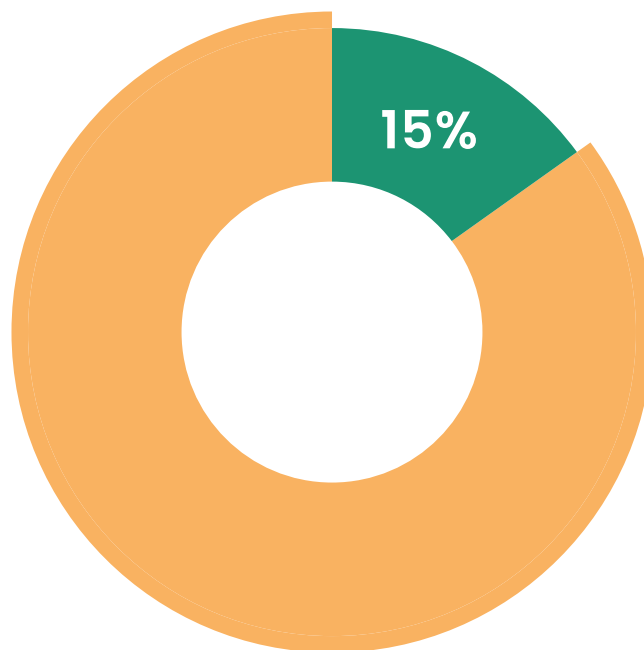
ROZGAR

Job Placement & Capacity Building



KHUDMUKHTARI

Self-Employment












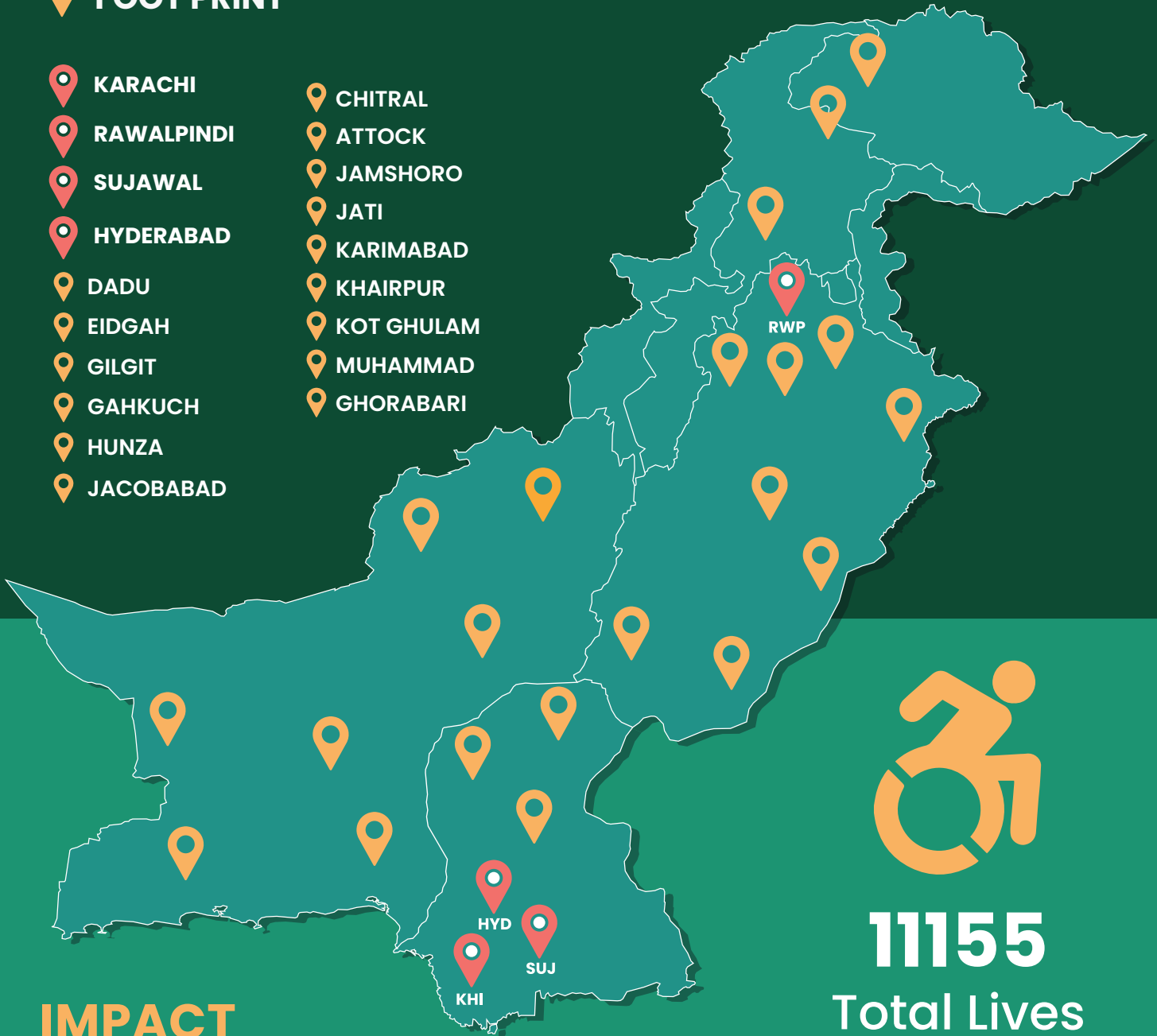
*Persons with disabilities constitute **15%** of the world's population, most of them without access to basic facilities.

OUR FOOTPRINT IN 2022-2023

 OFFICE LOCATION

 FOOT PRINT

-  KARACHI
-  RAWALPINDI
-  SUJAWAL
-  HYDERABAD
-  DADU
-  EIDGAH
-  GILGIT
-  GAHKUCH
-  HUNZA
-  JACOBABAD
-  CHITRAL
-  ATTOCK
-  JAMSHORO
-  JATI
-  KARIMABAD
-  KHAIRPUR
-  KOT GHULAM
-  MUHAMMAD
-  GHORABARI



11155

Total Lives Impacted

IMPACT NUMBERS 2023

 **596**
Rations Distributed

 **1262**
SCNICs & Disability Certificates Provided

 **295**
Assistive Devices Provided

 **8138**
People Guided

 **236**
Persons with Disabilities Employed

 **151**
Total Number of Students Enrolled

 **466**
Persons with Disabilities Trained

 **11**
Persons with Disabilities Self-Employed



Saheli Project

NOWPDP launched the Saheli project with the objective to identify women with disabilities who are community leaders, working professionals and influencers and utilize them to engage other women with disabilities through field outreach, events, activities and sessions. These Sahelis will primarily be responsible to counsel and mentor women with disabilities and their parents and understand their issues and challenges while acting as their focal persons in order to create an environment where women with disabilities feel safe and confident enough to seek employment opportunities, become financially independent and economically empowered.



It is primarily a women economic empowerment project funded by FCDO with British Asian Trust as their implementing partner. NOWPDP is amongst the 6 partners in Pakistan working under the livelihood ambit of this grant.

Through the project, NOWPDP aims to

Build capacity of and train 260 women with disabilities in multiple demand driven employable trades:

- Data Entry
- Call Center Training
- Stitching
- Hand Embroidery
- Screen Printing
- Machine Embroidery
- Graphic Designing
- Receptionist

120
Special SCNICs to women with disabilities

156
Job placement of women with disabilities

10
Self employment of women with disabilities





KARACHI

NOWPDP started its journey in 2008 in one of Pakistan's largest cities. Its main goal was to help people with disabilities become financially independent. Over time, it has grown into a strong organization that not only offers training and jobs to people with disabilities but also advocates for their rights.

This year's highlight has been the Saheli project, an economic empowerment project for women with disabilities funded by FCDO with British Asian Trust as their implementing partner.



NOWPDP conducted a sensitization session for the President and CEO, Mr. Muhammad Aurangzeb, along with the executive leadership team of Habib Bank Limited



Team Karachi celebrates 15 years of the organization



MoU signing between Systems Limited and NOWPDP endorsed by the Government of Sindh



Launch of NOWInclusive Tours



For the first time, an inclusive summer camp for the students of The Inclusion Academy



Women's Day Baithak



HSY Visited NOWPDP for a NOWInclusive tour



RAWALPINDI / ISLAMABAD

In 2020, NOWPDP Islamabad was set up as a testament to NOWPDP's mission to expand and touch the Northern areas of Pakistan. The office was then shifted to Rawalpindi. Continuing its mission, NOWPDP strives to ensure persons with disabilities hailing from the area receive assistive devices, vocational training and employment opportunities while also keeping the ties with governmental stakeholders steady.



In partnership with the Chal Foundation, NOWPDP distributed wheelchairs to beneficiaries in the twin cities.



Team NOWPDP attended a healthcare convention at the Aiwan-e-Sadr invited by the Honourable, Mrs, Samina Alvi, First Lady of Pakistan



Embroidery Training for women with disabilities



Telenor Microfinance Bank conducted a session on professional growth for the trainees



Team Rawalpindi celebrates 15 years of the organization



NOWPDP, in collaboration with Akbar Niazi Teaching Hospital and Saving 9, organized a medical camp in Shareefabad-Koral



SUJAWAL

The Moriro Markaz in Sujawal is a prime example of NOWPDP's mission to establish Centers of Excellence throughout Pakistan, with the goal of creating an inclusive society through comprehensive and sustainable programs. Through a public-private partnership, the center offers various community-based initiatives to support individuals with disabilities throughout Pakistan.

The center includes a school for special education and a vocational training center, which aims to equip persons with disabilities with skills that can lead to job opportunities. Moriro Markaz also houses a primary healthcare clinic, providing effective and efficient healthcare services, as well as access to clean drinking water. Additionally, the center offers rehabilitation services and Shanakht intervention programs. Through all of these resources, Moriro Markaz strives to uplift and educate the local community about their rights and ways to improve their quality of life.



World Children's Day celebration at the Moriro Markaz



Team Sujawal celebrates 15 years of the organization



NOWPDP initiated its KhudMukhtari chapter in Sujawal- Sillayi se Kamayi tak!



SCNIC One-Window camp in Sujawal at Moriro Markaz



Moriro Markaz's students participate in the 14 August celebrations at the DC Office



Wheelchairs distribution in Moriro Markaz



The students of Moriro Markaz celebrate Halloween



HYDERABAD

In 2023, NOWPDP set out to empower persons with disabilities through the Center of Excellence for Financial Inclusion in Hyderabad. NOWPDP strives to ensure the economic empowerment of persons with disabilities by providing them with Rehnumai, Shanakht, Falah, Hunar, and Rozgar, while engaging in advocacy and awareness initiatives in the city.

This year the team successfully worked towards collaborating with organizations in the city to establish strategic relationships with stakeholders such as DEPD, SPDPA and Department of Health as well as maintain engagement within the community.



NOWPDP conducted a disability sensitization training at Faysal Bank



Team NOWPDP met with multiple organizations for the launch of the new Hyderabad office



Meeting with Muneer Ahmed Bhatti, DEPD Hyderabad Division, to collaborate for One-Window camps



Accessibility Partnership with Lahooti Melo, in Hyderabad



NOWPDP was invited for a consultation session on Universal Accessibility in Housing schemes by World Bank



Meeting with representatives of Association for the Welfare of Handicapped Persons



NOWPDP conducted a disability sensitization training session for empathy building at Faysal Bank, Hyderabad.

15 YEARS OF NOWPDP







Began our journey as Network of Organizations Working for people with disabilities Pakistan



NOWPDP launched inclusive education in Gilgit Baltistan in partnership with Aga Khan Foundation and AUSAID

NOWPDP launched The Rickshaw Project with the provision of entrepreneurial opportunities for persons with disabilities

Year 2008 to 2012



NOWPDP launched Shanakht by conducting SCNIC Camps across Sindh



"In the year 2008, a shining beacon of hope emerged, known as NOWPDP, illuminating the path for persons with disabilities. Like a gentle breeze carrying whispers of change, they embarked on a remarkable journey, seeking to empower those who had long been overlooked. The mission was to weave a tapestry of opportunities. With tender hearts and unwavering determination, they set out to

JOURNEY O



NOWPDP won the Zero Project Award for Innovative Practices in Workplace Accessibility



Unilever collaborated with NOWPDP to become equal opportunity employer

Year 2013 to 20



NOWPDP built an accessible office in Saddar



The Entrepreneurial Development Center launched as a sequel to the Khudmukhtar project



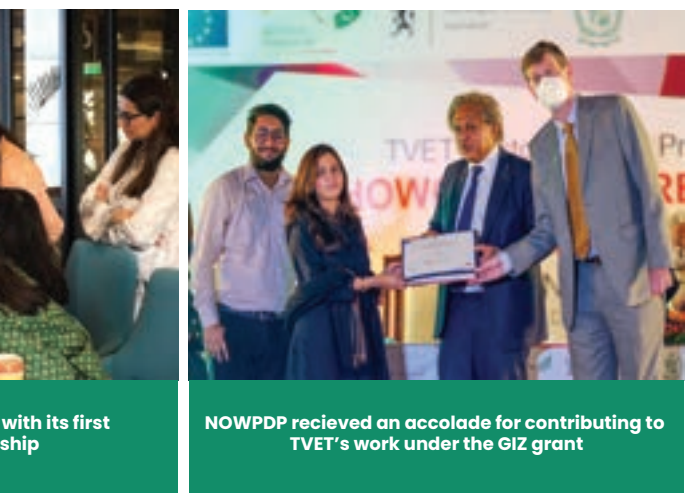
NOWPDP launched Yaqeen Engro Corp partner

"The team poured their energy into empowering persons with disabilities, kindling resilience. They painted a world where differences were celebrated, where every individual soars to their highest potential."

F HOPE



018



with its first ship

NOWPDP received an accolade for contributing to TVET's work under the GIZ grant

g within them a fire of self-belief and individual, regardless of their disability, could



State Bank of Pakistan launch of Financial Inclusion policy



First ever Tuk Tuk March to support drivers with disabilities in reclaiming public spaces



15th BI



Year



Launched Center of Excellence for Financial Inclusion



The first Center of Excellence for Financial Inclusion opened in Sujawal



"With each step forward, NOWPDP's impact is reverberating through the lives they touch, turning dreams into reality and illuminating the path forward."



Samina Alvi visited NOWPDP



Birthdays celebration of the organisation



2019 to 2023



Excellence for Disability Inclusion (CEDI) Rawal, Sindh, named Moriro Markaz



Launched Hyderabad office



Launch of Rawalpindi Office



"P etched a legacy of compassion and inclusion, their impact reached. They left an imprint on the hearts of those they empowered, illuminating the path toward a brighter, more inclusive tomorrow."



REHNUMAI (GUIDANCE)

Rehnumai means guidance, to facilitate a person with disability in receiving the right accommodations to achieve independence. This can be done through giving the right information, helping them acquire the right assistive device or training, and leading them towards a sustainable source of employment for their economic wellbeing.

NOWPDP emphasizes on strong community outreach and building for this pillar where persons with disabilities are reached out to and facilitated in accordance with their needs. This year, the focus of the efforts for Rehnumai have been on community engagement though out all locations in Karachi, Islamabad and Sujawal. Various consultations, panels and disability specific innovative and inclusive activities were the tools used to create impact and further the mandate.

8138

People Engaged



SUJAWAL REGION – DISABILITY GEO MAP



Gender-Based Violence Focus Group Discussions

Conducted in Karachi, under the Saheli Project for the empowerment of women with disabilities in collaboration with UNPRPD.

Awareness sessions on the census conducted in Pakistan

Awareness sessions were held in Karachi and Sujawal in order to inform persons with disabilities regarding the census being conducted in the country.



Gender Based Violence Training Sessions in Karachi and Sujawal

94 women with disabilities were trained as master trainers regarding awareness of gender-based violence and reporting mechanisms across Karachi and Sujawal under the Saheli Project.



Community outreach Rawalpindi

To register and conduct a needs analysis of persons with disabilities in Rawalpindi, community outreach was conducted in several areas



Benazir Income Support Programme Awareness Sessions

Team Rehnumai conducted sessions focused on empowering women with disabilities through spreading awareness about the significance of identity through SCNIC and the benefits of BISP.

Iftar Event

The NOWPDP community outreach program organized Iftar events in its centers at Karachi, Sujawal, and Islamabad to strengthen relationships with the beneficiaries.



SCNIC Benefits Awareness Sessions

Awareness sessions were held by team Rehnumai at the NOWPDP one-window camps conducted in the year.



Career Development Sessions

Alumni trainees of the NOWPDP training center received a series of career development workshops for their professional development.



Community Outreach in Machar Colony

The outreach team set up a registration camp in Mohammadi Colony UC-5. The team conducted a needs analysis and registered 135 persons with disabilities in the database.

Limitless Potential

Education is a crucial component in every individual's life especially those living with a disability as it is a stepping stone in their professional lives. However, acquiring education is not all rosy for people with disabilities as communication barriers, lack of acceptance in society, general misinformation and unawareness, and most commonly protective parents can withhold a child's right to education.

Ayesha Bina, enrolled in the computer operator training, was unfortunately in the same boat. Due to the rising inflation, her parents wouldn't allow her to enroll in a bachelor's degree. Since Ayesha was very passionate about learning, the Rehnumai team intervened, providing counselling to her parents, and within days her parents took her for admission to a college of her choice.

It is instances like these that serve as a true reminder of how support and guidance can transform the lives of persons with disabilities.

Ayesha Bina





SHANAKHT (IDENTITY)

NOWPDP conducts Special CNIC Camps which are a one-window operation designed such that all relevant governmental departments come under one roof. This reduces the process of a person with a disability acquiring a Disability Certificate and/or a Special CNIC from twelve weeks to two days.

These Special CNICs hold great benefits and facilities for persons with disabilities. NOWPDP has been successfully conducting these camps with the crucial and unwavering support of Nadra and the Government of Sindh.



NADRA
PAKISTAN



Department of
Empowerment
of Persons with
Disabilities

1262

Total Number of
SCNICs Facilitated



Public Sector Facilities

EMPLOYMENT QUOTA

For all provinces is:

- 5% in Sindh
- 2% in Federal
- 2% in KPK
- 3% in Punjab (Govt jobs only)
- 1% in Islamabad Capital Territory (ICT)
- 2% in State Bank Of Pakistan
- 3% in Gilgit Baltistan (Govt jobs only)
- 5% in Balochistan (Govt jobs only)

ASSISTIVE DEVICES

- Bait ul Maal provides yearly Rs.10,000 for PWDs and provides different assistive devices:

- Wheel chair
- White cane
- Hearing aid

- Every 3 months, Rs.9000 are given to women with disabilities by BISP under the Kafalat Program

EDUCATION

- Fee waiver in all public educational institutions
- Reserved quota for PWDs in all public educational institutions:
 - 3% in Punjab
 - 5% in Gilgit Baltistan
 - In Balochistan, 50% discount on Higher education & Primary and Secondary education is free

Private Sector Facilities

Transportation

50% OFF



- Kainat Travels
- Waraich Express
- Kohistan Express
- Pakistan Railway

25% OFF



Faisal Movers

50% OFF



AirSial
Serene Air

40% OFF



PIA

25% OFF



AirSial & Serene Air offers 25% for the accompanying guardian



My disability was acquired in 2002 when I had a shunt-pass, which affected my eyes. Then, in 2018, my legs developed a disability too as a side effect. So I required a SCNIC which was a very difficult task for me. The doctors I went to didn't recognize the extent of my disability. They said I had only 15% disability when you needed 35% to get a disability certificate. I even tried to get a fitness certificate, but that was rejected too. After facing multiple rejections, things started looking up when NOWPDP organized a one-window SCNIC camp. Finally, I was able to get my disability certificate SCNIC there.

Muhammad Farzain

Physical Disability | NOWPDP Trainee



Chairman NADRA's visit to the NOWPDP house in Karachi



5 Camps conducted throughout Sindh



Expanding Our Reach- Khairpur Camp

ONE WINDOW SCNIC CAMP

Under the banner of Shanakht, NOWPDP conducts one-window Special CNIC (SCNIC) camps. The aim is to facilitate persons with disabilities in the process of attaining their SCNIC in one day as opposed to 10-12 weeks. Following are the steps that take place during the camp.



STEP 01 | Registration at the Special CNIC Camp



STEP 02 | Issuance of disability certificates by SPDPA



STEP 03 | Hearing tests are conducted



STEP 04 | Disability assesment by Department of Health



STEP 05 | Signature & verification by Medical Superintendent



STEP 06 | Issuance of Special CNIC token by NADRA

Unlocking Possibilities

In the shadows of Maaj Goth, Sakina Bibi confronted adversity, bereft after her mother's demise and her father's frailty. Trapped in a cycle of poverty due to her disability, Sakina relied solely on her sister's support, abandoned by her husband. A lifeline appeared through NOWPDP, granting her an SCNIC at the one-window camp.

This small card became her ticket to hope. Registering under the Benazir Income Support Program (BISP), Sakina found a lifeline to escape despair. The newfound support offered not just financial aid but a chance at a brighter existence, a testament to the transformative power of compassion and assistance

Sakina Bibi





FALAH (WELFARE)

Under NOWPDP's pillar of Falah, persons with disabilities are facilitated to achieve mobility, welfare, and immediate assistance. They are provided with wheelchairs, hearing aids, rations, and clean drinking water with the intent of catering to their fundamental rights.

A primary healthcare clinic has been set up at Moriro Markaz, Sujawal, in collaboration with Shine Humanity and the Aziz and Razia Dharamsey Family Foundation. Through the clinic, persons with and without disabilities are now able to achieve medical assistance in the heart of Sindh.

NOWPDP has also been greatly supported by the Sindh Government, DEPD, and Social Welfare Departments in distributing wheelchairs all over Pakistan. The wheelchairs have been generously funded by Doctors Worldwide, Dil Foundation and the Wheelchair Foundation.

Aziz & Razia Pharamsey
Family Foundation

depd Department of
Empowerment
of Persons with
Disabilities



SHINE
HUMANITY
Healthcare for the under-served

3774

People engaged
at Clinic

596

Rations
Distributed

295

Assistive Devices
Provided





Ration distribution during flood calamities in collaboration with Sana Safinaz



Students of Moriro Markaz tested for Malaria during the floods, in partnership with NRSP

WHEELCHAIR FEATURES



Comes with a tyre repair kit & an air pump for emergencies

Mountain bike tires for rough terrain

Black nylon fire resistance upholstery

Removable armrest and swing-away footrest to easily carry it in vehicles

Red powder coating frame for long-term durability

Front wheel with pu tires that make the journey smooth



Medical Camp conducted in Koral



Ration distribution at Moriro Markaz for students and trainees



Wheels of Hope

Acquiring a disability at the tender age of 8 due to a fall from the roof, Sher Bano faced a life confined within her home as her parents couldn't afford the necessary surgeries. This led to missing out on family gatherings, funerals, and weddings, fostering feelings of hopelessness and helplessness. However, the Moriro Markaz team emerged as a beacon of hope in her life. The wheelchair provided by the team became a catalyst for her social inclusion, enabling her to actively participate in family events. No longer confined by physical limitations and lack of decision making , she now feels like an integral part of her family gatherings, breaking free from the isolation that once consumed her.

Sher Bano







TALEEM (EDUCATION)

NOWPDP provides special and inclusive education to children with disabilities equipping them for the society. NOWPDP offers inclusive primary schooling through The Inclusion Academy (TIA) in Karachi, and special education at Moriro Markaz in Sujawal, Sindh.

We aim to take our mandate forward and expand our footprint proving that inclusion is the only way to a better, brighter future.

15

Inclusive Education Enrollment with (TIA) Karachi

136

Special Education Moriro Markaz Sujawal



Winter Sports Gala

Deputy Commissioner, Sujawal, Mr. Imtiaz Ali Abro organized a Winter Sports Gala in Sujawal where students from Moriro Markaz participated.



Teachers' Capacity Building

Workshops were conducted at the Moriro Markaz to equip teachers with essential skills required to address the needs of students.



Life Skills Training

A Life Skills training was conducted at Moriro Markaz for the well-being of the students, focusing on healthy nutrition and personal hygiene.



2nd Sindh Differently Abled Scouts Agoonoree

Students from Moriro Markaz participated in the 2nd Sindh Differently Abled Scout Agoonoree. The event was an immersive experience for the students as it simulated the difficulties of life in nature.



Annual Result Day and Parent Teacher Meeting

The Parent-Teacher Meeting (PTM) was conducted at Moriro Markaz and the final results showed commendable performance by students.



Pakistan Day

The students of Moriro Markaz celebrated Pakistan Day dressed up as the founding members of Pakistan and performing a skit.



Story of Arman

It was Arman’s parents dream to provide their children quality education but there was limited access in Sujawal. The doors of Markaz opened to provide Arman a future as he received physiotherapy and an individualized education plan.

Arman, once dependent and unable to communicate, had become independent and interacted with his classmates with much joy.



World Health Day

World Health Day was celebrated at the Markaz to raise awareness about global health issues and promote healthy living among students.



Story of Ahmed Zulfiqar

Ahmed came to The Inclusion Academy timid and cautious of his surroundings. He mostly kept to himself, not taking any interest in the classroom. The teachers at The Inclusion Academy pushed Ahmed to come out of his shell and so Ahmed began to show his true colors. His sharp memory helped him grasp sign language fast to be able to communicate with fellow students and teachers, leaving behind the timid Ahmed that first stepped into The Inclusion Academy.

Ahmed has expressed his aspiration to serve in the Pakistan Army as a dedicated soldier. After successfully completing the kindergarten level, Ahmed has transitioned to Deaf Reach to continue his educational journey.

THE INCLUSION ACADEMY

The Inclusion Academy is a model integrated education set up for children with and without disabilities. As a pilot project, The Inclusion Academy dictates an exemplary way forward of how special education in Pakistan could be both inclusive and effective.



An Inclusive Summer Camp for the students of The Inclusion Academy



Two students from the Inclusion Academy transferred to FESF's special education school- Deaf Reach



Students with visual disabilities received training in the software J.A.W.S.



An Annual Parent Teacher Meeting was held at The Inclusion Academy

A Shining Star

Dua's eyes glimmered with hope as she first stepped into The Inclusion Academy. There was nervousness behind that bright smile and eagerness to learn from the unknown.

However, the inability to communicate with fellow students put Dua in her shell, dimming her smile as she began to shy away from participating in group activities or interacting with her classmates.

With the intervention of inclusive educational model at The Inclusion Academy, Dua's smile brightened only more as she learnt sign language and slowly gained confidence to interact with her classmates. Her performance in the classroom excelled as she gained the confidence to be herself.

Dua Naz





HUNAR (SKILLS DEVELOPMENT)

The pillar of Hunar at NOWPDP works for the skills development of persons with disabilities for an economically empowered future. Hunar has been instrumental in imparting practical knowledge to persons with disabilities by training them in the technical skills across sectors ranging from print making, dry processing, domestic and industrial stitching.

Moreover, under the banner of Hunar, persons with disabilities are equipped with information technology and financial literacy skills through training in data entry and call-center operations. Keeping in line with the State Bank's policy of financial inclusion, NOWPDP also trains persons with disabilities to be an active part of the banking sector.



466

Persons with Disabilities Trained



UNILEVER Up skilling Program- UPLIFT

NOWPDP trained 9 persons with disabilities to equip them with technical and soft skills for increased work performance.



PRISM 2.0

NOWPDP in collaboration with Soorty Enterprise Private Limited launched the project for skills development and job placements of persons with hearing and speech disabilities in the textile sector.



Financial Literacy Sessions- Karachi and Sujawal

NOWPDP conducts financial literacy sessions for beneficiaries with the aim of educating them about saving plans, bank policies and benefits provided by the bank.





New Trades

This year, NOWPDP started three new trades in the pillar of Hunar: Skill Enrichment training for persons with intellectual disabilities, Basic Literacy and English Language training, as an up skilling trade, for adults with disabilities.



Parwaaz Project

Parwaaz is an initiative of NOWPDP, in collaboration with Inditex, Kings Apparel, Artistic Apparels (Pvt.) Ltd, and Digital Apparel, to economically empower persons with hearing & speech disabilities in the textile sector.



// I felt stuck due to limited opportunities because of my disability. Luckily, I found out about NOWPDP's call center training, offering a chance for financial freedom. During the training, I gained not just technical skills but also confidence. It transformed how I saw myself – capable and independent. Stepping into the world as a woman with a disability can be tough, but with support from fellow trainees and a dedicated trainer, I overcame challenges, emerging as an empowered woman shaping my own destiny.

Faiza Saleem

Visual Disability | NOWPDP Trainee



Stitching Training- Sujawal

50+ persons with disabilities have been trained in the Stitching Trainings conducted at the Moriro Markaz Training Center in Sujawal, sponsored by multiple organizations such as the British Asian Trust, Mondelez, Hilton Pharma and many more.



// When forms were placed in front of me, I would be completely blank, not knowing what to do. I required assistance from others around me and would always hesitate to ask—embarrassed that a supposedly simple task was evidently a hurdle for me. I then found out about NOWPDP through my friends and enrolled in basic literacy training. For the first time in my life, I didn't require assistance and signed my own form rather than just giving a thumbprint. I can now also type on the computer which has allowed me to fill out the information on digital forms. The training gave me agency in life that I had only ever dreamed of.

Muhammad Zahid

Basic Literacy Trainee



// Nayaban enrolled in the skill Enrichment training at NOWPDP. Initially, she was very quiet and afraid of the environment due to her intellectual disability. However with the course of the training, Nayab grew out of her shell. She became more expressive and actively participated in class activities. Nayab is now able to communicate with her parents and asks them to bring home the same materials she has used in class, enabling her to replicate the crafts she had made during the training. Her parents had always been longing to be able to communicate with their child and are now thrilled with her progress as she has become more active and vocal about her needs.

Nayab

Skill Enrichment trainee

GRADUATION CEREMONY

In the month of December 2022, NOWPDP under the banner of Hunar and Dastoor hosted its 5th annual graduation ceremony for all candidates who have gone through skills development training in various fields at VTC during the year. The chief guest of the ceremony was the First Lady of Pakistan, Mrs. Samina Alvi. The purpose of the ceremony was to celebrate and appreciate all the hard work and efforts put in by the trainees belonging to various disabilities. It also gave the chance to motivate them & wish them



Graduation of Class of 2022



Happy graduates of the Class of 2022

GRADUATION CEREMONY- SKILLS ENRICHMENT TRAINING

Team NOWPDP conducted 3 months of skill-enrichment training in collaboration with Dar-ul-Sukun and SRSC. The purpose of the training was to enhance the mobility, cognition, social interaction, and concentration of children with disabilities through different art and craft activities.

After 3 months, team NOWPDP held a graduation ceremony for the students of Dar-ul-Sukun and SRSC to commemorate the end of their training.



PARWAAZ PROJECT- CLOSING CEREMONY





Breaking Barriers

Struggling through life's uncertainties after losing her hearing in a road accident, Zareen wanted to take control of her life. NOWPDP became her lifeline, offering hope and the opportunity to pursue her dreams through skills development training under Hunar. Overcoming initial challenges with computer literacy, NOWPDP transformed her self-doubt into confidence. Now, equipped with graphic design skills, Zareen creates virtual designs to establish her jewelry business. Her story exemplifies the transformative power of determination and NOWPDP's impact, emphasizing that disability should never limit one's pursuit of success.

Zareen stands tall as a beacon of hope, proving that with support, dreams can flourish, and obstacles can be overcome.

Zareen Taj







ROZGAR (EMPLOYMENT)

NOWPDP has been engaged in a two-pronged strategy for economic empowerment that works through its pillar of Rozgar.

Recruitment of persons with disabilities involves the outreach of candidates, their career development, and their employment as well as the capacity building of organizations. The capacity building of all organizations covers both persons with disabilities as employees & consumers. Rozgar works with persons with disabilities in assessing their skill set and matching them to their respective career opportunities.

Other than employment opportunities for persons with disabilities, Rozgar also provides numerous services like sensitizations, disability champions, breathing books, facility and policy audits & sign language training for employers as their capacity building to better integrate persons with disabilities in the work environment.

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Persons with
Disabilities
Employed

8 DECENT WORK AND
ECONOMIC GROWTH



National Foods Limited

The engagement with National Foods Limited has been aimed at empowering persons with disabilities through job placements and sensitization sessions for employees to create an inclusive environment.



Dubai Islamic Bank

Dubai Islamic Bank has played a pivotal role in taking forward the cause of disability inclusion by creating employment opportunities for persons with disabilities in the organization.



Bank Al Habib Limited

The partnership with Bank Al Habib Limited (BAHL) was aimed at holistically advancing disability inclusion within the organization by initiatives such as a policy reviews, Sign Language training for employees, and etc.



Habib Metro Bank

The collaboration with Habib Metro Bank started with a MoU and focused on capacity building of the organization along with providing job opportunities for persons with disabilities.



Unilever

The partnership with Unilever, under the UPLIFT program, worked on capacity building of the organization through an accessibility audit of Unilever's office and a sensitization training for the employees.

Telenor Microfinance Bank

The partnership with Telenor Microfinance Bank worked on establishing disability inclusion at the grass roots level through an accessibility audit and a Disability Champion training for employees.



Project Parwaaz

The team worked on the job placements of persons with hearing and speech disability along with capacity building through sensitization and sign language training at Inditex's industry partners- Kings Apparel, Digital Apparel, and Denim Clothing.



My siblings and I share a hearing and speech disability, which significantly limited our opportunities. Despite my parents' understanding and lack of pressure, I felt a deep responsibility to contribute to my family's well-being, especially being the eldest.

I dreamt of pursuing higher education and securing a public sector career, but the harsh reality made it unattainable. The financial struggles were so intense that I had to borrow money just to facilitate my job search.

It was during this challenging time that I stumbled upon NOWPDP through social media. Initially hesitant, I decided to take a chance and enrolled in NOWPDP's Industrial Stitching & Quality Assurance training. The program equipped me with essential skills and led me to secure a job at Digital Apparel. Today, I am proud to say that I am able to provide a stable income for my household.

Shahzaib Ali

Project Parwaaz Trainee

Reaching New Heights

When Maryam was 19 years old, her retina detached, causing her to lose her eyesight. This event left her wondering how she would be able to pursue her dream of completing an MBA, which required computer training for presentations. However, Maryam didn't let her disability hold her back and joined NOWPDP to receive training in both computer skills and call center operations.

With this training, she was able to complete her MBA. Maryam was fortunate to have a mentor from HRSG, who helped her prepare for her first interview at NOWPDP. A month later, Maryam received an offer letter from HRSG, which filled her with excitement and hope for her future.

Maryam Kausar





KHUDMUKHTARI (SELF-EMPLOYMENT)

NOWPDP understands the need for innovative interventions for the economic empowerment of persons with disabilities. When a person with disability doesn't have the right opportunity for education or employment, other creative initiatives can also help increase the chance of earning a livelihood. The Rickshaw Project is one of the oldest projects of NOWPDP and a main facet of KhudMukhtari. Each rickshaw is retrofitted and given to trained drivers with disabilities to earn an independent livelihood.

In addition, the pillar of KhudMukhtari also aims to increase access to the acquisition of microfinance loans.

11

Persons with Disabilities
Self employed

shamil
innovating for inclusion

1 NO POVERTY





Business Management Training

To enhance the entrepreneurial skills of persons with disabilities, the training is focused on marketing, basic finance, and business management



Distribution of Sewing Machines

Sewing machines are given to encourage persons with disabilities to initiate their own stitching businesses

// In a small village like Sujawal, opportunities for work are very limited. I used to work as a shepherd but then learned about the Moriro training center. The opportunity to enroll in the stitching training made me very happy. I was eager to learn new skills and spent many hours training. As a result, I confidently passed the machine assessment.

My newfound skills gave me confidence to work on my own. I now work from my home, taking on orders and earning a living for myself and my family which brings me a lot of joy.



FAROOQ AHMED

Stitching Training Graduate



EDC trainees completed a corporate order of 50 sustainable bags for Maersk.

Stitching Through Adversity

Agnes felt trapped and devoid of agency in her own life due to her physical disability. Confined within the suffocating walls of her home, she longed for freedom and independence. Amidst the shadows that engulfed her, a glimmer of hope emerged when Agnes's friend introduced her to NOWPDP's training programs. Encouraged by her friend's words and seeing it as a passageway to the outside world at least, she mustered the strength to enroll in domestic stitching training, however cautiously. At first, Agnes would breakdown at the inability of being able to hold a needle. With the guidance of her trainer, she slowly started to grasp the needle with a newfound determination. Each stitch became an embodiment of her strength and willpower, and gradually, her confidence grew.

With time, her proficiency in stitching flourished. The once-torturous task transformed into a testament of her resilience and the mastery of her craft as she honed her skills through countless hours of practice.

Agnes



MEDIA

NOWPDP made special appearances in various media channels and newspapers to shed light on the transformational work that has been done for persons with disabilities. From discussions on the Saheli Project to combat the dual marginalization hfhaced by women with disabilities, due to their gender and disability, to the process of acquiring a special CNIC and the hurdles faced by persons with disabilities in acquiring their Shanakht. NOWPDP's spirit of devotion and perseverance has been in the spotlight all year round.



Team NOWPDP on the show Noor e Ramzan Ishq Ramzan hosted by Sanam Jung on Tv One to discuss the importance of Shanakht for persons with disabilities



General Manager programs, Fatima Jamil Khan, along with the Sahelis on the show Good Morning Pakistan hosted by Nida Yasir on ARY Digital to talk about the Saheli project



NOWPDP CEO, Omair Ahmad, and team on DAWNS News Tv



Team NOWPDP on the show Ramzan Mehrban on City 21



Team NOWPDP on the show Morning Star with Azfar Rehman on TV One to raise awareness about NOWPDP's one-window SCNIC camps



Samaa Tv documented the work of NOWPDP



Mahira Khan wishes NOWPDP 15th Birthday

BE A PART



My journey began in 2019 when I decided to enroll in computer operator training. The quest for a government job led me to NOWPDP, but the requirement for a disability certificate and SCNIC posed a challenge. NOWPDP not only assisted in obtaining these documents but also provided an opportunity to join the computer operator training. In 2023, I became a part of NOWPDP's Graduate Internship Programme.

Today, as a Customer Service Officer at Soneri Bank, I reflect on how NOWPDP transformed my life. Before, anxiety loomed large, but NOWPDP instilled confidence, proving that persons with disabilities can actively contribute to society.

Now, I believe in myself and embrace a future full of possibilities.

NAZISH KANWAL

Graduate Internship Trainee (GIP)

It was my mother's dream to see one of her daughters working for persons with disabilities and becoming their voice. Unfortunately, my mother passed away in 2019. However, I wanted to make sure my mother's dream came true. And so began to work at NOWPDP.

NOWPDP has been an incredible learning experience for me, continuously boosting my confidence. I take pride in my ability to communicate in sign language in front of a crowd, knowing that people with disabilities understand everything I convey and feel heard. NOWPDP has given me an identity and I know that today, if my mother was alive, she would be very proud of me.

I have grown extremely attached to the cause of disability inclusion and I want to continue to advocate for the rights of persons with disabilities. I derive immense joy from coming to my office every day and witnessing the dedicated people around me, working proudly to serve the disabled community."

NIDA NAZ

Sign Language Interpreter



/// Above all, my journey with NOWPDP has ignited a flame of hope within me—a hope for the marginalized communities around us and a hope that echoes for the future of our nation. NOWPDP’s model, centered around sustainable development, is unique in its nature and unbelievably impactful in its work. It strives to holistically support persons with disabilities, ensuring they are not just given opportunities but are empowered to excel. Working at NOWPDP, I’ve witnessed a transformative commitment to inclusion, fostering an environment where diversity thrives. The organization’s dedication to sustainable development resonates not just in words, but in every project it undertakes.

MARIAM ASIM

Associate Programs, Empowerment



/// Working at NOWPDP, I’ve had the privilege of leading the Saheli Project, an initiative aimed at empowering women with disabilities. As someone very passionate about women empowerment, this role has been a dream come true. The most enriching part of my job has been my interaction with the deaf community. They have not only taught me sign language but have also given me their respect and envisioned me a community leader in the Pakistani deaf community. I learn something new from my colleagues every day, and the environment has provided me with immense exposure and confidence for leadership in the development sector. My commitment is to carry forward the mandate of disability inclusion and educate my peers, ensuring that we make a lasting impact on the lives of those we serve. I’m truly grateful for the opportunities I’ve had here and excited to be part of a meaningful journey toward a more inclusive world.”

AYESHA ELAHI

Associate, Rehnumai

NOW Inclusive Tours

Over the last year, NOWPDP has conducted 16 immersive tours, representing different disabilities through simulating and interactive activities, spanning across various sectors such as FMCG, Fashion, Government, Hospitality, Banking and many more, with over 90 people sensitized in disability etiquette.



Soneri Bank
Roshan Har Qadam



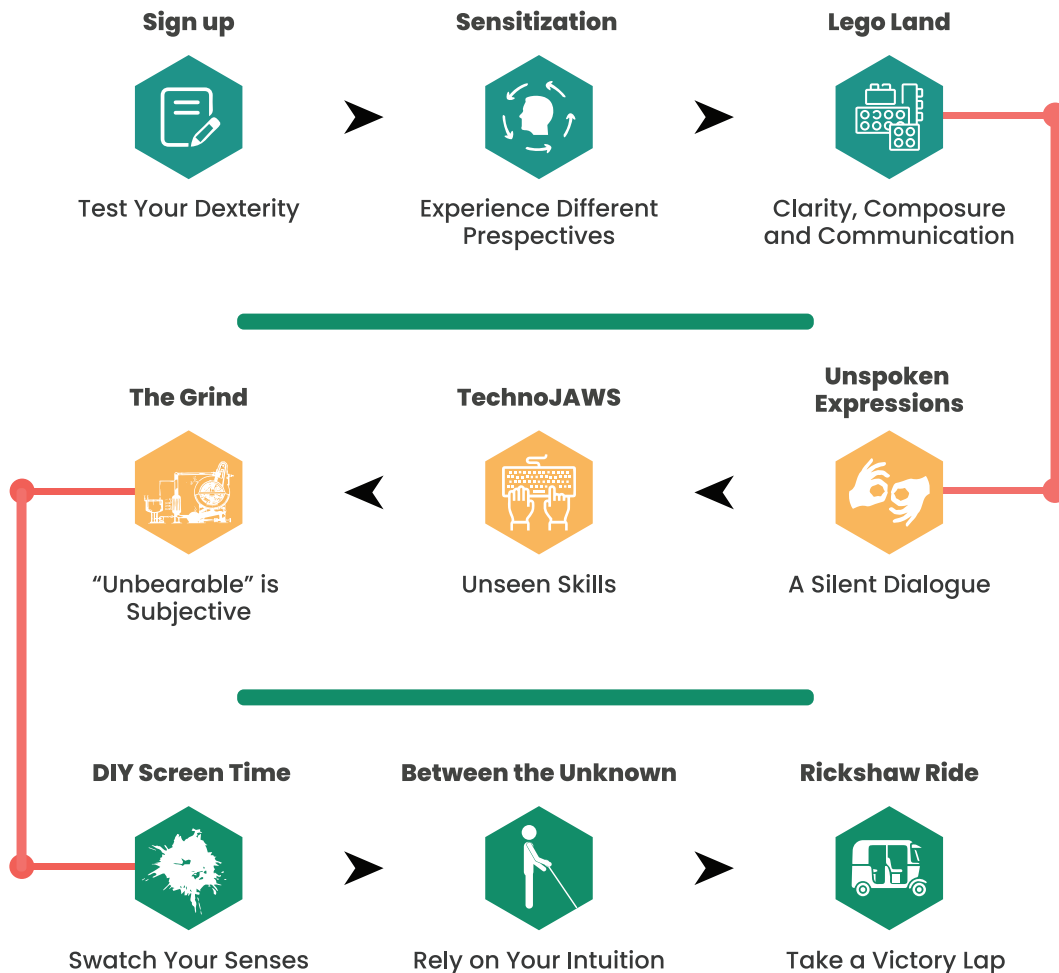
Meezan Bank
The Premier Islamic Bank



British Asian Trust



Program Flow





Sign Up (Test Your Dexterity)



Lego Land (Clarity, Composure and Communication)



Unspoken Expression (A Silent Dialogue)



Techno JAWS (Unseen Skills)



The Grind ("Unbearable" is subjective)



DIY Screen Time (Switch Your Senses)



Between The Unknown (Rely On Your Intuition)



Rickshaw Ride (Take a Victory Lap)

FEATURED PARTNER



We express our utmost gratitude to Yunus Textile Mills Limited (YTML) for being a force propelling the movement of disability inclusion and empowerment forward with NOWPDP. Since the MoU between NOWPDP and YTML, there has been significant engagement to economically empower persons with disabilities in the textile sector.

YTML's position as a global leader in designing, marketing, and distributing premium textile products makes its support even more impactful. By becoming a flag-bearer for disability inclusion, YTML is not only promoting social responsibility but also recognizing the value that individuals with disabilities bring to the workforce.

By championing such initiatives, companies like YTML play a crucial role in breaking down barriers and fostering a workplace environment that embraces diversity and empowers everyone to reach their full potential.



Help support **NOWPDP** in its mission towards achieving disability inclusion.



GIVE ONLINE: SCAN NOW

 GlobalGiving



COURIER A CHEQUE

Send us your donation cheque in favor of "NOWPDP" at Bungalow No 83/1, N I Line, Saghir Hussain Shaheed Road, Saddar, Karachi, Pakistan



FUNDRAISE FOR US

Fundraise online on our global giving platform or raise funds for us as part your college/university projects



DEPOSIT OR BANK TRANSFER

Transfer your Zakat to one of the bank accounts mentioned on our website,
<https://nowpdp.org.pk/donate-now>



SCHEDULE A PICK UP

Call us at 0213-32294527-28 to have your donation cash or cheque picked up

FINANCIAL STATEMENT – 2023

	YEAR 2023	YEAR 2022
INCOME		
Grants	57,210,755	46,032,258
Donations	48,974,800	25,004,892
Program service revenue	11,724,805	9,527,067
Zakat	5,384,000	11,377,000
Other Income	17,125	-
Total Capital Expense	123,311,485	91,941,217
Operating Expenditure	2023	2022
Salaries Expense	55,856,154	39,814,137
Project Expense	12,252,929	5,789,500
Transportation and Traveling Charges	11,294,865	4,384,092
Depreciation Expense	6,918,150	3,452,083
Marketing and Advertising Expense	3,934,930	974,449
Repair and Maintenance Expense	3,414,616	2,534,760
Building Repair Expense	2,881,913	2,396,389
Stipend Expense	2,565,987	1,582,385
Vehicle Maintenance and Running Expense	2,049,346	826,025
Event Expense	2,014,722	785,846
General supplies	1,922,641	1,146,220
Consultancy Expense	1,851,145	1,114,305
Electricity Expense	1,657,421	1,045,220
Computer Repair Maintenance	1,382,335	234,431
Printing and Stationery	1,358,501	353,874
Security Expense	1,343,878	880,796
Rent Expense	1,080,655	1,187,326
Refreshment Expense	960,987	168,498
Generator Fuel and Maintenance Expense	826,103	253,863
Communication Expense	634,855	447,369
Cleaning and Kitchen Supplies	619,679	472,170
Insurance Expense	585,070	372,015
EOBI Expense	514,077	352,550
Software Expense	426,401	25,845
Bad Debt	306,235	-
Water Charges	240,285	218,196
Audit Fee	237,600	-
Donation Expense	166,600	4,608,581
Training Expense	136,490	3,266,048
Postage and Shipping Expense	81,208	69,507
Gas Charges	69,310	54,051
Bank Charges	38,645	-
TOTAL OPERATING EXPENDITURE	119,623,732	78,810,531
Surplus / (Deficit) for the year	3,687,753	13,130,686

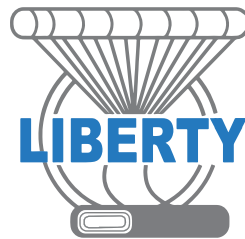
	YEAR 2023	YEAR 2022
Fixed Asset Additions		
Leasehold improvement	9,330,717	6,221,446
Computer Equipment	2,967,430	707,162
Office Equipment	1,932,424	5,747,451
Motor Vehicle	-	1,219,000
Furniture and Fixture	3,179,313	1,250,473
Stitching Machine	-	151,079
Fixed Asset Additions	17,409,884	15,296,611

FINANCIAL RATIOS

Ratios	YEAR 2023	YEAR 2022
Current ratio (Times) (Assets over Liabilities)	9	4
Operating reserves ratio (Net Assets over Total Expenses excl. depreciation)	31%	50%
Program Efficiency Ratio (Program expense over total expense)	60%	92%

NOWPDP is certified by the Pakistan Center for Philanthropy (PCP), and is 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 and has obtained a consultative status on the United Nation's Economic and Social Council.

GRANTS & DONORS





PARTNERS





INDITEX



systems



alkaramstudio



Baldia Navy School



ACKNOWLEDGEMENTS

We would like to extend our sincere gratitude to our well-wishers who have supported us in our cause of disability inclusion. We really appreciate Sameen Zaidi, Beenish Malik, Alifya Ali, Dr Anita Wilson, and Shaheen Zaman for their time, efforts and participation for the cover photoshoot.



Accessible Website



Corporate Video



DONATE TO SUPPORT OUR CAUSE



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Account Title: NOWPDP
Bank: Dubai Islamic Bank
Account Number: 0680090001
Swift Code: DUIBPKKAXXX
IBAN: PK90DUIB0000000680090001

Cheque favoring NOWPDP and mail it
on the following address:
NOWPDP House, Bungalow No. 83/1,
NI Line, Saghir Hussain Shaheed Road,
Saddar, Karachi, Pakistan
021-32294527-8



GET IN TOUCH

@NOWPDP



NOWPDP House, Bungalow No.83/1, N I Line, Saghir Hussain
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