



# ANNUAL REPORT 2021





The cover photo encompasses NOWPDP's motto of resilience: **the will to grow towards a new dawn**. With the COVID-19 pandemic dealing large blows to every country, persons with disabilities which also happen to be one of the largest marginalized communities here suffer a lot. **NOWPDP** didn't falter in its mission of disability inclusion and the team worked even harder to come out of those murky waters – towards a new breaking dawn of resilience, hope and prosperity.



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**AMIN HASHWANI**  
PRESIDENT

As we look back at the year 2020-21, it makes for a riveting narrative for NOWPDP. The twists and turns, ups and downs we encountered meant that nothing short of an Olympian effort would result in sustainable impact that touched the lives of thousands of persons with disabilities.

We hope that all those who read this year's reflection, remember the stories we have encountered and whenever they feel overwhelmed or demotivated they think of one life, if not more, that has been touched in these seemingly dark months and changed forever through collaboration and hope. With grit, we have solicited staunch supporters from the grassroots up and have laid the foundation on which we are able to stand strong. Working towards our mandate of economic empowerment of persons with disabilities, we look forward to a more **Bashamool Pakistan**.

The year 2020-21 ranks as one of NOWPDP's most disruptive periods, where we balanced creating policy with ensuring impact; creating new interventions, while growing existing ones; celebrating some of our people, while saying goodbye to others; and building new citadels of hope, while fixing dilapidated ones. By accomplishing what we have the entire team has managed to touch families across the despairing horizon of Pakistan and - for a moment - earn the thoughts and prayers of a downtrodden and ignored "humwatan"!

This report captures the rawness, the expressions, the unspoken stories, the anger, the elation, the honesty, the desperation, the beautiful tales and our coming together.

As we look ahead with a mixture of trepidation and hope, we believe that those who join our journey shall have a major role to play in sculpting a beautifully disruptive and innovative culture that leads to an empathetic and empowered future; as we hope to see the dawn of a more **Inclusive Pakistan**.



**OMAIR AHMAD**  
EXECUTIVE DIRECTOR



# EXECUTIVE COMMITTEE

Under the guidance and steering of NOWPDP's Executive Committee, our mission for a more inclusive society has solidified from giving an identity to PWDs to making them contributing members of the society.



**RONAK IQBAL LAKHANI**  
VICE-PRESIDENT



**ABID SHABAN**  
TREASURER



**KHAYAM HUSSAIN**  
GENERAL SECRETARY



**LAILA DOSSA**  
MEMBER



**HASNAT HASHWANI**  
MEMBER



**SHEREZAD ZAHIR RAHIMTOOLA**  
MEMBER



# 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 CHINOY**  
CEO, PAKISTAN CABLES



**ZAIN MUKATY**  
CEO, ONCOGEN PHARMA



**SADIA DADA**  
CHIEF MARKETING &  
COMMUNICATIONS OFFICER  
K-ELECTRIC



**FAIZAN GHORI**  
DIRECTOR, MATCO FOODS



**FARHAT RASHEED**  
DIRECTOR, DALDA FOODS &  
WESTBURY GROUP OF COMPANIES



**MISBAH NAQVI**  
CO-FOUNDER/GENERAL  
PARTNER. I2I VENTURES



# GOODWILL AMBASSADOR

Hassan Sheheryar Yasin, better known as HSY, is an award-winning designer, director, television host, and actor who was named the **Goodwill Ambassador** of NOWPDP in the year 2021.

As a Goodwill Ambassador for NOWPDP, HSY represents and supports some of NOWPDP's significant projects, such as The Rickshaw Project, the 100 Days 100 Lives Campaign, the Upcycle Campaign, vocational training, and the Centre of Excellence for Disability Inclusion in Sujawal, which works for the economic inclusion of people with disabilities, women empowerment, education, and environmental conservation.

HSY has been a significant contributor in promoting NOWPDP's work and mandate, as well as creating synergies with a diverse range of organizations and individuals, in order to expand and transform the lives of more people with disabilities.



**HASSAN SHEHERYAR YASIN**  
DESIGNER, DIRECTOR, TELEVISION HOST, AND ACTOR



"This has been one of the most humbling experiences of my life and I will ensure that I keep on working for disability inclusion with everything that I have." -HSY



HSY addresses Friends of NOWPDP at the Tuk Tuk March in support of The Rickshaw Project's drivers with disabilities.



# ABOUT US

NOWPDP was established in 2008 as a disability inclusion initiative. We work in the areas of identity, welfare, education, skill building and economic empowerment of persons with disabilities. The following pillars drive our mandate forward:



## SHANAKHT

SCNIC and Disability Certificate Facilitation



## FALAH

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



## TALEEM

Special & Inclusive Education



## HUNAR

Vocational Training Center



## ROZGAR

Job Placement & Capacity Building



## KHUDMUKHTARI

Self-Employment



## REHNUMAI

Online & On-site Guidance

## 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 endeavours in the areas of education and economic empowerment.

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.



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

Employment

Education

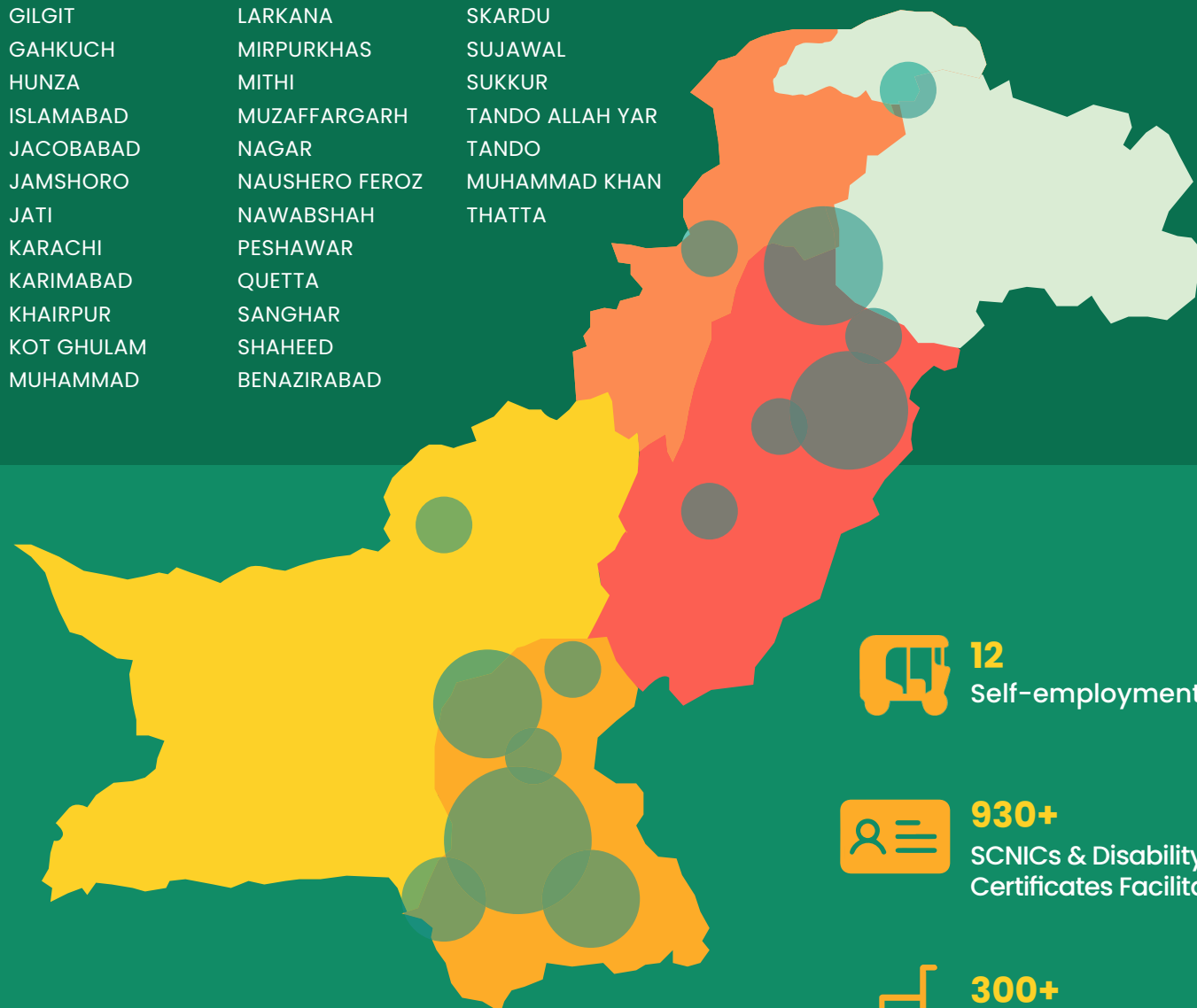
Healthcare

Accessibility



# OUR FOOTPRINT IN 2020-2021

DADU	KOTRI	SHIKARPUR
EIDGAH	LAHORE	SIALKOT
GILGIT	LARKANA	SKARDU
GAHKUCH	MIRPURKHAS	SUJAWAL
HUNZA	MITHI	SUKKUR
ISLAMABAD	MUZAFFARGARH	TANDO ALLAH YAR
JACOBABAD	NAGAR	TANDO
JAMSHORO	NAUSHERO FEROZ	MUHAMMAD KHAN
JATI	NAWABSHAH	THATTA
KARACHI	PESHAWAR	
KARIMABAD	QUETTA	
KHAIRPUR	SANGHAR	
KOT GHULAM	SHAHEED	
MUHAMMAD	BENAZIRABAD	



## IMPACT NUMBERS 2020 - 2021



**815+**  
Persons with  
Disabilities Trained



**80**  
Total Number of  
Students Enrolled



**345+**  
Persons with  
Disability Employed



**3230+**  
Total Lives  
Impacted



**300+**  
Assistive Devices  
Provided



**930+**  
SCNICs & Disability  
Certificates Facilitated



**12**  
Self-employment



# KARACHI

NOWPDP's journey began in 2008 in one of the largest cities of Pakistan to facilitate the economic empowerment of persons with disabilities. It has now evolved to become an overarching force that not only provides training and employment opportunities for persons with disabilities but also advocates for their rights and guides them to better solutions.

Nestled in the heart of Saddar, NOWPDP's Head Office is an accessible facility which is always available to all persons with disabilities who need assistance and guidance.

**1265+**  
Lives Impacted



Team NOWPDP and HSY after a successful uniform distribution ceremony at the Karachi Office.



Paralympics gold medalist visits NOWPDP for a baithhak.



The Inclusion Academy kids loved their first parent-teacher meeting!



Representatives of the NBP show their own screen-printed designs after an interactive tour of the NOWPDP office.





NOWPDP Head Office, nestled in the heart of Karachi.



NOWPDP trainees all set for their interviews at KFC.



Mou signing with Dubai Islamic Bank.



Team NOWPDP celebrates Pakistan's Independence Day together.



# ISLAMABAD

In 2020, a new office was established in the state's federal capital as a testament to NOWPDP's efforts to reach out to the northern side of Punjab. This regional office strives to facilitate persons with disabilities in getting employment while also hosting a plethora of trainings for them. Presence in the country's capital gives NOWPDP Islamabad team the opportunity to build relations with governmental stakeholders and work closely with them to further our mandate of disability inclusion.

With a regional office in Islamabad, we have extended our footprint into Gilgit Baltistan region of Pakistan.

**555+**  
Lives Impacted



Baithak session with Mobeen Ansari.



Awesome Grant won by NOWPDP trainee, Ayesha Rehman, for her business idea, "Kitchen on Wheels".



Visitors listening to persons with disabilities at the Breathing Books event held in Fatimah Jinnah Park.





NOWPDP Regional Office in Islamabad.



Guest lecture session being delivered to embroidery trainees.



Ration bags distribution under our Pillar of Falaḥ going on.



# SUJAWAL

In 2020, NOWPDP formed a team in Sujawal to establish the first Center of Excellence for Disability Inclusion that is a successful outcome of public & private partnership. Located approximately 130 kilometres from Karachi, the Morirot Markaz's facilities range from the provision of basic needs such as ration and clean drinking water under the pillar of Falaah to Shanakht, Taleem, Hunar and Rozgar, subsequently leading to Khudmuktari for one of the poorest populations in Pakistan.

**1400+**  
Lives Impacted



A child and his mother smile at the camera on the school admission day at Morirot Markaz.



Orientation of stitching training for Batch 2 goes on.



NOWPDP distributes 25 wheelchairs and 2 tricycles among persons with disabilities.





Moriro Markaz – NOWPDP's Centre of Excellence for Disability Inclusion.



Students of Moriro Markaz attending an awareness session on COVID-19 safety.



# TEAM PICTURE









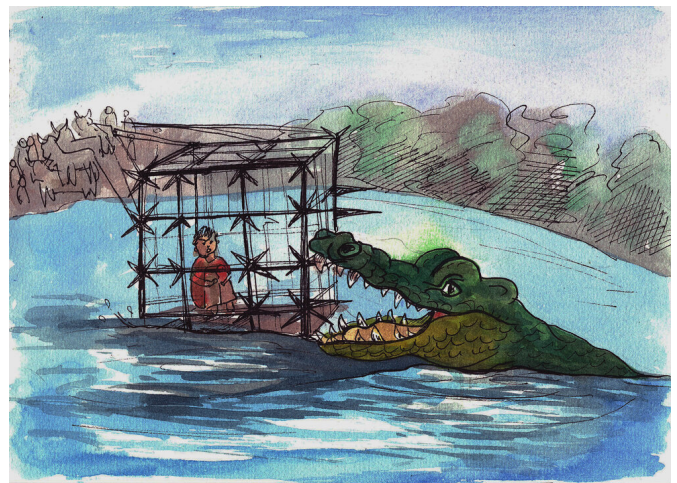


# MORIRO MARKAZ

Moriro Markaz – the First Center of Excellence for Disability Inclusion – is an integrated and comprehensive one-stop solution for the independence and empowerment of people with disabilities (PWDs), managed by NOWPDP and funded by the DEPD (Department of Empowerment of Persons with Disabilities) Government of Sindh.

## HOW MORIRO MARKAZ CAME INTO BEING?

NOWPDP has always emphasized the emancipation of persons with disabilities from unwarranted prejudice and pressure from society. As a nascent organization formed in 2008, NOWPDP achieved a number of set goals. However, in 2013, the team realized the lack of special and inclusive education schools in Pakistan and the scarcity of resources available in special education. Through a rigorous needs assessment, Sujawal - one of the poorest districts of Sindh, was identified as an area without any services available for PWDs.



## THE STORY OF MORIRO:

The story of Mori-ro's valor and courage has its roots deep in the region of Sindh. A hero who received homage from none other than the great mystic sufi poet, Shah Abdul Latif Bhittai, in the well renowned Shah Jo Risalo. Mori-ro was a son of the soil who had a disability that he chose to rise above. Using his knowledge and grit, Mori-ro avenged the death of his brothers and brought them back from their grave inside the body of a crocodile to lay them at rest in their native village.

This story of courage and bravery inspired NOWPDP to name the Center of Excellence for Disability Inclusion as Mori-ro Markaz depicting the deep-rooted cultural impact of Sindh.



After seeing this colossal gap, NOWPDP proposed the idea of opening the First Centers of Excellence for Disability Inclusion to the Government of Sindh in the Sujawal District. Two years after the formulation of the Department of Empowerment for Persons with Disabilities (DEPD), NOWPDP signed an MoU with DEPD and the foundation of Mori-ro Markaz was eventually laid. An unoccupied, unused and dilapidated building in central Sujawal was transformed into Mori-ro Markaz and was launched in December 2020.











## WHAT MORIRO MARKAZ'S LOGO ENTAILS:

The interpretation of the logo of Moriro Markaz is thought-provoking. The new icon of disability depicts capability of persons with disabilities to navigate their world, it signifies the faculty in persons with disabilities to move forward in their lives. The book highlights the significance of education. The corresponding drawings of leaves on both sides highlight the collaboration of Moriro Markaz with the Government of Sindh.



## OUR ANNUAL OBJECTIVES:

Moriro Markaz has a set of annual objectives:



**65**  
Children with Disabilities enrolled



**80**  
PWDs Trained



**1100+**  
Persons with disabilities to be assisted through ration, clean drinking water & assistive devices



**1000+**  
Individuals to be empowered and educated with disability-related guidance and sensitization

## OUR PARTNERS:

Moriro Markaz has four partners assigned for different types of assistance that NOWPDP deal with.



Family Education Services Foundation (FESF) - for the hearing disability



Ida Rieu Welfare Association

- for the visual disability



Institute of Physical Medicine & Rehabilitation (IPM&R) - for rehabilitation



**Special Olympics**  
Pakistan

Special Olympics - for physical education





## 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 disability acquiring a Disability Certificate and/or a Special CNIC from twelve weeks to two hours.

These Special CNICs hold great benefits and facilities for persons with disabilities.

NOWPDP has been working every year to ensure that as many persons with disabilities get their Special CNICs and subsequently their **Shanakht**.

**290+**  
Special CNICs  
Facilitated

**640+**  
Disability Certificates  
Processed



Today we came to SCNIC camp for the issuance of my disability certificate. The camp is very well organized, the staff is very good and cooperative. Before NOWPDP, this was nearly impossible because of the added hassle persons with disabilities like me had to go through just to get our SCNIC made. I am thankful that my disability certificate has finally been issued after all these years."



**NEB HASSAN**

PHYSICAL DISABILITY | **NOWPDP TRAINEE**





Step 1: Registration at the SCNIC Camp.



Step 2: SPDPA - Table of government officials process the disability certificate.



Step 3: Disability verification by doctors.



The disability certificates are processed into Special CNICs.



Team NOWPDP after a successful Special CNIC Camp in Sujawal.





## FALAH WELFARE

The pillar of Falah or welfare caters to the fundamental rights of one of the most marginalized communities in Pakistan – persons with disabilities.

NOWPDP provides access to:

### ASSISTIVE DEVICES

NOWPDP believes that assistive devices make living and functioning of persons with disabilities easier and are in fact a basic right. Therefore, the team has been working to ensure PWDs are facilitated in acquiring assistive devices if there is need. Scores of persons with disabilities can truly succeed and follow their dreams if only they receive a bit of accessibility as per their needs.

**300+**

Assistive Devices  
Provided

**750+**

Rations  
Distributed



Being a person with disability has always come in the way of whatever I tried to achieve; from pursuing studies to taking training and getting a job. Having a physical disability really limited my options because of the obvious problem – mobility. I finally stumbled upon NOWPDP which exclusively worked for persons with disabilities.

At last, I started my training here because they addressed my problem of mobility and provided me with a wheelchair that made my commute easy. I have not only been able to build upon my skills, but I also feel at ease now in terms of getting my household chores done.”



**SANA NASIR**

PHYSICAL DISABILITY | **NOWPDP BENEFICIARY**





Moriro Markaz students receive ration during the pandemic time.

### RATION

Amidst COVID 19, NOWPDP realized that if the most basic need of sustenance isn't fulfilled any other intervention becomes irrelevant. In order to support the basic necessities of PWDs, NOWPDP has been working to bring the community out of a vicious cycle of poverty. With more and more families losing jobs and consequently livelihoods to make ends meet, NOWPDP has been distributing ration to a large number of persons with disabilities who really need at this time.



An RO plant at Moriro Markaz.

### CLEAN DRINKING WATER

Recently, NOWPDP took up the responsibility of building RO plants for residents hailing from the lower income areas under the banner of Falah. Unmatched and inappropriate sanitation services and a lack of access to clean sources has made things worse for persons with disabilities, particularly in poor districts like Sujawal.



Persons with disabilities at a wheelchair distribution drive in Islamabad.





## TALEEM EDUCATION

About 95% of children with disabilities are not going to schools. Owing to a lack of understanding of children with disabilities and what they require, their opportunities of acquiring a formal education are just too limited. They are often isolated from the mainstream society. Social stigma, bullying, a lack of depth and understanding lead to them being isolated, lonely and socially disengaged.

NOWPDP provides special and inclusive education to children with disabilities equipping them such that they can eventually join the mainstream society.

NOWPDP offers primary schooling through:

- The Inclusion Academy (TIA)
- Moriro Markaz

# 65

Total Number of Students  
Enrolled at Moriro Markaz

# 15

Total Number of Students  
Enrolled at The Inclusion  
Academy

4 QUALITY  
EDUCATION



**//** I was always bullied by the other students for my hearing and speech disability at my village school. But then I joined Moriro Markaz and I can't remember the last time I was so happy. My mom is so amused because I don't want to even miss one day of school which I usually tried to before. I have made nice friends who help me and don't laugh at me. I hope every child like me with a disability has friends and a school like this."



**M FAYAZ LAGHARI**

HEARING AND SPEECH DISABILITY | **STUDENT AT MORIRO MARKAZ**





Mohammad Anas teaches sign language to an enthusiastic student at Moriro Markaz.



Moriro Markaz students immerse themselves in their colorful masterpieces during art class.



Relieved and happy TIA students give a thumbs up to the camera after a parent teacher meeting.





# HUNAR

## SKILLS DEVELOPMENT

"Moving from the Margins", a study commissioned to NOWPDP by the British Council revealed that certain trades could help boost employability of persons with disabilities. With the systemic prejudice meted out to persons with disabilities, vocational training can increase their edge in the paradigm of employment. NOWPDP provides skills development training to persons with disabilities through its program, Dastoor.

In 2019, NOWPDP launched the **NOWPDP Training Center (NTC)** to ensure persons with disabilities would obtain Hunar that would propel them towards employment. NOWPDP Training Centers are scattered across Pakistan in the cities of Karachi, Islamabad and Sujawal. NOWPDP offers 23 different vocational trainings to persons with disabilities. Graphic designing, computer operator, receptionist, mobile repairing, and web development are a few examples.

# 815+

Total Number of  
Trainees



I wasn't born blind. There was a phase in my life where I could still see. Losing my sight and going through this change has been the hardest because my whole worldview changed. For me, it was the hardest to continue my education. I honestly didn't have any idea how I could cope. I had to change my school but I still continued my education and completed my MBA a while back. But I still didn't have any direction until I then joined NOWPDP's Call Center training. With all the guidance I received in the training, I discovered a newfound passion to work in a call center. After the completion of my training I got a job at HRSG and I have never been happier!"



**MARIAM KOUSAR**

VISUAL DISABILITY | **NOWPDP TRAINEE**

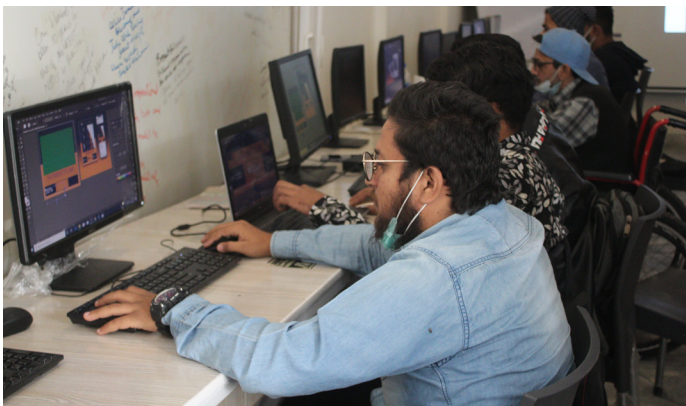




NOWPDP trainees making the most out of the Virtual Graduation Ceremony 2020



Stitching trainee, Sara, becoming an expert at her craft.



Graphic design training being conducted at the NTC.



Trainees of the second batch of Data Entry training smile on their last day in Islamabad.





## ROZGAR EMPLOYMENT

Persons with disabilities have traditionally had a more difficult time getting employment. Moreover, with COVID-19 adversely affecting the dynamics of employment for everybody, persons with disabilities have fallen even further behind. NOWPDP works for economic empowerment of PWDs through its program Yaqeen.

**Yaqeen** works through the following two-pronged model:

### Recruitment of Persons with Disabilities:

This involves the outreach of candidates, their career development and their employment.

### Capacity Building of Organizations:

This revolves around the capacity building of all organizations to include persons with disabilities as employees and consumers both. This includes infrastructural audits, employee sensitization, and role mapping for persons with disabilities

**345+**  
PWDs Employed



I was asked to leave the company where I gave my 20 years just because I lost my eyesight. For the last 5 years, I have given many interviews and the worst part was the moment when I had to face my little daughter every time I came back home. She would always ask, Papa, how was your interview. Did they pass or fail you? In 2019, I got to know about NOWPDP and quickly enrolled in their Call Center Course. This was the first time I got to know that persons with visual disabilities can use computers. I was sure, my life is going to change. After the completion of the training, it was again a testing time because I hardly heard back from the organizations where I gave interviews. When I got a call for a second interview at HRSG after a long wait I was much tensed. More than anything, I was thinking what I will say to my daughter if this becomes another disappointment but things changed, and I was offered a job on the spot. I saw my designation and my salary and I couldn't control my tears; for three days straight, I had my offer letter with me and it felt like a dream. More than anything, I had an answer to the question of my little daughter that they have passed your father in the test."



**SALEEM KHERAJ**

VISUAL DISABILITY | NOWPDP TRAINEE





A sensitization session is conducted at Abudawood.



## REMEMBERING DANISH

Remembering one of our trainees, Danish, who lost his life in an unfortunate road accident. Our trainees make us who we are and we are greatly indebted to them for sharing their stories and experiences with us. Every time we will think of Danish, we will remember him for his unparalleled resilience, boundless kindness, and unwavering commitment to his work. We will forever be grateful to have shared Danish's journey. May he rest in peace.



NOWPDP signs an MoU with JS Bank.



NOWPDP trainees all set for their first day at KFC.





## KHUDMUKHTARI

### SELF EMPLOYMENT & OTHER INITIATIVES

NOWPDP highlights the need of innovating and developing new interventions for the economic empowerment of persons with disabilities. Other initiatives can also help increase the chance of earning a livelihood when a person with disability doesn't have the right opportunity for education or employment.

The Rickshaw Project is one of the oldest projects of NOWPDP and a main facet of this program apart from other entrepreneurial initiatives. Each rickshaw is retrofitted and given to trained drivers with disabilities to earn a livelihood.

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

# 03

Businesses  
Started

# 09

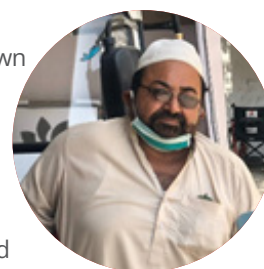
Rickshaws  
Provided

1 NO  
POVERTY



Things were different before. I had my own business started set up that was doing decent and things weren't so bad. I have always had polio but that never really came in my way. But after my accident where I fell and made my leg worse, things were bound to get different.

My biggest happiness is my only daughter. I have tried to ensure she gets the best education and make her mark in the world because I can't always be there to protect her. I even let her drive my three wheeler bike. I want her to experience everything. After the NOWPDP Rickshaw training, two things happened: I got motivated again after years and I learned a new skill. The way my circumstances took a turn for the worse, I am waiting and will work hard for them to turn good again. I know it is possible. I look forward to opportunities coming up after the Rickshaw Driving training."



**MUHAMMAD KHALID**

PHYSICAL DISABILITY | **NOWPDP TRAINEE**





Mahira Khan, renowned Pakistani actor and Friend of NOWPDP, seen riding her allotted retrofitted rickshaw at the Tuk Tuk March.



### REMEMBERING RIZWAN

In the loving memory of our beloved, Rizwan Khan. Rizwan did not let his disability come in the way of economic empowerment. During his life, he equipped himself with the power of education and KhudMukhtari to be self-sufficient. He was a successful recipient of a retrofitted hand-controlled rickshaw from NOWPDP's Rickshaw Project. Rizwan's resilience and positive attitude to taking on challenges will always be remembered.



The Rickshaw Project drivers captured after one of their test drives.





# REHNUMAI

## GUIDANCE

Persons with disabilities do not have proper access to answers and information on anything disability related. There is no centralized data pool or hub where sources, leads and answers may be obtained. NOWPDP established the following pillar to guide and give direction to the community as well as educate them on their rights and the facilities/benefits to which they are entitled through the State.

Rehnuma is an Online and On-site Resource Directory, which provides a listing of services and benefits for persons with disabilities in categories such as Formal Education, Assistive Devices, Legal Aid, NGOs, Vocational Training and more.

**Website of Rehnumai:**  
nowpdp.org/rehnuma/



I had spent my entire life selling homemade pickles in my village, Rahim Amro. I have a lower-limb physical disability but that never came in my way. However, after the death of my husband in a fake police encounter, I became the only bread earner of my extended family. My meagre earnings could hardly feed my family and at that time I thought of switching to a more stable profession that does not require constant traveling. This is when I came to know about Moriro Markaz through one of my village kids who is getting special education there. I visited the center and got to know about the facilities that they were offering. I quickly enrolled myself in stitching training. I now stitch clothes for many of my villagers at a relatively low price."



**SAIRAH AMRO**

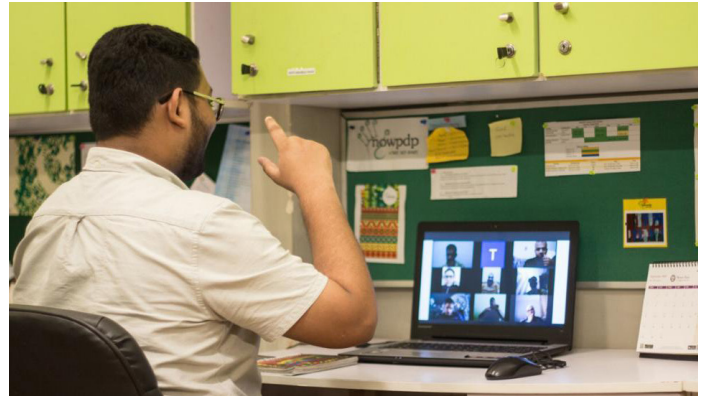
PHYSICAL DISABILITY | **NOWPDP TRAINEE**







Team Community Outreach out to identify children with disabilities to enrol at the Moriro Markaz school.



NOWPDP trainer, Osama, signs during an online Computer Operator class for students with hearing and speech disabilities.



A glimpse of the registration for ration distribution in Karachi.



Team Community Outreach seen listening to the needs of persons with disabilities in Lyari.



# 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 relevant policy changes to financially include persons with disabilities to the magnanimous Tuk Tuk March coverage, NOWPDP's spirit of devotion and perseverance has been in the spotlight all year round.



Omair Ahmad and Muhammad Kashan shared their insight on the State Bank of Pakistan's policy on financial inclusion of persons with disabilities on Zara Hut Kay, Dawn News.



Muneeba Haroon is seen addressing KTN news after a successful SCNIC Camp.



Zawwar Tawfiq and NOWPDP placement, Uzma Afsar, highlight the 100 Days 100 Lives campaign that helps persons with disabilities get jobs on Geo Pakistan in 2020.





Ghina Mehr from the NOWPDP Islamabad team had a chat on Hum News in Ramzan on the need to facilitate persons with disabilities at the time of COVID-19.



Omar Ahmad had a wonderful conversation live on Geo Pakistan on Bashamool Bankari.

### TPL Partners with NOWPDP to Launch Pehchaan for differently-abled people

**PR KARACHI**

TPL Corp, a technology driven conglomerate with investments across Life and General Insurance, Real Estate, Security, Asset Tracking, Navigation, Mapping and several technology startups has partnered with NOWPDP, a non-governmental organisation promoting the noble cause of inclusion and empowerment of the differently-abled people.

The empowerment programme, named Pehchaan, is in line with TPL's mission to create a more inclusive and diverse workplace.

The aim is to reduce inequality and ensure that everyone

Nader Nawaz, Group Head, HR & Administration represented TPL Corp and Muneeba Haroon, Director Operations represented NOWPDP.

Speaking at the occasion, Nader Nawaz, Group Head HR & Admin, TPL Corp, said "I take deep pride in joining hands with NOWPDP for this initiative and ensuring that all members of the society are given equal representation.

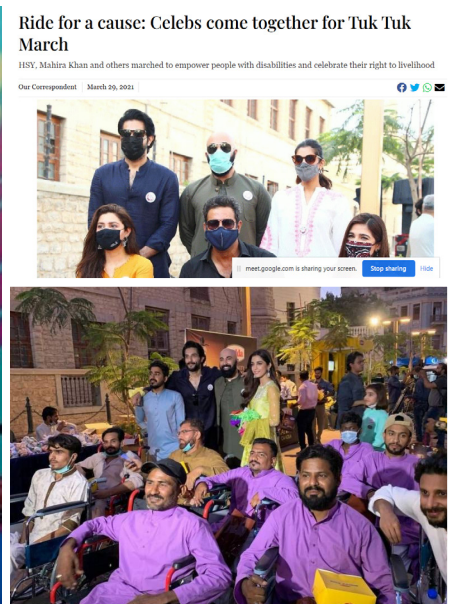
A diverse and inclusive environment where every person can bring their full and authentic selves to work is something we strive for at TPL."

Muneeba Haroon, Director Operations, NOWPDP said, "Economic empowerment and access to workplace environ-



NOWPDP and TPL launch Pehchaan for a more inclusive and diverse workplace.

Associate Yaqeen, Ali Jawad, is accompanied with NOWPDP placement, Saleem Kheraj, as they talk to RJ Khalid Malik at FM 91.



Tuk Tuk March takes the media by storm as news channels and bloggers flock to view the colourful and inspiring retrofitted rickshaws march.



# BE A PART



/// NOWPDP was my first ever exposure to work life and I think I couldn't have asked for a better one. Over the course of two months, this very inclusive organization provided a family like environment where everybody's opinions were heard and respected and where everybody was treated equally. I made a lot of good friends and connections here and had the most amazing time interning and working with different persons with disabilities. I feel like NOWPDP has given me a new way of thinking and approaching things. This exposure really developed a lot of awareness towards issues that many persons with disabilities face which others might not face at all. I'm glad that this experience helped me enhance my knowledge, made me more aware of my surroundings and made me humbler. I will cherish this journey of two months and will always implement the lessons that I have learnt."

---

**KHIZRA JAMIL KHAN**

/// My first introduction to NOWPDP was when the first lady of Pakistan, Mrs. Samina Alvi suggested that I look them up during a program back in 2019. I had no prior knowledge about the work NOWPDP did, so I went through their social media and two years later, I became a part of it. My overall experience with NOWPDP and their various departments such as Yaqeen, Dastoor and Outreach, etc., has been phenomenal. Not only was I able to learn new skills, but I also got hands-on experience of putting my learnings into practice. Some of the initiatives/ programs that I was a part of, are; searching for new PWDs to enroll them in skills workshops and the ration drives. My most memorable experience, however, would always be assisting NOWPDP in their Special CNIC camp in Sujawal. As someone who got a mild visual impairment at a very young age, I remember how the issuance of an SCNIC was not only a hassle but a physically draining process for my family and me. Seeing NOWPDP ease this otherwise hectic process brought me tears of happiness as if a life-long dream had come true. I would forever be thankful to NOWPDP for being a driving force behind me pursuing a professional career.

---

**MUHAMMAD KASHAN**





**///** If I were to define my internship experience at NOWPDP in two words, they would be amazing and motivating.

While I already had experience doing data entry, I had some apprehensions about working in an office because I had always thought I would not be treated the same way as others. I am glad I was mistaken. During my time at NOWPDP, I saw positive changes in myself every single day. Not only did I hone my social skills, but I was also able to have a good knowledge of office dynamics. All of this would not have been possible had the office environment not been so amiable. Ultimately, I realized that the people at NOWPDP are great to work with because they would always be encouraging. I am delighted that I got to work with NOWPDP.

---

**ZEESHAN HUSNAIN**



**///** My experience at NOWPDP was truly an invaluable one! From working in one of the most uplifting working environments to interacting with people whom I could learn from first-hand. Through my internship and interactions, I learnt to be more sensitive and empathetic in my language and actions towards persons with disabilities. This is also one of my key learnings from NOWPDP as I became more mindful of the way I perceived persons with disabilities – putting their needs first before my assumptions and learnt stereotypes of them. A wholesome, holistic and extremely enriching internship experience!”

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**KINZA IRFAN**



# HIGHLIGHTS OF 2020-21

Following are a few highlights of NOWPDP's work that depict how dynamic the year 2020-2021 has been for disability inclusion. From facilitating PWDs attain Shanakht to reaching KhudMukhtari, this whirlwind of a year will always be remembered.



Students of NOWPDP Training Center excitedly are a sight to behold at the NOWPDP Graduation Ceremony 2021.



Students at the Moriro Markaz, Sujawal, proudly show their new uniforms designed by HSY in a group picture.



Omair Ahmad addresses the audience at the CM House on the International Day of Persons with Disabilities.



NOWPDP is a force to be reckoned with as it distributes wheelchairs all over Pakistan.





Different celebrities become Friends of NOWPDP and come together to support drivers with disabilities at the Tuk Tuk March.



We hit a century! NOWPDP and Dubai Islamic Bank sign an MoU to employ 100 persons with disabilities.



Team NOWPDP all set to commence the Special CNIC camp in Sujawal.



Sadiq Memon, Special Assistant to the CM, visits NOWPDP for an interactive tour.



# FINANCIAL STATEMENT 2020–21

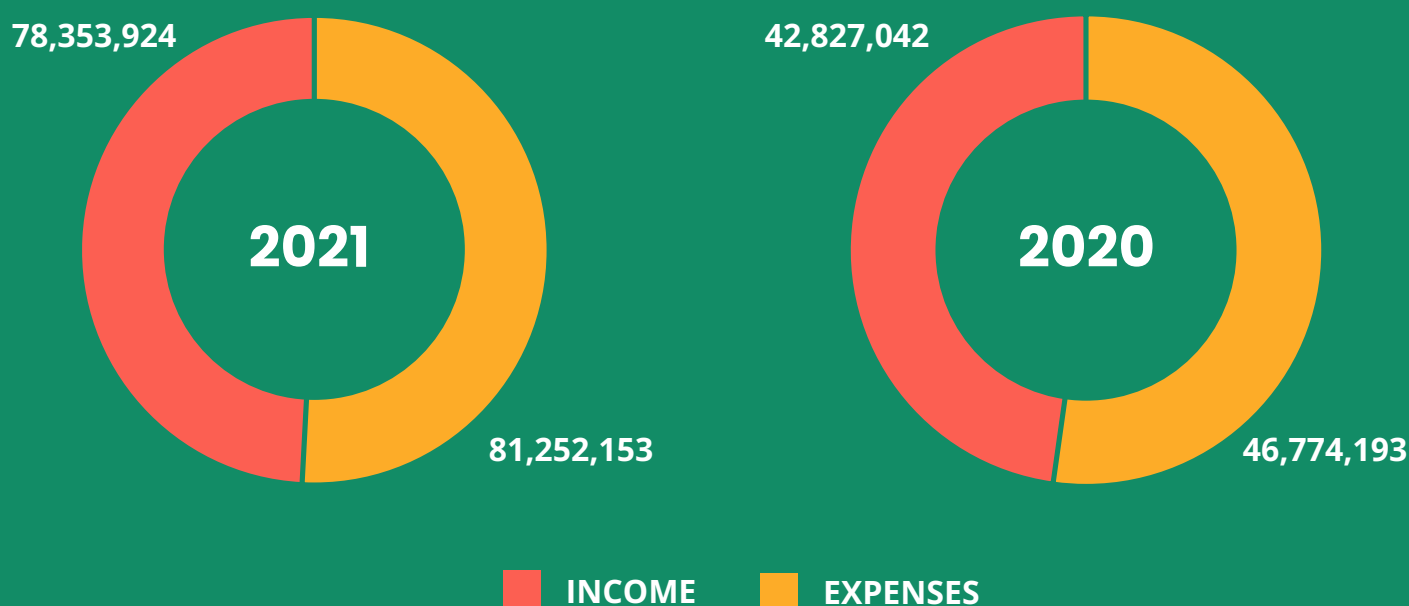
INCOME	2021 PKR.	2020 PKR.
Grants	47,480,219	17,643,221
Donations	26,906,754	22,446,967
Sale Bar	-	1,192,513
Program Service Revenue	1,337,819	1,770,641
Zakat	4,800,000	2,500,000
Rickshaw Revenue	228,650	349,500
Interest Income	498,711	869,331
<b>TOTAL</b>	<b>81,252,153</b>	<b>46,774,193</b>
<b>EXPENDITURE</b>		
Salaries and Wages	10,150,980	5,257,515
Salaries and Wages (program)	18,851,820	10,210,503
Financial Charges	69,952	107,295
Program/Training Cost	6,234,552	7,624,180
Project Expense	20,847,980	1,527,000
Marketing and Advertisement	1,374,239	579,675
Legal, Professional and Consultancy	311,908	709,420
Utilities & Rent	1,513,674	865,844
Tea and Coffee	398,114	283,134
Printing and Stationary	1,095,325	562,190
Fuel for Vehicle and Generator	658,761	401,328
Video and Photography	255,551	262,757
Assistance to Individuals	1,067,558	215,550
Travel and Converyance	473,678	283,229
Material for Training	595,076	144,221
Ration Drive (Falah)	1,801,815	9,067,187
Insurance	152,985	172,708
Office and Other Supplies	819,208	449,561
Events and Promotion	1,315,482	89,298
Repair and Maintenance	5,657,059	1,607,100
IT Related Supplies and Services	446,198	252,584
Depreciation and Amortization	4,262,009	2,152,744
<b>TOTAL</b>	<b>78,353,924</b>	<b>42,827,042</b>
<b>SURPLUS/ (DEFICIT)</b>	<b>2,898,229</b>	<b>3,947,151</b>
<b>ACCUMULATED SURPLUS/(DEFICIT)</b>	<b>16,097,059</b>	<b>13,198,830</b>



# FINANCIAL RATIOS

RATIOS	2021	2020
<b>Current Ratio</b> (Assets over Liabilities)	2.00	1.20
<b>Cash Ratio (Times)</b> (Current Assets over Current Liabilities)	6.00	1.20
<b>Operating Reserves Ratio</b> (Net Assets over Total Expenses excl. Depreciation)	35.00%	85.60%

## OVERVIEW OF INCOME & EXPENSES OF 2021 & 2020





# GRANTS



The Roddenberry Foundation supported NOWPDP's The Rickshaw Project. Over the duration of the project, persons with disabilities were shortlisted and trained in the vocational trade 'Rickshaw driving and on-road skills'. Moreover, 8 trainees were further shortlisted to rent our retrofitted and hand-controlled rickshaws and become economically empowered. This project has not only spread awareness of mobility rights for persons with disabilities in Pakistan, it has also facilitated other persons with disabilities in need of accessible transport for other projects.



With the support of Mitsubishi, NOWPDP aimed to support persons with disabilities in Karachi through the provision of skill based training. Over the duration of the project, 100 persons with disabilities were trained in the vocational trades of Computer Operator and Graphic Design. Through this project, 50% of the trained persons with disabilities were successfully employed at various organizations.



The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) through its Technical and Vocational Education and Training Sector Support Programme (TVETSSP) has enabled NOWPDP to train 150 persons with disabilities through its vocational training center during its 2 year long tenure in the trades of Computer Operator and Call Center. Since 2019, GIZ has supported NOWPDP in ensuring persons with disabilities are provided with economic empowerment through employment opportunities. To date 90 Persons with Disabilities (PWDs) have been successfully employed at various partner organizations through industrial collaborations.



PHILIP MORRIS  
INTERNATIONAL

With Phillip Morris International (PMI), NOWPDP began a project to address civic issues of littering, waste management and plastic and cloth recycling, while simultaneously aiming to create employment opportunities for persons with disabilities. The recycling facility aims to ensure responsible waste management by collecting, storing and processing plastic and cloth. Furthermore, through this project, NOWPDP procured three bike Loaders for waste collection and established an inclusive all-purpose facility that is to employ persons with disabilities to collect waste and process it to make daily usage products with recycled cloth.



With the project supported by DAI, NOWPDP created the Rehnuma Resource Center which provides listings of comprehensive categories of services available to victims of violence living with disabilities and also advocates for their access to information and care for victims of violence. Through the project, NOWPDP also conducted awareness sessions for First-Responders on disability inclusion and disability rights in Pakistan.



In collaboration with Government of Sindh (GoS) and Department of Empowerment for Persons with Disabilities (DEPD), NOWPDP has established, Moriro Markaz, a Center of Excellence for Disability Inclusion (CEDI), in Sujawal which is one of the poorest districts of Sindh. Through Moriro Markaz, 600+ persons with disabilities were reached in the first year. The center serves PWDs in Sujawal through all 7 pillars of NOWPDP - Shanakht, Falah, Taleem, Hunar, Rozgar, Khudmukhtari and Rehnumai. The CEDI is a partnership based model implemented in close collaboration with NOWPDP's disability specific partners including FESF, Special Olympics, IPM&R.



# DONORS



SAPPHIRE



RONAK &  
IQBAL TRUST





# PARTNERS









# DONATE TO SUPPORT OUR CAUSE



## Bank Transfer

Account Title: NOWPDP  
Bank: Habib Bank Ltd  
Account Number: 0047-79002206-03  
Swift Code: HABBPCCA  
IBAN: PK07 HAB 00004779 0022 0603

## Cheque favoring NOWPDP and mail it on the following address:

NOWPDP House, Bungalow No. 83/1,  
NI Line, Saghir Hussain Shaheed Road,  
Sadar, Karachi, Pakistan  
021-32294527-8









## GET IN TOUCH

@NOWPDP



NOWPDP House, Bungalow No.83/1, N I Line, Saghir Hussain  
Shaheed Road, Saddar, Karachi, Pakistan.

[www.nowpdp.org](http://www.nowpdp.org)

[info@nowpdp.org](mailto:info@nowpdp.org)

021-32294527-28