



# ANNUAL REPORT 2018-2019



*The cover picture symbolizes the most prominent feature in the NOWPDP logo: a hand. We reiterate how despite the difference in the shape and size of all five fingers of a hand, they're all useful and just as important. Together they make the hand stronger. Similarly, people with and without disabilities may be different but when they come together, they can overcome anything.*

*Which brings us to our slogan: A part. Not Apart.*



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# **ANNUAL REPORT**

2018-2019



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# NOWPDP TEAM

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“Bashamool Pakistan”, or an “Inclusive Pakistan” is an existence that, for the moment, inspires hope and debate in equal measure. It is that hope, which NOWPDP has been contributing towards for over a decade and one that we inch towards with each successful and unsuccessful intervention; allowing us to pause and reflect on how our morale soared, with each recognition; and how our tenacity grew, with each criticism.

The year 2018 and the beginning of 2019 saw us take tremendous strides towards consolidating our innovative interventions through global recognitions and awards, at the United Nations, and the start of some strategic international collaborations, through the British Council and GiZ. We also revived those narratives that had frittered away, like The Rickshaw Project, but were nonetheless needed and visible. From a legislative perspective, provincial and federal governments took steps to bring about concrete laws for the inclusion of persons with disabilities - with Sindh going a step further and consolidating disability affairs under one provincial umbrella.

While there is willingness in the public sector and increased awareness in the private sector, we hope that the capacity to meet desire is enhanced through the development of effective public private partnerships where the government’s brick and mortar is facilitated by the efficiency of private service provision to truly create a Pakistan for all.

**Omair Ahmad**  
Executive Director - NOWPDP

# EXECUTIVE COMMITTEE



**AMIN HASHWANI**  
President (2008 – current)



**RONAK IQBAL LAKHANI**  
Vice-President (2011 – current)



**KHAYAM HUSAIN**  
Treasurer (2011 – current)



**LAILA DOSSA**  
General Secretary (2011 – current)



**JEHAN ARA**  
Member



**ALY MUSTANSIR**  
Member



**ABID SHABAN**  
Member

## ABOUT US

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

*NOWPDP functions on an evolving story of a person with disability. Starting from the very beginning, identity or Shanakht to the eventual attainment of self-reliance, Khud Mukhtari.*



## VISION

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

## MISSION

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

## OBJECTIVES

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



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 (UNCRPD) and has obtained a consultative status on the United Nation's Economic and Social Council (UN ECOSOC).

# IMPACT 2018 - 2019



**428**

Persons with Disabilities  
Trained



**165**

Job Placements



**701**

SCNICs Processed



**3000**

Persons Engaged Around  
Disability Issues



**1157**

Disability Certificates  
Facilitated



**6000**

Added in Database for Job  
and Training Opportunities

# OUR FOOTPRINT

- Karachi
- Lahore
- Sialkot
- Gilgit Baltistan
- Peshawar
- Mirpurkhas
- Larkana
- Quetta
- Sukkur



- Other Cities:
- Shaheed Benazirabad,
  - Thatta,
  - Muzaffargarh,
  - Sujawal,
  - Tando Muhammad Khan,
  - Kotri,
  - Jamshoro,
  - Khairpur,
  - Dadu,
  - Sanghar,
  - Naushero Feroz,
  - Mithi,
  - Shikarpur,
  - Jacobabad,
  - Nawabshah

# HIGHLIGHTS 2018 - 2019



NOWPDP was awarded the Zero Project Award for “Workplace Accessibility for Persons with Disabilities in Pakistan” as an Innovative Practice 2018 at the United Nations.



NOWPDP ran a campaign on employment of persons with disabilities after the Government of Sindh authorized NOWPDP to collect data from private companies and extend their services on hiring persons with disabilities after the Sindh Empowerment of Persons with Disabilities Act 2018 raised the job quota from 2% to 5%.



NOWPDP launched its Enterprise Development Center to impart free self-employment training to persons with disabilities and facilitate them in kick-starting or enhancing their own businesses.



NOWPDP received its consultative status by United Nations Economic and Social Council (ECOSOC).



One of the oldest interventions of NOWPDP, the Rickshaw project which operates retrofitted rickshaws, was rekindled to help give persons with lower limb disabilities economic and transportation opportunities.



A 'Ride for Rights' Campaign was introduced by NOWPDP that garnered the love and support of eminent celebrities who took our rickshaw rides to relay the message that persons with disabilities are entitled to right of employment and transport.



NOWPDP maximizes its geographical reach by by facilitating vocational trainings for persons with disabilities at KADO.



The NOWPDP Training Center was launched to give vocational trainings to persons with disabilities and assist them in securing jobs. It currently offers trainings in 23 trades and has been registered by STEVTA and SBTE.



Trainings in special as well as mainstream schools were conducted for capacity building of teachers to equip them in dealing with and teaching students with disabilities.



Trainings were conducted in special schools where students with disabilities were shown different vocational avenues and how hard/vocational skills are also relevant in the job market which they can make a career out of.



NOWPDP Training Center takes on a 2 year project to facilitate training and employment of 150 persons with disabilities under GIZ's Training Fund Round II



An SCNIC Camp was held at NOWPDP with NADRA and DEPD to facilitate persons with disabilities in acquiring their Special CNICs, and subsequently their identities.



NOWPDP in collaboration with Doctors Worldwide donated 100 wheelchairs across all provinces of Pakistan.



NOWPDP authored a report commissioned by British Council Pakistan on market relevant skills for persons with disabilities called "Moving from the Margins: Mainstreaming Young Persons with Disabilities".



Popular Dawn show, Zara Hat Kay filmed a show on NOWPDP and its work for persons with disabilities.



Disability inclusion projects were conducted in an array of companies to make them disability-friendly like Khaadi, Habib Metro Bank, Liberty Textile Mills, etc.



NOWPDP launched its own line of sustainable tote bags to economically empower persons with disabilities and reduce single use plastic waste to help the climate.



NOWPDP signed a Memorandum of Understanding with JS Bank in order to facilitate self-employment opportunities for PWDs by providing them loans under the State Bank of Pakistan's refinancing scheme



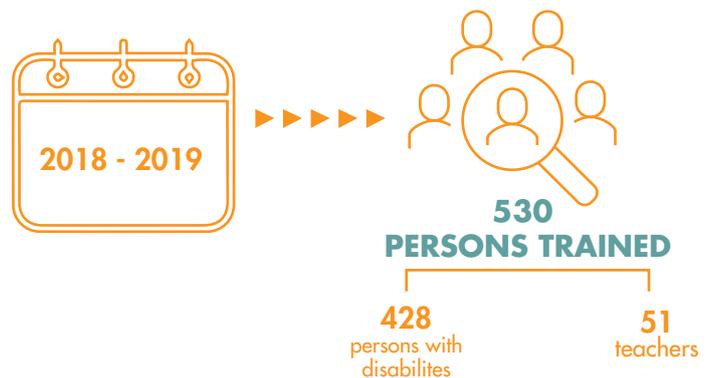
A partnership was created between NOWPDP and Shehri – CBE to bring about pragmatic change in public spaces of Karachi through which a series of seminars were hosted.



NOWPDP works to improve the quality of and access to educational opportunities for persons with disabilities through Dastoor.

With the program's rich trajectory in providing opportunities of education for persons with disabilities, NOWPDP has launched its own vocational training center, the NOWPDP Training Center (NTC) to impart skills development trainings deemed market relevant.

Furthermore, Dastoor facilitates opportunities in vocational training centers (VTCs) throughout Pakistan and builds the capacity of special and mainstream schools in the paradigm of inclusion. So far, 428 persons with disabilities have been trained by NOWPDP in market-relevant vocational trades and 51 teachers have been trained for building the capacity of schools.



# FORMAL EDUCATION INTERVENTIONS

## SKILLS TRAININGS AT SPECIAL SCHOOLS



Introducing skills trainings at special schools like JS School, Ida Rieu, DEWA, ABSA, Special School PNAD has been a breakthrough in reaching out to younger persons with disabilities still uncertain over their career choices.

The trainings have created awareness about the market relevant hard skills as well which gives the students more avenues to explore as they move forward in their academic lives.

Also in tandem with skill training workshops, to create a more interactive classroom that fosters skill-based inquisitiveness, we incorporated mathematical and scientific concepts, among other school syllabi, that closely relate to the vocational skills. Hard skills trainings prove to be very beneficial for persons with disabilities for securing employment in the longer run.

## AUGMENTED REALITY GAMES WITH WONDERTREE



NOWPDP with the help of Wondertree conducted augmented reality games for children with multiple disabilities. These activities can play a vital role in improving motor skills of these children.

Schools like Society for the Rehabilitation of Special Children were one of the few organizations that had their children with disabilities undertake these activities.

## TEACHER TRAININGS AT SPECIAL SCHOOLS AND MAINSTREAM SCHOOLS

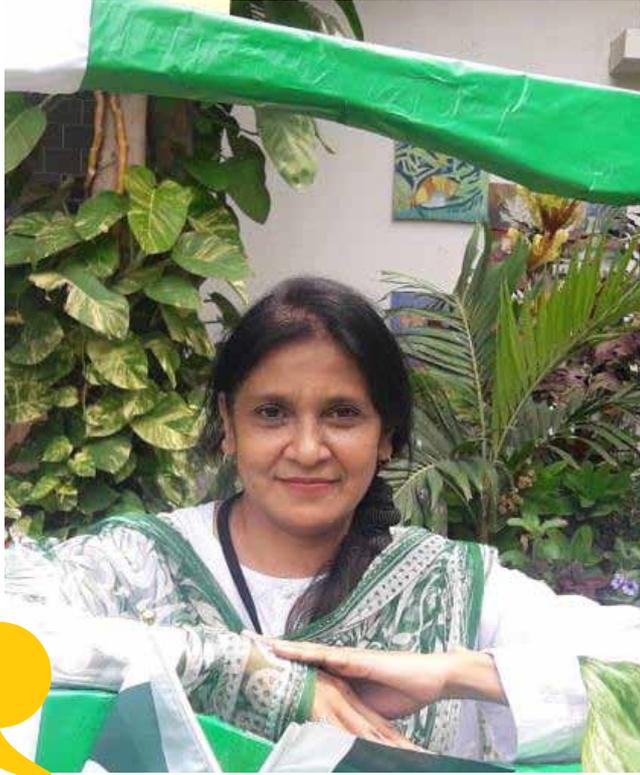
Teachers at mainstream organizations and special schools are trained comprehensively by Dastoor on how to interact with and teach students with disabilities so they are sensitive to their needs and encourage them to achieve more.

It is of dire importance for teachers to fully know what kind of disabilities they are catering to and what techniques and ways are best when teaching children with disabilities. Trainings also took place in mainstream schools such as DIL and Rupani Foundation.



### **KHALIDA PERVEEN**

She is a Vice-principal at JS School for the Deaf as well as a sign language interpreter for an array of NOWPDP events



“Being a teacher for deaf students as well as an interpreter for NOWPDP events gives me immense pleasure.

I consider sign language beautiful and as important as any other language. Children from the deaf community are very bright. Their spirit and quick thinking blows my mind sometimes. They deserve to be loved and treated equally.”

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## TECHNICAL & VOCATIONAL EDUCATION

Dastoor works to facilitate persons with disabilities in the paradigm of economic opportunities.

This is mainly done through imparting market relevant training. These trainings are given in-house at the NOWPDP Training Center and also via external partners.



### AHMED ALI

He has a hearing-speech disability and was a hospitality management trainee at Pearl Continental Hotel



“I live in Lyari with my family. I’m the oldest amongst my siblings so everybody’s responsibility falls on me. Getting stable work is really hard for us usually. Not once have I felt any lesser in this training. I enjoyed the work and I worked even harder when I got praised because it’s a good feeling. My manager was really happy with me.

Thanks to the support I received from this training and NOWPDP, I now work at the Movenpick Hotel which is something I never thought I could do.”

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# NOWPDP TRAINING CENTER

## THE NOWPDP TRAINING CENTER LAUNCHES TO SUSTAINABLY IMPACT THOUSANDS OF PERSONS WITH DISABILITIES

After successfully training a multitude of persons with disabilities, both in vocational training centers as well as in-house and with the added expertise from the country wide mapping done through British Council Pakistan on the most market relevant trades, NOWPDP proudly launched the NOWPDP Training Center.

*In 2019, we want to continue on our mission by changing lives of over 500 persons with disabilities through facilitating them with skills development through the newly launched NOWPDP Training Center with over 2500 family members as indirect beneficiaries.*

The NOWPDP Training Center teaches trades and skills that have been deemed market relevant based on the research that NOWPDP conducted across Pakistan, commissioned by the British Council Pakistan. This report demonstrated the need for a skilled labor force and identi-

fied trades that would boost employment chances for the trainees. Moreover, trainees are also facilitated in seeking placements through the Center, thus, ensuring that the functions of the Center remain all-encompassing and extensive.



## 23 TRADES HAVE BEEN INTRODUCED AT THE NOWPDP TRAINING CENTER TILL NOW

*A convocation ceremony was held by NOWPDP for the first batch of 65 students at its premises. They graduated from an array of trades ranging from computer operations to stitching to call center to rickshaw driving. Most students had not been a part of a graduation ceremony before.*



### ZAINAB ALI

She has a hearing-speech disability and is one of our top achievers for the batch of 2018



I have never been in a graduation ceremony before and attending my own with my parents is something I never thought I would experience. We don't get to have graduations like these where we get gowns and caps and medals. NOWPDP gave me a platform to explore my strengths and showcase my skills. I feel more independent now after my training and I am so happy that my parents got to see this."

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### **NOMAN AHMED**

He has a hearing-speech disability  
and was hired as a Visual Merchandiser at Amir Adnan



"All of us were excited when we found out Amir Adnan would be visiting our Textile Design Class at NOWPDP. I didn't know this was going to be the best day of my life. He came to guide us on our designs and when he looked at my work, all my nervousness was replaced with excitement because he loved them! I was immediately hired as a Visual Merchandiser at Amir Adnan. Dreams do come true."

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## US CONSULATE PARTNERS WITH NOWPDP TO ORGANIZE A TECH CAMP FOR PERSONS WITH DISABILITIES

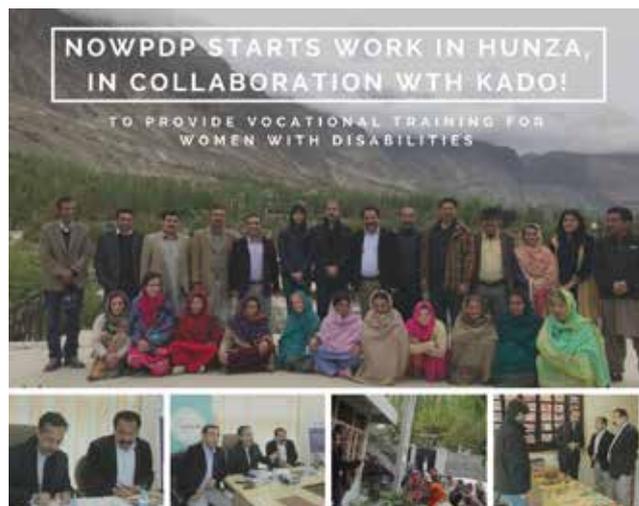
The US Consulate partnered with NOWPDP, East River and HRD Network to organize a Tech Camp for persons with disabilities on using social media tools for advocacy.

25 persons with disabilities participated in the two-day event which was host to a series of informative sessions from renowned individuals hailing from the corporate, tech and social activism world. The US Consul General in Karachi was the Chief Guest.



## NOWPDP STARTS WORK IN HUNZA, WITH THE COLLABORATION OF KADO

NOWPDP in its mission to empower persons with disabilities has been touching countless lives for 10 years now. On 17th April, 2018 we soared to another milestone as NOWPDP, in partnership with Karakoram Area Development Organization (KADO), initiated a vocational training project for women with disabilities in Hunza. President NOWPDP, Amin Hashwani and Kamal Uddin, CEO, KADO signed the MoU to kick-start this collaboration. So far 15 women with disabilities have been trained and a new batch of 20 has begun. Recently, Hunza has banned the usage of plastic bags and our trainees have become a major source of producing sustainable bags in Hunza.







*Embedded - Empowered - Equal*

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

During the time period January 2018 to June 2019, we facilitated placements of around 165+ persons with disabilities at 37 different organizations and have sensitized 600+ individuals. Along with this Yaqeen managed to train around 36 persons with disabilities in business management skills through its Enterprise Development Center, and further facilitated 7 of them to start their own businesses.





## ABU DAWOOD PAKISTAN

NOWPDP, in partnership with Abu Dawood Pakistan, successfully completed a Disability Inclusion Project at its offices in Karachi, Lahore and Islamabad. This project consisted of 6 initial accessibility audits and 4 post accessibility audits, 3 sensitization trainings with a 75+ employee participation. HR training as well as Disability Champions training were also part of it. Currently, 12 people with disabilities are working at the offices in Karachi, Lahore, Islamabad and Multan.



## KHAADI

Khaadi and NOWPDP collaborated for a sustainable disability inclusion project "Being Able" at 5 offices of Khaadi including the head office and its outlets across Karachi and Lahore. The project concluded with 6 accessibility audits, 11 sensitization sessions with a participation of 315 employees, HR training and 2 Disability Champions Training.



## K-ELECTRIC

In an effort to create opportunities to economically empower persons with disabilities, K-Electric and NOWPDP collaborated and signed a Memorandum of Understanding (MoU) for a sustainable disability inclusion project, 'Empowering Ability,' at K-Electric's Head Office, four IBCs and one Power Plant. In order to incorporate a participatory approach, this collaboration entailed 6 Accessibility audits, 7 Sensitization Trainings, HR Trainings and Disability Champions trainings. Out of the total number of PWD's interviewed, 20 were selected for a 2-month internship program.



## LIBERTY MILLS

NOWPDP, in partnership with Liberty Mills, conducted 1 sensitization session and a mastertraining session for their employees. To our delight, 61 job placements of persons with disabilities have been made so far. Liberty has been the first to pioneer inclusion of PWDs, especially among textile industry of Pakistan. They were also the first to hire a full-time dedicated resource for interpretation which greatly helps communicate with deaf employees.



## JS BANK

NOWPDP signed a Memorandum of Understanding with JS Bank in order to facilitate self-employment opportunities for persons with disabilities. The process is to be executed by providing subsidized loans at 5% rate under the State Bank of Pakistan's refinancing scheme for people with disabilities to kick-start or enhance their businesses.



## HABIB METRO BANK

NOWPDP came on board with Habib Metro in order to administer disability inclusion projects at 7 locations in Karachi. Accessibility audits of the selected 7 locations were completed.



## ENGRO FOODS

In partnership with the Engro Foods, NOWPDP has conducted 6 sensitization sessions that help reduce stigma associated with disabilities.

## ZAINAB YUSUF

She has a physical disability and was a computer operator trainee and was placed at Siemens



"All three of us sisters have a physical disability. But our parents haven't treated us any different than they would have if we didn't have disabilities.

I remember as a child that we all went to the 7 mountains of Noorani. I think I was 7. I was carried by my father and uncle on their shoulders. Then they'd pass me and my sisters from hand to hand when there would be caves and smaller places to go through and we would come out unscathed. It wasn't easy but we moved forth. I still remember those moments whenever I start to lag behind and feel disheartened about something.

The Computer Operator training has been very consequential for us. It paved my interest in Business. I recently got employed in Siemens and I couldn't have been able to do this alone but I also feel very proud of myself to have landed a job where I can earn well and help my family."

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## LAUNCH OF NOWPDP'S ENTERPRISE DEVELOPMENT CENTER (EDC)

In 2018, NOWPDP's Khud Mukhtar project evolved and led to the launch of Enterprise Development Center, which so far has trained 36 PWDs and facilitated 7 persons with disabilities to start their businesses.

NOWPDP marked the launch of their Enterprise Development Center (EDC) with an informative panel discussion on Poverty Alleviation through Financial Inclusion in collaboration with SEED Ventures.

The inauguration was attended by CEO Acumen Pakistan – Dr. Ayesha Khan, CEO Aman Foundation – Mr. Ahmed Jalal, CEO SEED Ventures – Mr. Faraz Khan, Director National Incubation Center – Mr. Shahjahan Chaudhary and moderated by President NOWPDP – Mr. Amin Hashwani.



NOWPDP Enterprise Development Center is the culmination of 10 years of NOWPDP's work with persons with disabilities towards their financial empowerment, and the fruit of NOWPDP's Khud Mukhtar Pilot Project. Under the EDC, people with disabilities underwent a rigorous training program designed to provide them with the necessary skills to launch and sustain a business. The pilot project, Khud Mukhtar – a Business Idea Competition, was launched in 2017 and received an overwhelming response.



The success of the pilot project is the foundation upon which EDC was built on; inculcating an entrepreneurial spirit among a marginalized community of Pakistan. An entrepreneurship specialist organization, Seeds Ventures, was brought onboard to help develop a relevant course and training manual and conduct the training of the first batch along with our experts.

The successful graduates of EDC were then eligible to apply for a loan under NOWPDP's Microfinance initiative in order to launch their businesses. EDC, thereby, provides persons with disabilities an alternate means of livelihood in an otherwise exclusionary society, ensuring that they are independent and self-sufficient.

Eight businesses run by persons with disabilities were initiated in 2018-19.



### **ALIZA KAZI**

She has a hearing- speech disability and was an EDC and MS office trainee

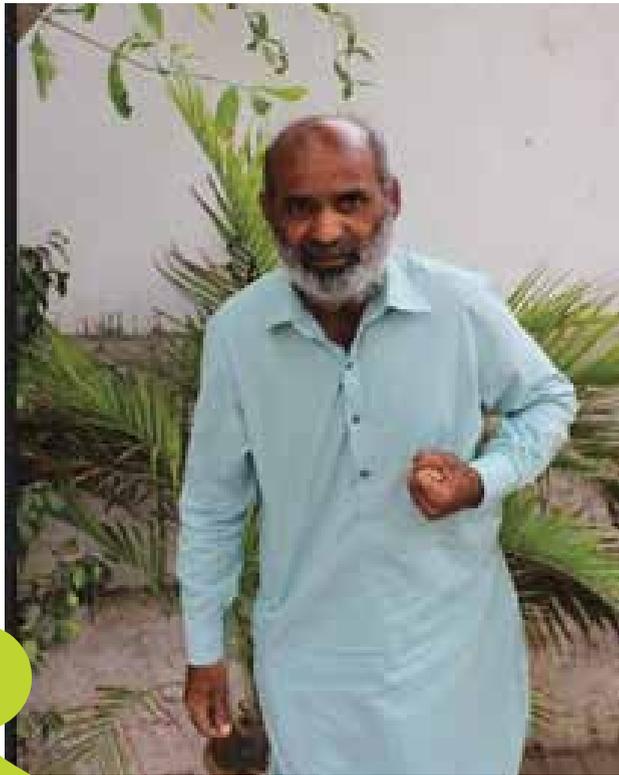


"I used to get sad because of my hearing disability as I felt I was different from everybody else. A decade has passed and so has this thought of mine. I don't think being different is bad. I took training for both MS Office and Self-Employment at NOWPDP and I have learned a lot here. My husband and I have worked hard to be where we are now and to show that having hearing disability can't hinder us from achieving our goals."

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### **SULEMAN CHIRAG**

He has a physical disability and was a trainee at the Enterprise Development Center



“Life was good and I had my own business of garments. My family and I were the happiest and I was joyful at how my hard work had led to all this. But one day, everything changed. My business was destroyed and I became physically disabled. Life has never been easy but that still never hindered my way. This is what I always teach my children too. I have always loved learning different things and there are hardly few things I haven’t tried my hand at. Recently, I enrolled myself for the self-employment training at the NOWPDP Enterprise Development Centre. I met many people here and I have learned a lot. I want to start my business again and make it even better.”

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## **NOWPDP WINS THE ZERO PROJECT AWARD FOR WORKPLACE ACCESSIBILITY AND PRESENTS ITS PRACTICE AT THE UN HEADQUARTERS IN VIENNA**

NOWPDP's nomination for "Workplace Accessibility for Persons with Disabilities in Pakistan" was selected as an Innovative Practice 2018 by Zero Project. The practice has been featured in the Zero Project Report 2018 on Accessibility, and Omair Ahmad, Director – NOWPDP, presented the practice at the Zero Project conference in February 2018 at the UN headquarters in Vienna. We are thrilled to have our project chosen and extend immense gratitude to the Zero Project.

The Zero Project, an initiative of the Essl Foundation, focuses on the rights of persons with disabilities globally. It provides a platform where the most innovative and effective solutions to problems that persons with disabilities face, are shared. Its sole objective is to assist in creating a world without barriers.



## **NOWPDP AND DEPARTMENT OF EMPOWERMENT OF PERSONS WITH DISABILITIES (DEPD), GOVT. OF SINDH HOSTED A SESSION TITLED, "HOW TO BECOME A DISABILITY CONFIDENT ORGANIZATION?"**



The session was attended by the representatives of 60+ corporates entities that made the attendees aware of the "Sindh Empowerment of Persons with Disabilities Act 2018", which requires private entities to have 5% compulsory employment quota for persons with disabilities.

Panelists of the session were Syed Qassim Naveed Qamar, Special Assistant to Chief Minister on DEPD; Ramiz Baig, Chairman, Institute of Architects, Pakistan-Karachi Chapter; Amir Adnan, Fashion Designer; Tamkeen Faisal, GM HR Business Partner, K-Electric; Farhat Rasheed, ED Marketing & Operations, Westbury Group and Parishae Adnan, Director, Amir Adnan. The session was moderated by NOWPDP's Director, Omair Ahmad.

## NOWPDP RUNS A CAMPAIGN FOR ORGANIZATIONS AFTER JOB QUOTA FOR SINDH RAISED TO 5%

The Sindh Empowerment of Persons with Disabilities Act 2018 raised the job quota of persons with disabilities in private establishments from 2% to 5%. NOWPDP was authorized by the Government of Sindh to collect data of employed persons with disabilities registered in Sindh as well as assist companies in taking steps to comply with the Act owing to its expertise in making workspaces disability confident.

Over 180 companies were approached by NOWPDP for the implementation of the Act in collaboration with the Department of Empowerment of Persons with Disabilities (DEPD).



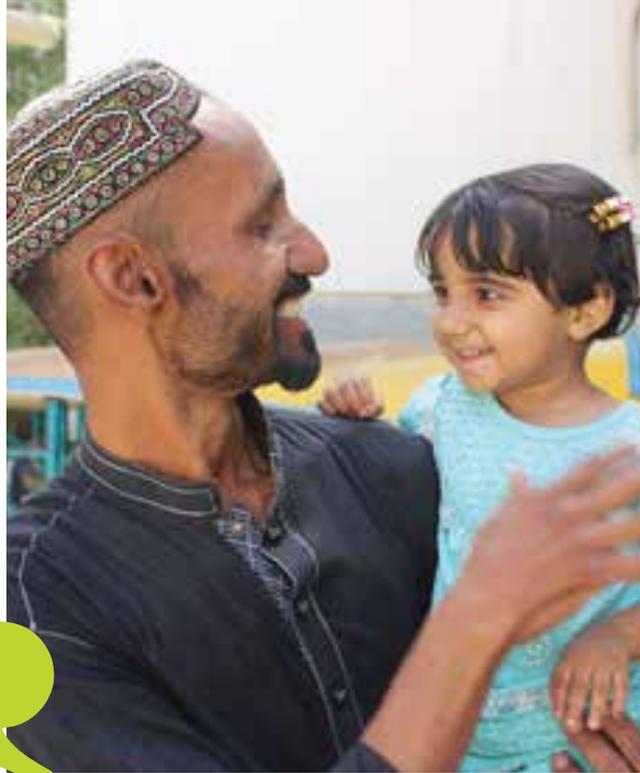
### PREETI SANTOSH She has a visual disability



“I was sitting outside my house with my grandparents when I was shot in the face. I was just 11. I lost my eye but I didn’t want to be sentenced to a life that held gloom and dependency. I continued my education despite my surgeries. I found out about NOWPDP when I tried to get my Disability Certificate. They facilitated me in getting my first job. I now work at the Dawood Foundation and I am proud of myself for this little achievement of mine.”

## AKRAM

He has a hearing-speech disability and was placed at Toyota Indus Motors Company



"It gets really difficult when you are deaf and get sick. Because then you have to go to the hospital. As hard as you try to make them understand what is going on in your body or what hurts, they just can't fully understand it. It's even scarier when I have to take my daughter who is almost 3 years old to the doctor when nobody is around. I sometimes have to rely on her to explain to the doctor when she's sick and she's so young.

Her name is Jameela and she knows how to sign despite her not being deaf and it makes me happy because she tries so hard.

NOWPDP helped me enroll at the Aman Tech Foundation as an Auto Body Paint Trainee and after graduating from it, I got a job at Toyota Indus Motors Company. I am working as hard as I can for my family and am so thankful for this job. I want to see Jameela have everything I couldn't and grow into a strong and independent woman."

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**DAWN**

Home | 100% | 100%



## Is your organization disability inclusive and legally compliant?

Comply with the 5% quota, mandated by the Sindh Government, with NOWPDP's support

There are 27 million persons with disabilities in Pakistan. How many can be employees and customers?  
**NOWPDP** can assist your organization by achieving diversity and inclusion.

[www.nowpdp.org](http://www.nowpdp.org)  
**+92 (21) 32294527-8**





**Moving People, Changing Minds**

The Rickshaw Project is one of NOWPDP's oldest interventions, which was rekindled in June 2018

The Rickshaw Project was started as a way to symbolize mobility and the vision to improve on-road access for PWDs in Pakistan through various sustainable mobility solutions. NOWPDP takes ordinary rickshaws and retrofits them for drivers with lower limb disabilities, providing them with the opportunity to become self-employed and provide mobility solutions in their neighbourhoods.

Since its relaunch in 2018, TRP's fleet has grown from 3 rickshaws to 12 with the help of rent collection and donations by organisations helping us in our vision.

## TRIPACK FILMS DONATE THE FLEET OF RICKSHAWS TO NOWPDP

The first fleet after reinitiation of rickshaws was given to NOWPDP by Tripack Films to economically empower persons with physical disabilities.

Representatives from Tripack and President and Vice President NOWPDP, Amin Hashwani and Ronak Lakhani were also present to congratulate the drivers personally and to hand over the keys.

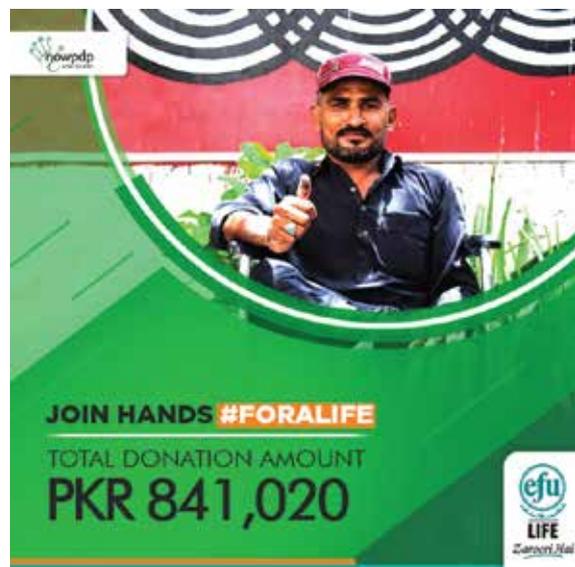
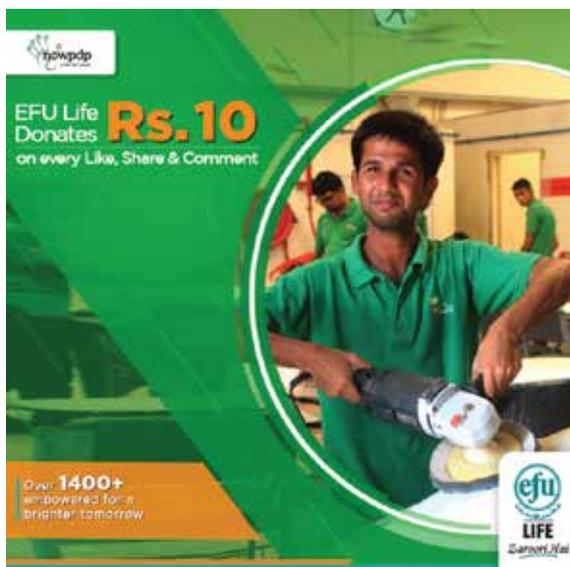


## NOWPDP RAISED FUNDS FOR MORE RETROFITTED RIKSHAWS BY COLLABORATING WITH EFU LIFE

NOWPDP collaborated with EFU Life Assurance Ltd for a social media campaign where the act of liking, commenting and sharing posts on NOWPDP was worth money that would then be donated to NOWPDP.

Videos were also made by celebrities and renowned personalities like Hasan Shaheryar Yaseen (HSY), Zahid Ahmed and Umair Jaliawala, which further aided in making the initiative more exciting.

The donations were particularly for additions to the fleet of retrofitted rickshaws.



 Hasan Shaheryar @HSYCOUTUREKING · Jun 1  
EFU has partnered with NOWPDP jiskay tehat mere is video kay har like, share aur comment par EFU NOWPDP ko Rs. 10 donate karayga. So please like, comment and share this video and help us make Pakistan a country of opportunities for persons with disabilities. @NOWPDP



## THE RICKSHAW PROJECT IS SELECTED FOR THE CATALYST FUND BY THE RODDENBERRY FOUNDATION

The foundation is named after Gene Roddenberry who founded the legendary Star Trek series. His son Rod Roddenberry founded the Roddenberry Foundation to further his father's legacy and philosophy on inclusion and diversity.

This will certainly boost more economic opportunities for persons with lower-limb disabilities and facilitate them in becoming self-reliant. We thank the Roddenberry foundation for recognizing our idea and lending its support to our project.

### MUHAMMAD ABID

He has a physical disability and is one of the Rickshaw Project drivers



"I always had fascination with wheels. For around a year, I was a conductor in a local bus then I was asked to leave. When I got to know about the rickshaw driving training, I instantly signed-up. I am so happy that I am finally learning a skill that I admired".

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## THE RIDE FOR RIGHTS CAMPAIGN

A campaign for the Rickshaw Project called “Ride for Rights” has been going on which has garnered love and support from many eminent individuals from the media industry.

Celebrities who rode in our rickshaws relayed a symbolic message of how persons with disabilities were also entitled to having the right to employment and transport/movement.

Sanam Saeed, Adeel Husain, Bilal Ashraf, Hassan Sheharyar Yasin (HSY), Azfar Rehman, Zoe Viccaji , Ali Gul Pir and Faran Tahir were among people from the media industry who greatly appreciated the ride as well as the campaign.

Renowned journalists from the popular show Zara Hat Kay on Dawn News, Zarrar Khuhro, Wusatullah Khan and Mubashir Zaidi as well Danish Ambassador Rolf Holmboe also rode the rickshaws to lend their support.





# COMMUNITY OUTREACH & ADVOCACY

## A DIRELY NEEDED SCNIC CAMP IS CONDUCTED FOR PERSONS WITH DISABILITIES TO RECEIVE THEIR SPECIAL CNICS



In the first week of January, thousands of persons with disabilities came to NOWPDP to acquire their special CNICs. NOWPDP in collaboration with Government of Sindh's Department for Empowerment of Persons with Disabilities and NADRA held a Special CNIC Camp for persons with disabilities to receive their SCNICs and subsequently their identities.

In the current process, a person with disability has to visit four different departments located at different locations to get a Disability Certificate and subsequently a Special Computerized National Identity Card (SCNIC), which is a basic right of every citizen. The current process is very lengthy and time consuming and takes upto 2 months. Due to this complicated process, many people choose not to make this certificate, and thus not be issued a SCNIC – which precludes them from benefits, the right to work, and to vote. During the camp, around 1157 disability certificates were made which indicates the urgent need to come up with a sustainable solution.



### NOWPDP HOLDS ITS MUCH AWAITED WHEELCHAIR DISTRIBUTION CEREMONY

Doctors Worldwide donated 100 high quality wheelchairs to NOWPDP to be distributed across Pakistan. After a meticulous screening and selection process, 100 high quality wheelchairs were distributed to individuals with physical disability, all across Pakistan.

The ceremony was attended by Chief Secretary Sindh, Mumtaz Ali Shah; Special Assistant to the Chief Minister Sindh, Syed Qassem Naveed Qamar; member of Doctors Worldwide, Dr. Shakeel Kausar and President NOWPDP, Amin Hashwani. The distributed wheelchairs are of a very good quality and therefore, provide a convenient solution to persons with disabilities living in mountainous areas and rough terrain.

### **SALEEM KHAREEJ**

He has a visual disability and  
was a call center trainee at NOWPDP



“As a child, I was afraid of the dark. I had Retinitis Pigmentosa since birth and later suffered from night blindness that caused me difficulty while reading. I have worked for 30 years in a renowned organization in every department. I have even headed the finance department for many years but in 2016, the management of the company changed due to which I was pressurized and threatened to resign from my position for being partially blind. I came to NOWPDP for my SCNIC that has made my life easier and later got a call for call centre training at NOWPDP so this has surely been a turning point in my life and will pave way for me to be employed again.

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### **JOB FAIR HELD AT LINCOLN CORNER FOR PERSONS WITH DISABILITIES TO EXPLORE CAREER OPTIONS**

A job fair was held by Lincoln Corner through the collaboration of NOWPDP. An array of organizations were invited that provided job opportunities to persons with disabilities.

Such fairs prove to be useful in helping persons with disabilities get a clearer idea of the job market as well as network with their peers and prospective employers.

### FARYAL

She was a computer operator trainee and was also donated a wheelchair.



I fell from a height of about 15 feet while feeding eagles on my rooftop; that day I lost the ability to walk on my own. My doctor advised me to befriend the wheelchair as soon as you can for my own good.

It's been six months since I've been training at NOWPDP and I've managed to complete the Computer Operator course.

I recently received a wheelchair through NOWPDP and I feel it will help me break barriers as I feel I will be able to move around and accomplish more.

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## GENERAL ELECTION TRANSMISSION IN SIGN LANGUAGE

NOWPDP and ConnectHear collaborated to make the 2018 election transmission accessible for persons with hearing - speech disability. This was done through live digital sign language interpretation of a leading TV Channel.



## ZARA HUT KAY TEAM VISITS NOWPDP FOR A SHOOT

Directed by Nadeem Usmani, Zara Hut Kay is a popular talk show aired on Dawn News that revolves around grave social, economic and political issues. Renowned journalists Zarrar Khuhro, Wusatullah Khan and Mubashir Zaidi and the Zara Hut Kay team visited NOWPDP to record a show on the unheard voices of persons with disabilities.

The dilemma of persons with disabilities not being able to acquire their Special CNICs, and subsequently their identities was brought up during the talk at NOWPDP among the audience. The need for a better mechanism for SCNICs to be provided to persons with disabilities was called upon which led to the government taking note and collaborating with NOWPDP and NADRA to conduct a one window camp in January 2019.



## **A SERIES OF SEMINARS ON "URBAN MOBILITY AND UNIVERSAL ACCESSIBILITY FOR PERSONS WITH DISABILITIES HELD" IN KARACHI BY NOWPDP AND SHEHRI- CBE**

Shehri Citizens for a Better Environment (Shehri CBE) came together with NOWPDP to host series seminars on "Urban Mobility and Universal Accessibility for Persons with Disabilities in Karachi.

The seminars discussed diverse issues from the legislative policies to the practical implementation. Contributions were made by PWDs, representatives of Special Schools and NGOs which work for persons with disabilities. Additionally, the events were attended by representatives of Department of Empowerment of Persons with Disabilities (DEPD), Government of Sindh.



## **COLLABORATION BETWEEN NOWPDP AND INDUS HEALTH NETWORK**

With multiple units set across the country, the Indus Health Network provides free of cost treatment to the less privileged communities of Pakistan. NOWPDP has entered a collaboration with the Indus Health Network to extend the services provided by NOWPDP to the identified PWDs in the areas where IHN is operating.



# STEPS TO INCLUSION

## NOWPDP PRODUCES ITS OWN LINE OF SUSTAINABLE BAGS

NOWPDP has taken an initiative to launch its own line of disability inclusive sustainable bags. Through this initiative we wish to contribute positively towards the United Nations' Sustainable Development Goals. This micro-enterprise initiative is a step towards reducing plastic through financially empowering persons with disabilities. This will further provide them with an incentive to establish and broaden their small initiative into a continuous cycle of production.



## BAITHHAKS

Baithhaks have increasingly become one of the most popular and recurring events of NOWPDP since 2017. The overarching theme for it has been to bridge the gap between persons with disabilities and society in general. Successful people hailing from different walks of life come to our office to engage in casual conversation with our trainees with disabilities.



## **ARTPRENEURS FOR CHANGE (AFC)**

'Artpreneurs for change' (AFC) is a project that aims to use art as therapy for children with one or multiple disabilities in order to help them with their expression of thoughts and emotions. Shortlisted individuals for the program are trained in a 2-week training course by an art therapy professional after which they are sent to special education institutes to help children with various disabilities use art as a therapeutic medium. After its renewal, AFC conducted its 2nd round of training in March 2018.



## **NOWPDP HOSTS THE MUCH AWAITED BREATHING BOOKS**

NOWPDP organized the much awaited Breathing Books at TDF Ghar featuring persons with disabilities as human books. Unlike a conventional library, readers attending were expected to borrow human books referred to as breathing books from the library desk and have conversations with them.

Breathing Books gave people a platform where they could closely connect with persons with disabilities and develop empathy hearing their rich, inspiring stories.



## BE A PART



NOWPDP is a chapter in my life I don't think I'd ever be able to forget. The Persons with Disabilities, who this organisation was of help would come here with the realest of problems; more often than not they would leave in a happier place with solutions to their problems. Their training program resulted in the employment of so many Persons with Disabilities and above all, the people in the workspace recognised the Persons with Disabilities as their equal and tended to their queries with genuine concern. One thing I do regret is that I could have worked harder and made more of this opportunity.

Thank you NOWPDP.

- **Asaad Ahmed Suri**  
SZABIST (Media Sciences)



I interned at NOWPDP last year and engaged in diverse assignments. My work spanned from developing reports, analyzing data, developing a plan for vocational training and visiting partnered schools. I find team in NOWPDP as highly dedicated and their work highly beneficial for people with disabilities. It was my first experience of dealing with people with hearing impairment and I find many talented people among them who are doing a great job in different occupations. This internship helped me develop empathy and motivated me to work in development sector in future.

- **Syed Aun Haider Rizvi**  
Lahore University of Management Sciences (LUMS)



The work that NOWPDP does in contributing to societal inclusion remains unparalleled (in my opinion). Interning with the NGO was truly memorable and worthy. NOWPDP offered a very welcoming and open environment, a little unconventional and thus unique, where my ideas were not only heard but also accepted. During the time I spent there, I felt like a part of the organisation; and with the diverse tasks assigned, it was a very synergistic experience. Not only was I able to gain valuable skills but I also contributed my part. And going forward, I would really like to make mainstream the thoughtfulness and common courtesy that goes into interacting with PWDs, like any acquired social etiquette.

- **Sidra Zahid**  
SZABIST



As an intern at NOWPDP, I learned a lot both professionally and personally. I worked in multiple departments of this institution. There was a lot of diversity in the kind of work I did, and this allowed me to learn different and new things. I learned a lot about people with disabilities. It changed my perception of them completely. NOWPDP enabled me to look at them with empathy instead of sympathy. My overall experience was amazing.

- **Simran Pinjani**  
SZABIST



My journey at NOWPDP was remarkable. It was my first internship experience from where I changed my perception of disability. Considering disability your strength and working with those people was a proud moment. I gained a great deal of insight from here regarding diversity and inclusion. The love and the respect I got from NOWPDP family made me flourish. Overall it was a valuable experience which imparted extensive knowledge.

- **Anusha Deedarali Arbani**  
SZABIST



Working at NOWPDP was truly an uplifting and a worthwhile experience. Along with helping me grow professionally, it also made me experience the amount of empathy required to be a changemaker. The passion with which the team at NOWPDP strives to bring a change to issues that might not be directly affecting them is truly inspiring.

- **Arham Sarwar**  
Habib University



I was a bit apprehensive in interning at a place owing to uncertain infrastructure and accommodations but NOWPDP has proven to be like a haven. I truly enjoyed working here where I could see people were truly invested in advocating for people like me who have disabilities. I can say it was one of the best times of my life. Thank you NOWPDP!

- **Syed Mujtaba**  
Karachi University

# FINANCIAL STATEMENT - 2018

## INCOME

Grants	11,744,275
Donations	14,959,841
Program Sponsorship	4,934,223
Others	670,000
Interest Income	65,533
Program Service Revenue	8,909
	107,000
<b>TOTAL</b>	<b>26,972,306</b>

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## EXPENSES

Salaries and Benefits	5,016,066
Depreciation	1,489,342
Utilities	733,187
Consultancy Charges	907,700
Travel	32,595
Grant and Allocation	73,500
Printing & stationery	109,656
Insurance	58,752
Food and refreshment	65,173
Website	29,062
Bank charges	24,014
Deposit against bank guarantee written off	276,000
Assistance to Individuals	369,000
Postage and Shipping	37,801
Project Expenses	19317404
<b>TOTAL</b>	<b>28,498,534</b>

**Surplus/Deficit of the year** (1,526,228)

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**Accumalated Surplus  
brought forward** 4111793

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**Accumalated Deficit/Surplus  
caried forward** 2,585,565

# FINANCIAL STATEMENT - 2019

## INCOME

Grants	11,744,275
Donations	16,322,424
Program Service Revenue	3,639,257
Participants Fee	-
Rickshaw Revenue	174,100
Interest	121,852
Gain on disposal of assets	-
Other	132,222
<b>TOTAL</b>	<b>32,134,129</b>

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## EXPENSES

Salaries and Benefits	5,016,066
Depreciation	1,337,437
Utilities	538,877
Consultancy Charges	215,493
Travel	184,215
Insurance	58,752
Printing & Stationery	90,464
Food & Refreshments	83,727
Website	106,791
Bank charges	276,000
Assistance to Individuals	369,000
Bank charges	24014
Postage and Shipping	51,309
EOBI expenses	631,800
Project Expenses	19317404
<b>TOTAL</b>	<b>25,468,015</b>

**Surplus/Deficit of the year** **6,666,114**

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**Accumalated Surplus  
brought forward** **2,585,565**

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**Accumalated Deficit/Surplus  
caried forward** **9,251,679**

## SUPPORT US



## DONATE TO SUPPORT OUR CAUSE

via Bank Transfer

Account Title : NOWPDP

Bank: Habib Bank Ltd

Account Number: 0047-79002206-03

Swift Code: HABBPCCA

IBAN: PK07 HAB 0000 4779 0022 0603

via Cheque favoring NOWPDP

and mail it on the following address

NOWPDP House, Bungalow No. 83/1,

NI Line, Saghir Hussain Shaheed Road,

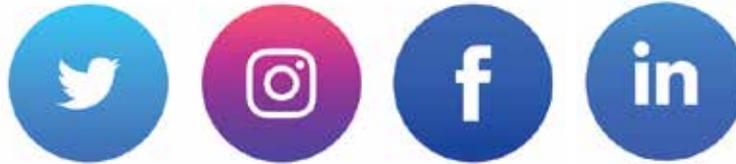
Saddar, Karachi, Pakistan

021-32294527-8

## GET IN TOUCH

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@ NOWPDP



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# OUR PARTNERS











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