



ANNUAL REPORT 2019-2020



The man in the wheelchair is Taimur, one of our most promising trainees at NOWPDP. The sudden flight of birds around Taimur while he looks at us, solemnly but determinedly, depicts that with chaos and hardship; there is also umeed or hope of a better future if one powers through. A future of equality and inclusion.



OMAIR AHMAD
EXECUTIVE DIRECTOR

In nearly a 100 years, there has seldom been an event with such profound global implications as the pandemic that wreaked havoc across the world in 2020, and continues to do so. The enthusiasm with which we brought 2019 to a close, seems like a distant memory (for most) as we sit and reflect on the true impact of a difficult 2020.

The mental and physical wellbeing of millions has been put under strain, the lives and livelihood of millions more has been disrupted; and in all of this the yearning for a return to normalcy has never been more acute. Yet, it has been a time where we have been privileged to have seen the frontline workers step forward, and they have done so with aplomb. They have earned humanity's eternal gratitude and have injected a ray of hope and an element of fortitude in this time of need; particularly for those of us who have been striving to make a difference in the lives of the disenfranchised.

Hope is what carried us, at NOWPDP, through 2019 and set the groundwork for thousands of lives of persons with disabilities being changed through the provision of welfare, skills, and livelihoods in 2020 despite significant challenges. We want to thank the tens of benefactors who stepped up to support our mandate and allowed us to brazenly chart a path to inclusion; with a committed team, brought together by braver teamwork. As we close 2020 with himmat (fortitude and strength) - we look out ahead to starting afresh with Umeed (hope) and echoing the sentiments of millions for a new normal, grounded in empathy and support.

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Team NOWPDP ready to conduct ration drives in interior Sindh.



Team NOWPDP with the interns at the orientation ceremony.

EXECUTIVE COMMITTEE



AMIN HASHWANI
PRESIDENT



RONAK IQBAL LAKHANI
VICE-PRESIDENT



KHAYAM HUSSAIN
GENERAL SECRETARY










ABID SHABAN
TREASURER



LAILA DOSSA
MEMBER

ABOUT US

NOWPDP was established in 2008 as a disability inclusion initiative. We work for the education and economic empowerment of all persons with disabilities. The following pillars drive our mandate forward:

-  **SHANAKHT**
SCNIC Facilitation
-  **FALAH**
Clean Water, Health & Hygiene, Ration
-  **TALEEM**
Formal Education
-  **HUNAR**
Vocational Training Center
-  **ROZGAR**
Job Placement
-  **KHUDMUKHARI**
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 endeavors 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.

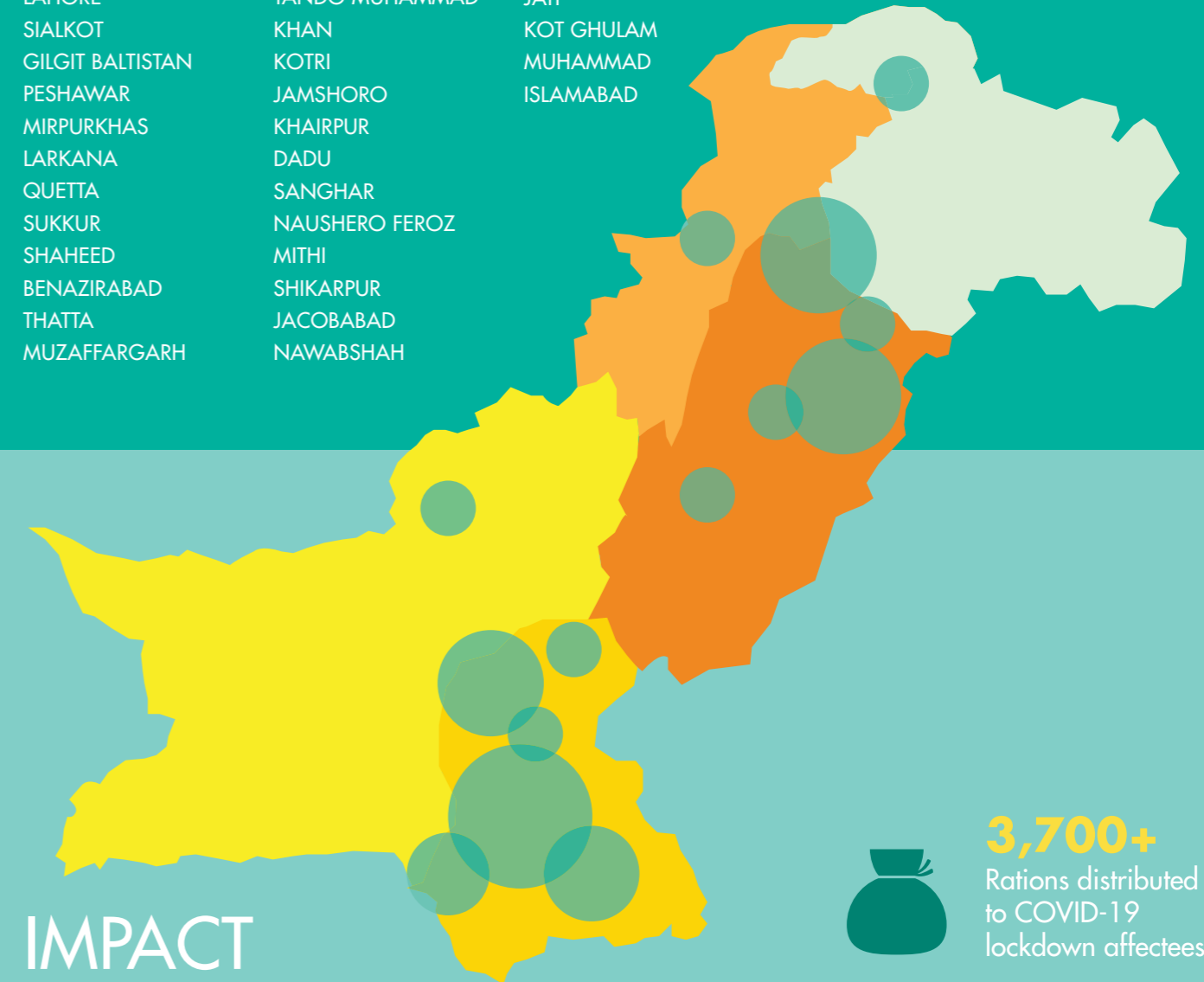


People with disabilities constitute **15%** of the world's population without access to basic facilities such as

- Employment
- Education
- Healthcare
- Accessibility


OUR FOOTPRINT IN 2019-2020

- | | | |
|------------------|----------------|-----------------|
| KARACHI | SUJAWAL | TANDO ALLAH YAR |
| LAHORE | TANDO MUHAMMAD | JATI |
| SIALKOT | KHAN | KOT GHULAM |
| GILGIT BALTISTAN | KOTRI | MUHAMMAD |
| PESHAWAR | JAMSHORO | ISLAMABAD |
| MIRPURKHAS | KHAIRPUR | |
| LARKANA | DADU | |
| QUETTA | SANGHAR | |
| SUKKUR | NAUSHERO FEROZ | |
| SHAHEED | MITHI | |
| BENAZIRABAD | SHIKARPUR | |
| THATTA | JACOBABAD | |
| MUZAFFARGARH | NAWABSHAH | |



IMPACT NUMBERS 2019 - 2020

 **4,473** total lives impacted

 **3,700+** Rations distributed to COVID-19 lockdown affectees

 **400** SCNICs Facilitated

 **200** Persons with Disabilities Trained

 **07** Businesses by Persons with Disabilities Initiated

 **166** Job Opportunities Created

HIGHLIGHTS

2019-2020



The **Inclusion Academy** was launched



NOWPDP facilitated the **Roundtable Discussion** hosted by Governor **State Bank of Pakistan (SBP)**, attended by Dr. Arif Alvi – President of Pakistan – and the CEOs of all major commercial banks in the country



NOWPDP conducted **ration drives** across the province of Sindh and in Islamabad and provided welfare to 300 families



Pepsi Co. joined hands with NOWPDP to give out ration packages in their **Million of Meals Campaign**.

NOWPDP distributed **25 wheelchairs** in Sujawal to individuals with physical disability.



NOWPDP launched **Rehnuma Resource Center**; a comprehensive resource directory and helpdesk to answer disability related queries



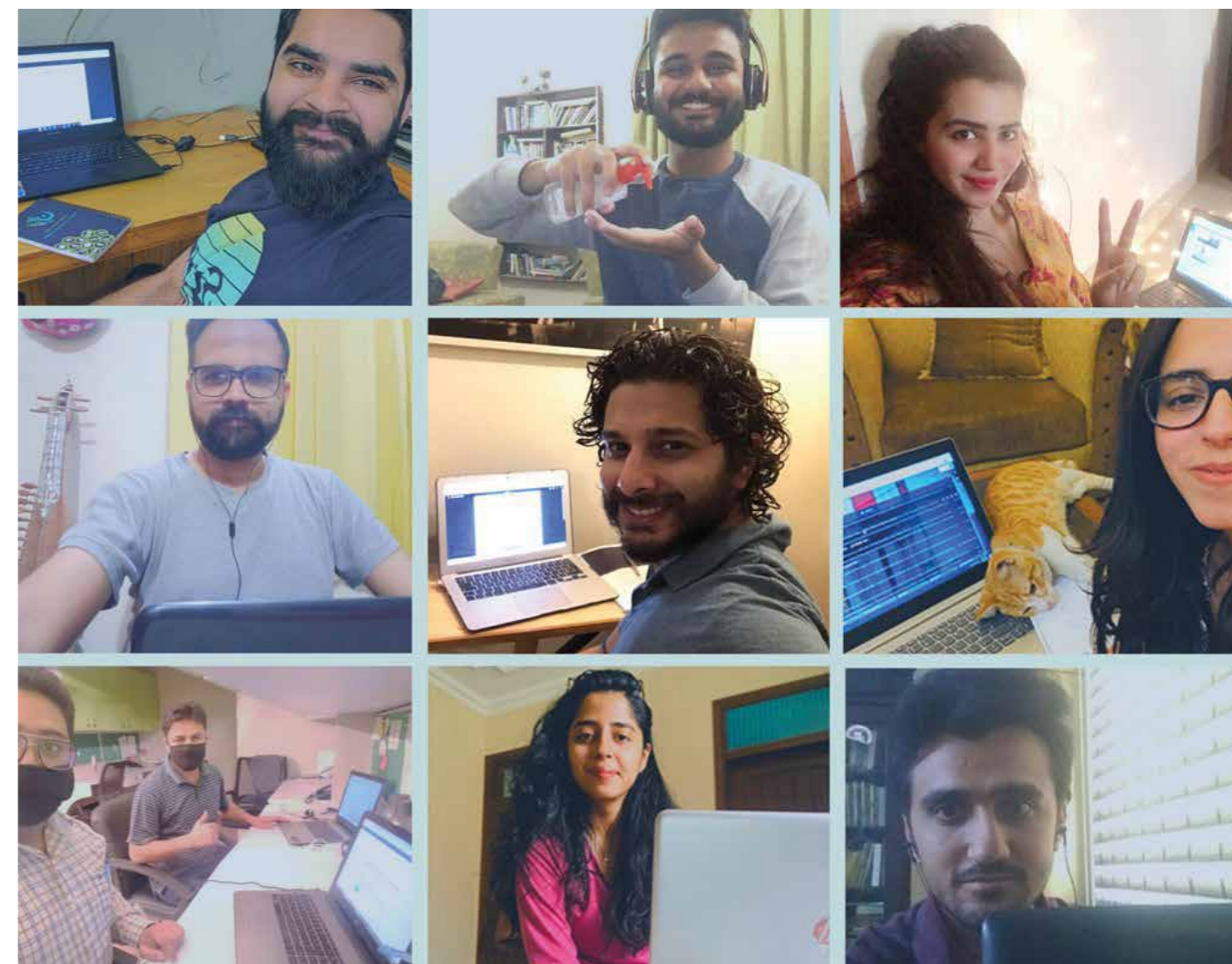
NOWPDP met with the **First Lady of Pakistan** to promote **inclusive policies** across the country.





NOWPDP'S COVID-19 RESPONSE

The Coronavirus (COVID-19) pandemic has caused hardship and ordeals that nobody was prepared for, especially persons with disabilities, and they remain the most vulnerable at this time. NOWPDP initiated its welfare activities with the goal of supporting 1000 persons with disabilities and their families through the provision of Ration, Skills, and Livelihood for 3 months. However, NOWPDP was able to facilitate over 3700+ persons with disabilities. NOWPDP was one of the first organizations of its kind to halt all physical interaction and move all its functions online while still creating change in the lives of persons with disabilities.



With the lockdown announced by the Government, NOWPDP immediately responded by implementing the policy of work from home for all the employees. As an organization, we believe in flexibility, accommodation, and empathy and advocate for the same when it comes to ensuring disability inclusion at workspaces.

ONLINE TRAINING

NOWPDP also immediately moved its ongoing learning space, and ensured that the training and learning opportunities provided to people with disabilities by NOWPDP remain uninterrupted. NOWPDP's proactive approach towards digital and virtual learning proved to be extremely effective as the attendance rate remained steady.

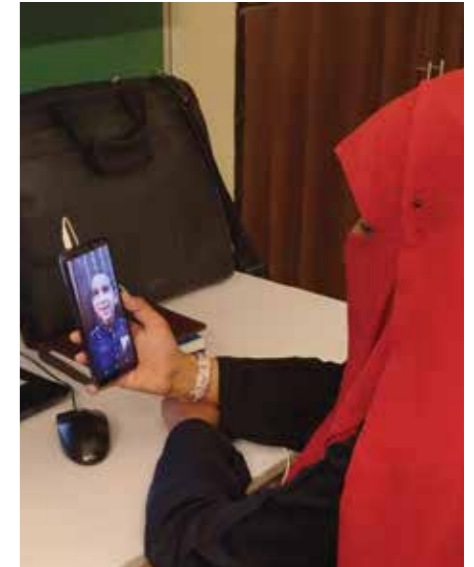


What intrigued and made me happy the most was the fact that I didn't have to try my hardest to be understood here. Even the hearing communicated with me in sign language and all our trainings always had somebody interpreting. It was not hard for me to switch to online classes since the deaf community already does so much video calling. But we are grateful, nevertheless, for all the hard work NOWPDP did to ensure our classes weren't disturbed."

OSAMA AYAZ
HAS A HEARING & SPEECH
DISABILITY
NOWPDP TRAINEE

ONLINE SCHOOLING - THE INCLUSION ACADEMY

NOWPDP's inclusive school for children with and without disabilities, The Inclusion Academy (TIA), started its operations in February of 2020. With the lockdown, keeping in mind the importance of learning and education for children enrolled at TIA, NOWPDP moved its functions online while also delivering classwork and homework to the students' houses.



I am glad that my child is in a school like this where his progress and studies are taken care of so well. Which makes me also feel like I need to do my part and keep encouraging the teacher and my child to continue working this hard. I have seen a change in him. He's still as loud (chuckles) but also more loving and polite and wants to help out in everything we do at home. Maybe this is how he was with his other friends at school."

ALTAMASH SHAHID'S
PARENT

I won't deny that this has been hard during the pandemic for there is a need to communicate every minute. A lot of the progress is dependent on the parents' input and assistance too and it makes my lessons more effective if parents also coordinate and show interest. Honestly, when my students so enthusiastically come online and answer every question correctly, wanting to know more about everything - my heart swells with pride. This is a testament to why I am a teacher and their devotion isn't any less than an award."

SUMMAIYA AKBAR
TEACHER

RATION DRIVE

The Coronavirus (COVID-19) pandemic caused unprecedented difficulties and hardships for persons with disabilities and they remained the most vulnerable at this time. Understanding this, NOWPDP initiated its welfare activities by adhering to the principle of Falaah (Welfare) for all people with disabilities and provided ration to 3700 families across the following cities: Karachi, Hyderabad, Sujawal, Sukkur, Tando Allah Yar, Tando Muhammad Khan, Shikarpur, Jati, Kot Ghulam Muhammad, Mirpurkhas, Nawabshah, Larkana, Thar, Rawalpindi and Islamabad.



Putt (son), I am very old now and I have seen a lot in this life despite not having the ability to see. I am blind and my son Sher Ali, has a physical disability. He never always had a disability like this. He used to work as a labourer and took a great big fall. That day, my life turned upside down, I have never felt so scared. He now sells kids toys at a kiosk. But with this lockdown, it is really hard for him to earn for us. This ration from your organization has come at the right time. Thank you."

BAAGHAL
HAS A VISUAL DISABILITY,
AND HER SON HAS A
PHYSICAL DISABILITY.

Naseeb is a young child of not more than three or four. His eyes follow everything and he observes silently, sometimes giving a delightful smile when he is caught looking. He has a hearing and speech disability so he makes up for the speaking with his warm eyes following everything you are doing. He doesn't go to school but when told that he can go now, owing to the new Sujawal School opening for children with disabilities; he erupted into a peal of contagious laughter that had many around him laughing too.

- narrated by a NOWPDP volunteer present at the ration drive.

NASEEB
HAS A HEARING – SPEECH DISABILITY



THE GOAL OF NOWPDP'S RATION DRIVE WAS TO ENSURE THAT IN THE TIME OF FINANCIAL CRISIS, AN ALREADY MARGINALIZED COMMUNITY WITH LIMITED OPPORTUNITIES OF EMPLOYMENT AND EMPOWERMENT DOES NOT FACE THE ADDED BURDEN OF FOOD INSECURITY.

CALL CENTER FOR RATION DRIVES

NOWPDP's Call Center emerged as an arrangement during the Ration Drives which were carried out across the province of Sindh. Persons with disabilities were hired by the Call Center as Data Entry & Verification Agents.



“My sisters like me have received training from NOWPDP which is why it gave me deep honour to work in the call center for ration provision at NOWPDP. I felt like I was helping out and also giving back to the society in some way. The pandemic has hit everybody so hard, my prayers for all of them. I want a job now where I can work just the way I did in the NOWPDP call center.”

KHADIJA
HAS A PHYSICAL DISABILITY
NOWPDP TRAINEE

“A company I gave 8 years of my time, effort and sweat to; a place I regularly kept getting employee of the month awards at, refused to promote me because I could not walk properly. That's literally it. My superiors were well aware that my physical condition has never hindered my performance in the office and yet society's degrading view of people with disabilities overshadowed my dedication to the company. After my training at NOWPDP, I worked in their call center set up during lockdown and ration drives. That's when I truly found out how it feels to work in a respectful environment where everybody treats each other equally and with kindness and empathy”

BABAR
HAS A PHYSICAL DISABILITY
NOWPDP TRAINEE



WEBINARS AND MEDIA APPEARANCES

Recognizing the opportunities which came with the global lockdown and utilizing the influx of new means of communication, NOWPDP organized more than half a dozen webinars on various topics, including: COVID-19 & Persons with Disabilities, Accessible Education, Condition of Prisoners with Disabilities, Role of Artists with Disabilities and more.



Team NOWPDP with Zara Hut Kay - Dawn



Team NOWPDP with Geo Pakistan





DASTOOR

NOWPDP works to improve the quality of and access to educational opportunities for persons with disabilities through Dastoor. This is done through our vocational training center (NOWPDP Training Center) and inclusive school (The Inclusion Academy), and the capacity building of other schools.

IN THIS FINANCIAL YEAR 2019-2020, 200 PERSONS WITH DISABILITIES HAVE BEEN TRAINED BY NOWPDP IN MARKET RELEVANT VOCATIONAL TRADES AND 41 TEACHERS HAVE BEEN TRAINED FOR BUILDING THE CAPACITY OF SCHOOLS.



ADULTS WITH DISABILITIES

The NOWPDP Training Center Continues to Impart Skills Development Trainings to People 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 ON THE MOST MARKET RELEVANT TRADES, NOWPDP PROUDLY LAUNCHED THE NOWPDP TRAINING CENTER IN 2019.



NOWPDP TRAINING CENTER (NTC)

The NOWPDP Training Center has been teaching trades that have the potential for prospective employment based on the research that NOWPDP conducted across Pakistan, commissioned by the British Council Pakistan by the name of "Moving from the Margins: Mainstreaming Young Persons with Disabilities in Pakistan". The NOWPDP Training Center teaches trades and skills that have been identified through this research and would boost employment chances for the trainees. Moreover, rigorous efforts are undertaken to help trainees get placements reiterating how all-encompassing and extensive the NTC functions are. Furthermore, NOWPDP partnered with Sindh Board of Technical Education (SBTE) as well where comprehensive integrated assessments are undertaken and examinations are aligned with the institution. Dastoor's trainings are based on the National Vocational Qualifications (NVQ) that require certain standards to be met including a particular number of modules that all the graduates need to be competent in to achieve a national certification.



“I wasn't born blind. There's a phase in my life where I could still see. Losing my sight and going through this change has been the hardest because your whole worldview changes. 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 continue my education. I completed my MBA a while back. But I still didn't have any direction. I then joined NOWPDP's Call Center training and found this newfound passion to work in a call center like I did during the first pandemic lockdown at NOWPDP's call center. I am grateful for the training opportunity.”

MARIAM KOUSAR
VISUAL DISABILITY
NOWPDP TRAINEE

HERE IS A GLIMPSE OF THE TRAININGS:



Multiple people with hearing and speech disabilities have passed the Computer Operator course and are now independently operating computers and Microsoft Office which bolsters their chances of securing potential jobs.



Students with visual disability have successfully graduated from the Call Center training. The prospective Call Center jobs are designed such that people with any sort of visual disability can fare well in them.



A new trade of mobile repair has been introduced considering the trade has a lot of scope as mobile phones are used by everybody.



NOWPDP's rickshaw training also symbolizes the right to transport and movement for people with disabilities and has also proven to be an effective hard skill that can help them earn a livelihood.

GRADUATION CEREMONY

To commemorate the 3rd of December which is the "International Day of Disabilities", a convocation ceremony was held for the new graduates. They all were proud graduates of an array of trades ranging from computer operations to stitching to rickshaw driving to call center training. We were grateful to have representatives from different partner companies grace the occasion as guests along with families of our dynamic trainees. Their presence brought warmth and support to the new graduates. Moreover, the energy of the event skyrocketed high with the audience enjoying the tunes of Zoe Vicajji as she also came to congratulate the trainees for their commendable work.



My sisters who have a physical disability like me have also got training from here and my parents are happy that I also got to graduate from NOWPDP. We really got a lot of support and direction here when even our relatives were not the nicest. For that, I am truly grateful. I look forward to whatever jobs come my way, so like my older sister I can make my parents proud."

JAVAIRIYA
HAS A PHYSICAL DISABILITY
NOWPDP TRAINEE

THE INCLUSION ACADEMY

The inclusion academy (TIA) launched as a model inclusive school for children with disabilities

There has been a dearth of inclusive schools that cater to all persons with disabilities and that has been a great bane in the lives of the community. With the rising need for a formal educational institution for children with disabilities, NOWPDP has proudly launched the The Inclusion Academy (TIA) which is a school on the premises of NOWPDP that caters to both children with and without disabilities in one class. Prior to the launch, the curriculum was designed by experts and the classroom was set up such that all children with all disabilities had the assistive devices and tools to function independently. There has been stringent emphasis on the accessibility of children with disabilities with an attendant present for children with physical and visual disability and sign language interpretation for children with hearing and speech disability. The school also has all facilities including a library and art room, a space that serves as a playground, hot regular meals and the likes of it making the experience well rounded and wholesome.



REHABILITATION TRAININGS FOR CHILDREN

This year, rehabilitative training took place for children with multiple disabilities with great frequency to help them learn new skills that included screen printing, arts and crafts etc. Furthermore, another round of the augmented reality games took place to help enhance the motor and cognitive skills of children with multiple disabilities conducted by WonderTree.



TEACHER TRAININGS AT SPECIAL AND MAINSTREAM SCHOOLS

Teachers at special and mainstream schools were 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. Trainings for mainstream schools have immense significance considering the number of children with disabilities is lesser, making the teachers unequipped or oblivious to their needs. It is of dire importance for teachers to fully know what kind of disabilities they are catering to and what techniques and work best when teaching children with disabilities.



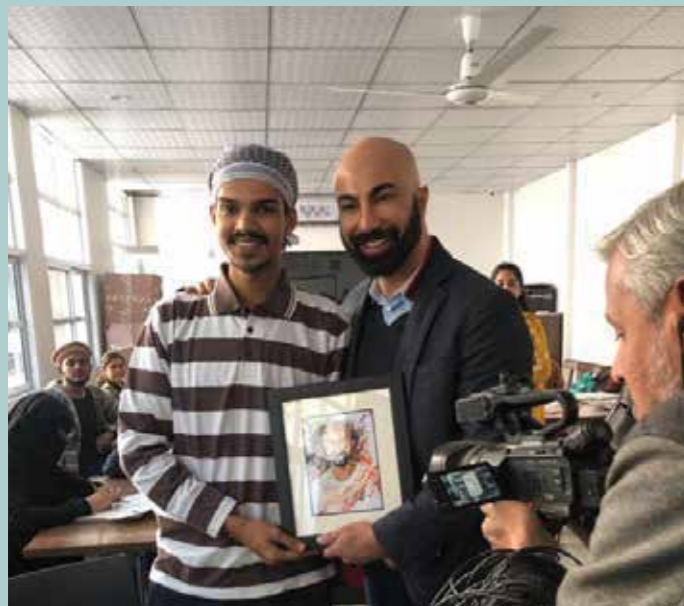
Farhad looks ahead in glee as he receives a toy from the inclusion academy



Iman is happy with her new wheelchair at the Inclusion Academy.



A snippet of the children's rehabilitation training.



NOWPDP CONTINUES ITS WORK WITH KADO IN HUNZA

With Hunza banning the usage of plastic, our trainees have become a pivotal source of producing sustainable bags there. NOWPDP began a collaboration with the Karakoram Area Development Organization (KADO) in Hunza in 2018 which has progressed steadily with another round of training completing successfully. Jewelry and rug making are valued skills that these women have been learning to master.

RENOWNED DESIGNER HASAN SHEHERYAR YASEEN (HSY) HOLDS A COMPETITION FOR PAKISTAN DAY AT NOWPDP

To commemorate the auspicious Pakistan Day as well as the boon of talent present among our trainees with hearing and speech disabilities in arts, HSY held a competition for NOWPDP.

The task was to have the trainees create art reflecting their opinions and feelings about Pakistan Day that would eventually be translated onto HSY's designed shirts in his new edition. This was a great opportunity for the trainees to be recognized, pursue what they love as well as get guidance from the maestro himself.



“The best thing for me in the NOWPDP training was knowing that I would not have any difficulty in communicating that I had had all my life. The classes all had sign language all the time which made me feel that my needs and I were really catered to. I took the computer operator classes and they helped a lot because I am doing data entry for work. My wife and I are the only deaf ones in my family but everybody has been so supportive. I see myself focusing on my job for now and seeing where that takes me. The good part is, I work for the Pakistan Navy which gives me job security and benefits.”

AHMED ALI NISAR
HAS A HEARING & SPEECH DISABILITY
NOWPDP TRAINEE



“The praise I got throughout my educational journey kept me going but life after school became very difficult. Getting around this city with no assistance is very difficult and it is even more difficult convincing an employer to hire me because we (people with disabilities) are looked down upon. NOWPDP has given me good exposure with their call center training which eventually gave me positivity and hope that I would get a job. And, I just did! I still can't believe it but I am so ecstatic to be starting something new and so wonderful for my life.”

JANTA BHAYANI
HAS A VISUAL DISABILITY
NOWPDP TRAINEE

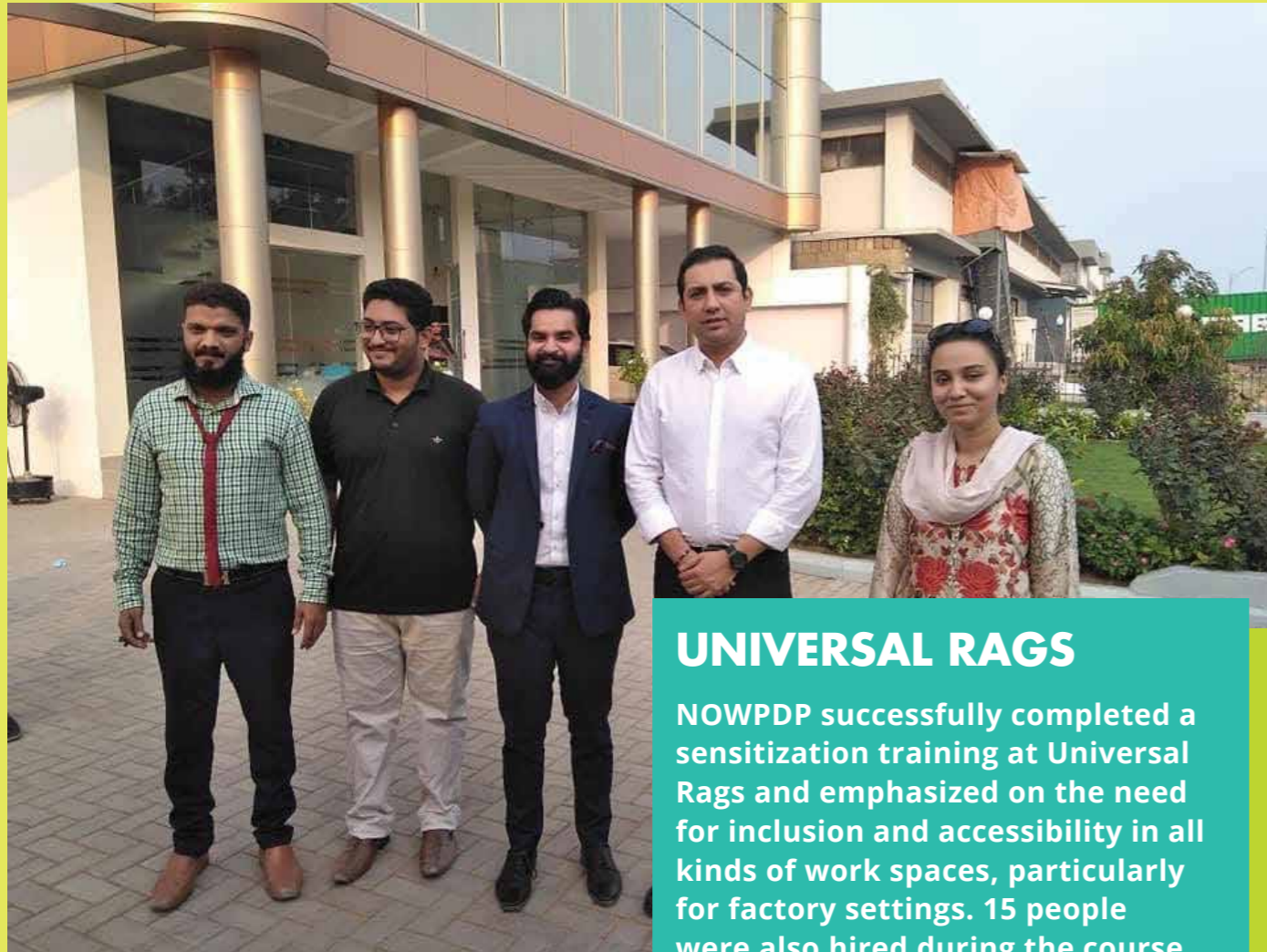


YAQEEEN

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

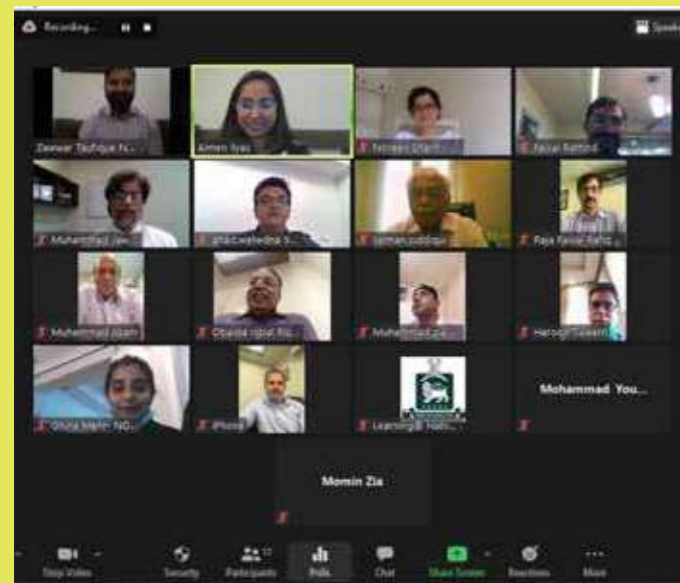
DURING THE TIME PERIOD OF JULY 2019 TO JUNE 2020, YAQEEEN CREATED 166 EMPLOYMENT OPPORTUNITIES, FACILITATED 200+ INTERVIEWS WITH MATERIALIZATION OF 166 PLACEMENTS OF PERSONS WITH DISABILITIES AT 25 DIFFERENT ORGANIZATIONS. YAQEEEN CONDUCTED 26 DISABILITY SENSITIZATIONS WITH PEOPLE FROM 30+ INSTITUTIONS, PREPARING 546 INDIVIDUALS FOR DISABILITY INCLUSION AT WORKPLACES.





UNIVERSAL RAGS

NOWPDP successfully completed a sensitization training at Universal Rags and emphasized on the need for inclusion and accessibility in all kinds of work spaces, particularly for factory settings. 15 people were also hired during the course of this synergy.



HABIB METRO BANK

NOWPDP, in partnership with Habib Metro Bank held 3 sensitization trainings with 50 people attending the sessions, giving them insight on how to interact and work with people with disabilities. Eventually, 2 people with disabilities were also employed.

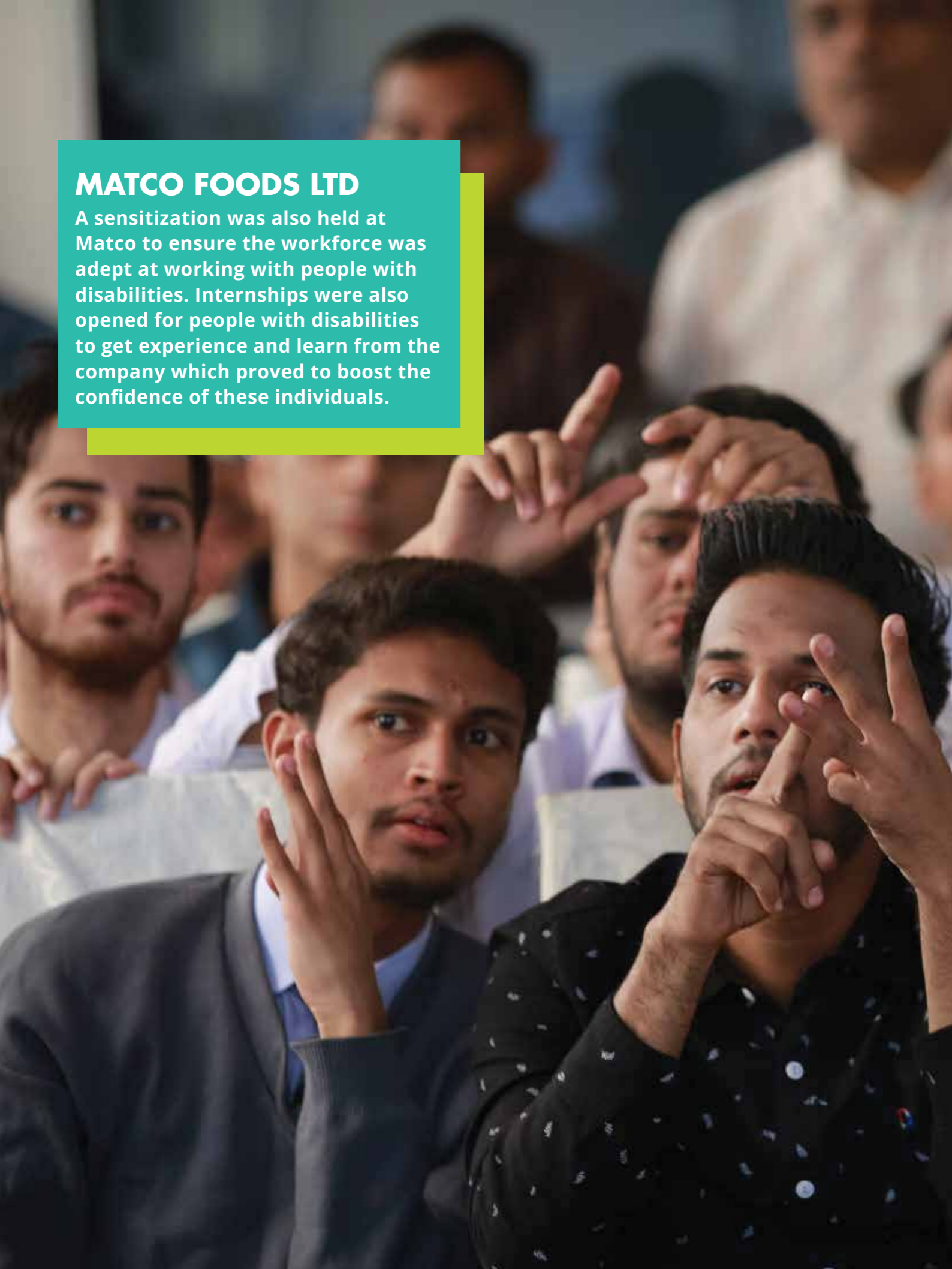


PHILLIP MORRIS INTERNATIONAL (PMI)

A comprehensive set of sensitization sessions took place at PMI and they resonated well with the company's drive to become inclusive. 85 people enthusiastically attended the sessions and also proved to be a very inquisitive audience. Following the sensitizations, an HR training and a Disability Champion training were also held to further bolster inclusion and accessibility at PMI.

MATCO FOODS LTD

A sensitization was also held at Matco to ensure the workforce was adept at working with people with disabilities. Internships were also opened for people with disabilities to get experience and learn from the company which proved to boost the confidence of these individuals.



MASTER MOTORS

NOWPDP has been ecstatic in driving Master Motors' capacity building. A chunk of their workforce went through sensitization and sign language trainings which will certainly help in the system and environment being inclusive as more and more people would be able to communicate with people with hearing and speech disabilities.



MOBILINK MICROFINANCE

NOWPDP's impact in Islamabad has been ever increasing. With Mobilink microfinance setting the benchmark for disability inclusion, NOWPDP has successfully got 11 people with disabilities employed at Mobilink microfinance's head office.



YAQEEEN HOLDS A CAREER FAIR TO CONNECT PERSONS WITH DISABILITIES TO DIFFERENT COMPANIES

To commemorate the International Day of Disabilities, Yaqeen held a career fair where an array of companies and people with disabilities were invited to connect and discuss their prospective futures. Representatives from over 30 companies came and interviewed candidates with disabilities and took their CVs for different positions. Accessibility was ensured with the presence of sign language interpreters for candidates with hearing and speech disabilities, attendants and assistive devices such as wheelchairs. Team Yaqeen also conducted an effective sensitization session for all the representatives of different companies who had come to NOWPDP to interact with the candidates with disabilities.



I have an extensive 30 years of experience in the corporate world. I have worked in several departments (HR, admin, finance, insurance and more) and at my last job I worked for several years of my life. I alone, was responsible for the entire finance department.

They had me resign only for the reason that I lost my eyesight. I have had my visual disability for some time, but I managed all my work with a magnifier without excuses. I worked on public holidays, weekends and stayed over time but that was ignored when they just decided that they didn't want to keep me anymore. I am a hard worker and I go the extra mile for my employer.

I have learned more skills at NOWPDP and can operate a computer with ease. The career fair arranged with NOWPDP we went to was brilliant. It was accessible and great space for us to meet different companies.

SALEEM KHERAJ
HAS A VISUAL DISABILITY
NOWPDP TRAINEE



I would get hurt and frustrated because I was usually ignored in my family and friends because I am deaf. I wasn't even allowed to go outside till I was 19 on my own. I wanted to be treated like my other siblings but I didn't give up and started proving myself that I was capable of taking care of my life. To top it off, our society doesn't accept our deafness. Their humor was at my expense, me and my deafness were the premise of their comedy. When I was 12, kids would even throw rocks and water balloons at me to see how I would react. My happiest memory would be taking the NOWPDP training where I learned to operate a computer and then best of all, I got a job at Bank Islami where I am now an officer in the Treasury Department. I now have immense pride for myself and so does the rest of my family."

OWAIS RAZA
HAS A HEARING DISABILITIES
NOWPDP PLACEMNET

After coming to Karachi for my treatment and receiving four surgeries I had a long gap from my education but was determined to continue learning and do something. I had a will to move forward rather than just sitting at home and regretting that I couldn't do much. I was looking for ways to identify my capabilities and also earn money. I came across NOWPDP in a Facebook advertisement and contacted them after which, not only was I provided with comprehensive training in MS Office but a job as well. It was a start to a better life. I think if a person wants to do something, they should have faith in God and strength in themselves and they will be able to do it. It is important to believe in yourself and continue looking for opportunities that suit you best. I struggled for some time and finally I am settled at NOWPDP, quite satisfied with my job and also earning well.

RANJULI
HAS A PHYSICAL DISABILITY
NOWPDP PLACEMNET

When you feel as if life has called quits on you, you leave everything aside. All that you loved you hate doing now. You feel burdened by your own thoughts. Everyone goes through something in life and I did too. Especially when people used me for their own benefit and made me feel indifferent, it pushed me to go forward and take a stand for myself for no one else is ever going to help me. I was looking around for opportunities to learn, get trained and earn for myself when I got to know about NOWPDP. I took the comprehensive call center training. For a person like me who has to push herself to go out and do something because I never thought I could, NOWPDP provided me with such an environment that has made me get back to life. I am different because of my uniqueness and that I learnt about myself after being apart of this class. I now work at a reknowned company. From somebody who had given up on life and didn't see herself doing anything at all for herself, now has a job and is independent.

ALIYA FATIMA
HAS A VISUAL DISABILITY
NOWPDP PLACEMNET

For a long time I couldn't tell anybody I had a visual disability because my father didn't want me to. Moreover, I tried a lot of things on my father's insistence like skills and sports and did well in them but I still felt like something was just not right. NOWPDP gave me a chance to not only learn a nice skill but to also be somewhere I belonged. Here I could embrace the fact that I did have a visual disability but without feeling like I was any less. I didn't have to pretend anymore. After my training, I got into a reknowned company and that's where I work now. I wish my gather was here to see this.

REHAN SADIQ
HAS A VISUAL DISABILITY
NOWPDP PLACEMNET

THE RICKSHAW PROJECT

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 neighborhoods. Since its relaunch in 2018, TRPs fleet has grown from 3 rickshaws to 14 with the help of individuals and organizations helping us in our vision.



“I used to sit outside when other kids would play sports. I would keep watching them even though my mother would tell me to come inside in sympathy. Of course, with my disability I couldn't join them. I stopped feeling helpless with time and only wanted to prove to myself that I could be independent. Even though I have a supportive family who didn't want me to push myself that much, I was adamant. Now, I am here at NOWPDP getting trained for rickshaw driving. I will be driving a whole vehicle in itself and it feels empowering. I don't want my mother and my brother to be the only ones earning for the family, I am as able as them and everybody else.”

AKASH
HAS A PHYSICAL DISABILITY
NOWPDP TRAINEE

“I had a business that I had to give up because my daughter fell ill. This is why after her recovery, livelihood became very uncertain. For somebody who has a physical disability, it is already very hard to get a job. I had to find another avenue very fast. My friend brought me to NOWPDP and I enrolled in the rickshaw driving training. I thought the training was wonderful and I am glad I did this. It made me feel better about myself as well.”

GUL ZEB
HAS A PHYSICAL DISABILITY
NOWPDP TRAINEE



COMMUNITY OUTREACH & ADVOCACY

NOWPDP ventured into the paradigm of advocacy to ensure that all persons with disabilities are aware of and have acquired the rights and benefits they are entitled to through the State.

Outreach has a very significant role to play in garnering and reaching out to persons with disabilities and their families in order to understand what the grass root ordeals and needs are and how to make them easier.

NOWPDP deems it important to engage in meaningful dialogue and advocate for a more inclusive Pakistan.

**NOWPDP AIMS TO
CONTINUE ITS EFFORTS
FOR ATTITUDINAL,
INFRASTRUCTURAL,
AND FINANCIAL
INCLUSION IN THE
FUTURE BY ENGAGING
WITH THE RELEVANT
STAKEHOLDERS
AND PUSHING FOR
IMMEDIATE REFORM
AND IMPLEMENTATION
OF THE EXISTING
POLICIES.**



WHEELCHAIR DISTRIBUTION IN SUJAWAL

In continuation of NOWPDP's efforts to distribute wheelchairs among those who needed it, NOWPDP set up its distribution event in Sujawal and gave good-quality wheelchairs to 25 people with physical disabilities, which included children and adults both. The wheelchair distribution drive highlighted the issues faced by residents of Sujawal and the inaccessibility and unemployment they face because of their disability.



CORRESPONDENCE WITH THE HIGHER EDUCATION COMMISSION (HEC)

The Higher Education Commission of Pakistan (HEC) announced a comprehensive policy for students with disabilities in 2019. Immediately after the promulgation of the policy, NOWPDP reached out to HEC and several universities to discuss the implementation of the policy. NOWPDP is currently engaging with HEC to ensure that the policy is implemented in all universities across Pakistan.



STATE BANK ROUNDTABLE

As an outcome of NOWPDP's advocacy efforts for the employment of people with disabilities and an inclusive banking system, a Roundtable Discussion was hosted in February 2020 by the Governor of the State Bank of Pakistan in the presence of the President of Pakistan Dr. Arif Alvi and the CEOs of commercial banks. The discussion revolved around the ways in which the banking sector can be made inclusive for people with disabilities, as per the laws of the country.



CONSULTATION WITH ELECTION COMMISSION OF PAKISTAN

NOWPDP stays in constant contact with Election Commission of Pakistan's (ECP) Gender & Disabilities Electoral Working Group, on a regular basis. The purpose of this collaboration is to ensure continued efforts towards making elections in Pakistan inclusive for and accessible to people with disabilities.

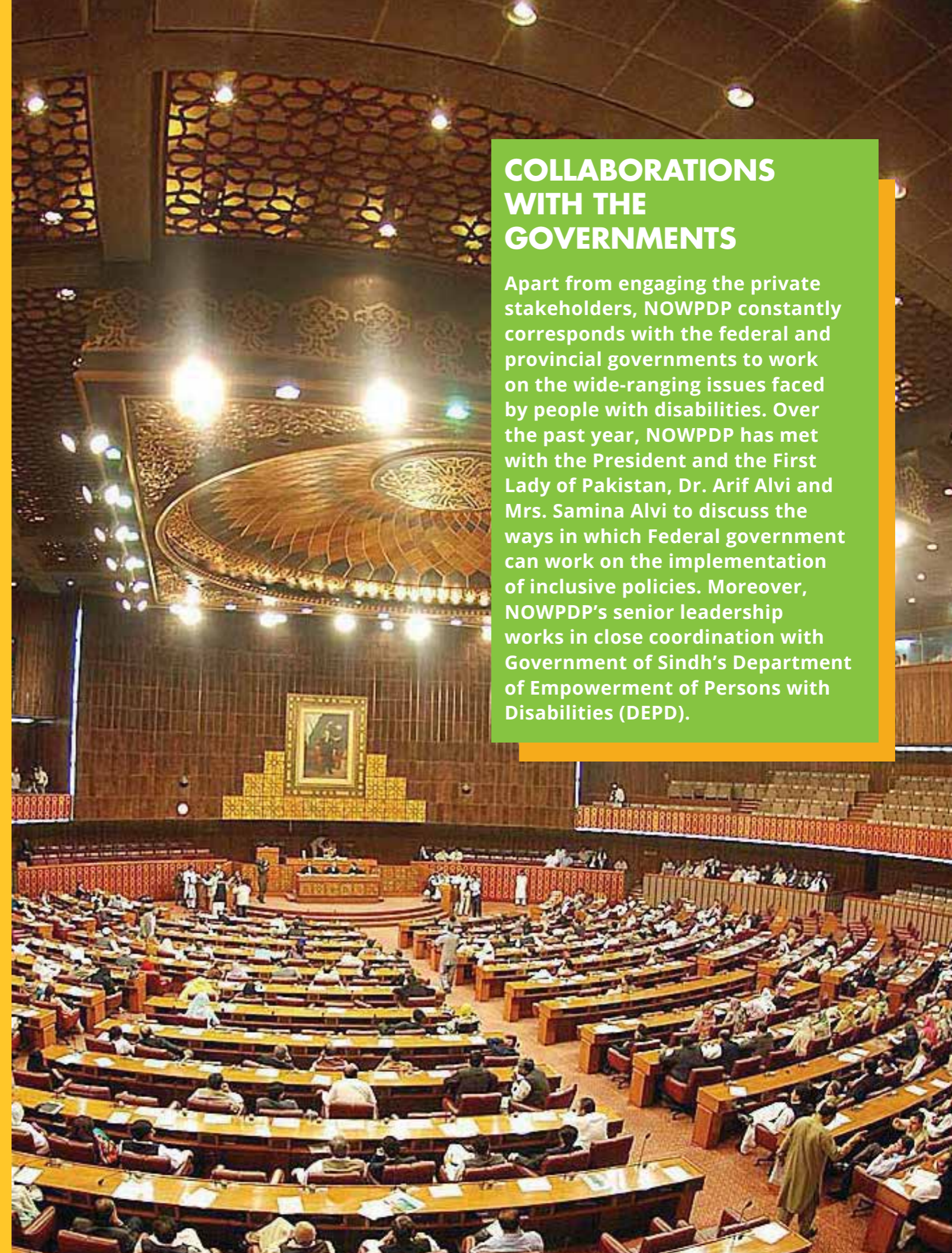
REPORTING ON DISABILITY

Understanding the need of creating awareness among the representatives of media, NOWPDP partnered with IBA Karachi's Journalism Society and conducted a panel discussion titled "Reporting on Disability: The Issues and the Role of Journalists". The panelists included former Assistant Editor - Dawn, Zubeida Mustafa; former journalist, Ahmed Yusuf; Chief Operating Officer- Karachi Down's Syndrome Program, Samar Naqvi; Regional Manager- Family Educational Services Foundation, Ali Noonari and Disability Advocate, Syed Muhammad Ahmed.



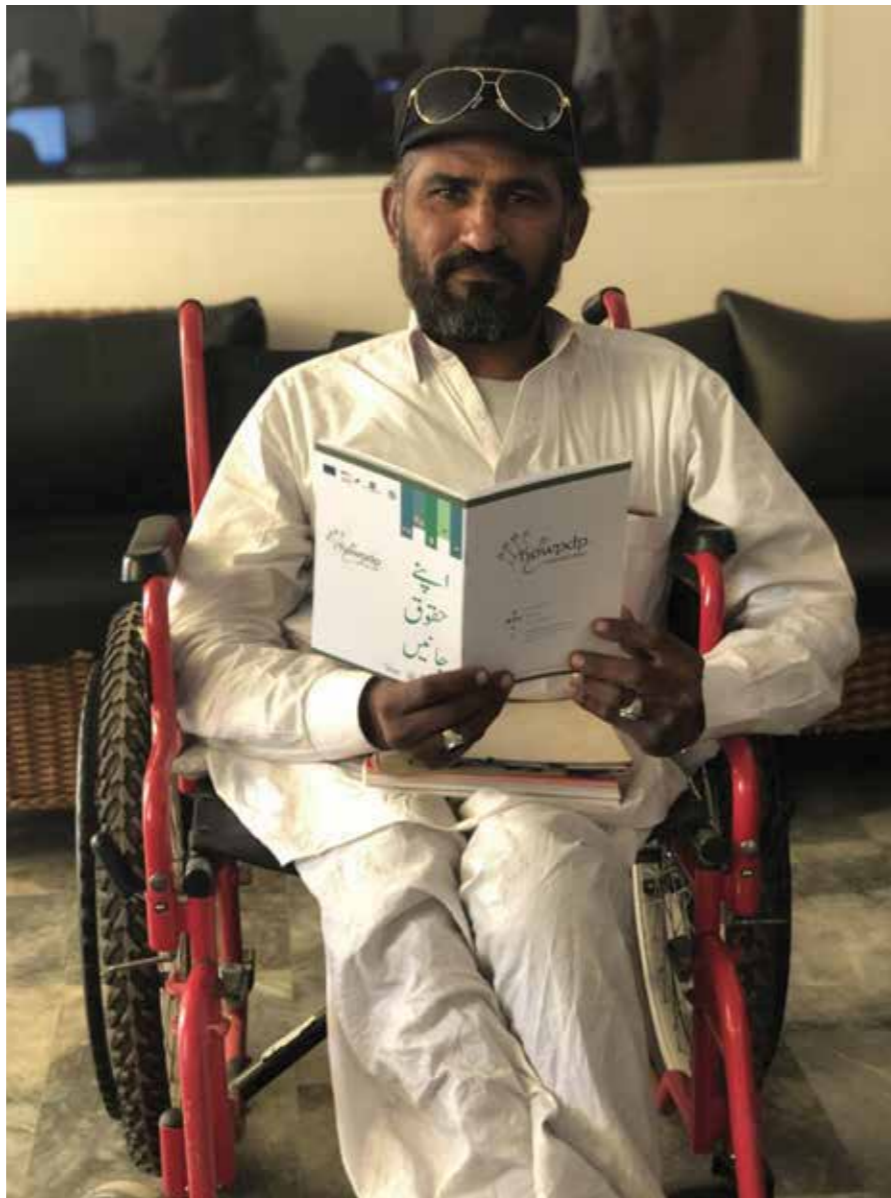
COLLABORATIONS WITH THE GOVERNMENTS

Apart from engaging the private stakeholders, NOWPDP constantly corresponds with the federal and provincial governments to work on the wide-ranging issues faced by people with disabilities. Over the past year, NOWPDP has met with the President and the First Lady of Pakistan, Dr. Arif Alvi and Mrs. Samina Alvi to discuss the ways in which Federal government can work on the implementation of inclusive policies. Moreover, NOWPDP's senior leadership works in close coordination with Government of Sindh's Department of Empowerment of Persons with Disabilities (DEPD).



REHNUMA RESOURCE CENTER

Rehnuma Resource Center, as the name suggests, is a resource directory created by NOWPDP for the Rehnumai (guidance) of any individual who has a query related to disability in the context of Pakistan. Rehnuma Resource Center can be used by people with disabilities to find out the names, addresses, contact details and other information about the services available in the following categories: Assistive Devices, Employment, Financial Aid, Education, Government Departments, Health, Legal Aid, NGOs, Sports and Recreation, and Vocational Training. Rehnuma Resource Center currently has a total of 400+ entries and we are constantly expanding to enhance our database. With Rehnuma Resource Center, NOWPDP aims to keep the information accessible to everyone, and in order to do so, has provided several avenues of communication for the users, which are; Website Directory, Call, SMS & Video Calling (for Deaf individuals), Emailing and in-person visit to NOWPDP's office.



KNOW YOUR RIGHTS

Recognizing the need to create awareness about the legal rights of people with disabilities, NOWPDP updated its *Know Your Rights* booklet by adding the latest and most recent policies, with the aim of ensuring that every individual with disability knows about the law, policies, facilities and benefits granted to them by the federal and the provincial governments of Pakistan. NOWPDP has prepared this document in English, Urdu and Sindhi and plans to translate it in other regional languages of Pakistan, as well.

REHNUMA VOLUNTEER PROGRAM

During the COVID-19 lockdown, NOWPDP initiated a nationwide volunteer program for its Rehnuma Resource Center. We received 250 applications from all over the country, out of which 30 were selected to be a part of Rehnuma's team of volunteers. The team worked virtually and compiled a list of 300+ facilities and services across 45 cities, including the region of Gilgit Baltistan and Azad Jammu and Kashmir.



Many of my childhood memories have to do with my father's seldom visits to our village. He worked as a driver in Saudi Arab and spent most of the year there, which was why his little visits were perhaps the most memorable.

One of my happiest memories is when I asked my father to bring me this new Nokia phone I'd seen someone use. It was a childish request and I didn't expect him to do anything about it since it was expensive at the time. To my surprise, he brought that very phone with him on his next visit. It's perhaps due to instances like these that his passing brought great grief, especially since my younger brother died only a week later.

I had to be strong to support my mother and two other siblings, and NOWPDP has helped me a lot in this journey. I now work for their Rehnuma initiative.

My message to all people with disabilities would be to never doubt their capabilities. With hard work and determination, any goal can be achieved"

FAYYAZ MOHAMMAD
REHNUMA CALL OPERATOR



I used to be very shy and I would get nervous when somebody would talk to me or stared at me; and staring happened a lot because I walk differently than others because of my physical disability. But this changed when I found a friend in college who also had a disability so she knew what I was feeling. She told me to ignore the bullies and brace everything I had, perfect or not.

I live with my parents and my youngest sister and she has the exact disability that I have. My parents have been my biggest support. I have been encouraged to try things even more than my other sisters who didn't have a disability and I will always be indebted to them for not making me feel any lesser. My father, especially, has been my confidante and he would truly do anything if I told him to.

He's the one who went to NOWPDP one fine day after discovering it and then liked it so much that he took me along the next day. Which is why I want to support him the most, too. He was a driver and a mechanic but after his double heart attacks, he doesn't do much anymore and now I want to help him like he did.

I didn't know what to expect when I enrolled there. I was coming out of the house and going to classes after years so I was a little confused and apprehensive. Little did I know that I didn't have to be for this was a wholesome training I went to. The teachers, the NOWPDP team and my colleagues treated me like I was any other person who was entitled to respect and friendliness. This was a change for me since I had always carried the baggage of my toxic experiences from school.

Moreover, I got the chance to do an on the job training at NOWPDP during the rigorous food drive in interior Sindh. The first time in a few years that I had gone out of my house and here I had another massive opportunity. A proper job that I never thought I would have. I learned a lot, got more confident and my parents would always look forward to hearing how my day went and what I learned.

The day I was going to get my stipend which was also my first every salary, my parents went along with me all dressed up and excited. They kept saying Azra will get her first salary and I loved how happy they were. I didn't have to but I gave my father most of what I had earned so he could return a debt. He looked at me with such pride that it is imprinted in my head forever."

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We, persons with disabilities have the same rights as everybody else. This endeavour of mine is an answer to everybody who thinks I couldn't even leave my house and do things."

AZRA
HAS A PHYSICAL DISABILITY
NOWPDP TRAINEE



I am the kind of person that despite a disability in one of my legs, I would join my fellow friends and kids playing sports and play. I have a big family that has been an anchor and supported me with everything but I have always been driven to do everything for myself and my family. This rickshaw training at NOWPDP has given me a new ray of hope to look forward to. I want my children to have everything in life that I never had. Persons with disabilities like us are usually not given jobs in offices and factories because of infrastructural problems. They think we are a nuisance if we want an accessible place and ramps. To them, we would be a liability because we won't be able to get out of the building during an emergency. At NOWPDP, I have never felt like a liability. I have felt like an equal. And, this is my way of giving access to those who do not have it - with a retrofitted rickshaw"

JEHANZAIB
HAS A PHYSICAL DISABILITY
NOWPDP TRAINEE



Once when watching a cricket match at the national stadium, I prayed that I would some time get a chance to play there just like other cricketers. After 12 years, my prayers came true. I played a cricket match at the national stadium and that match was aired on many prominent channels. Instead of getting demotivated because I have a hand disability, I actually am thankful because I got the chance to play cricket in the national stadium and that match was aired in many prominent channels. I work the day shift as well as the night shift and am also taking a culinary course now. People find this very hectic but I feel that I am ambitious and I should work as hard as I can since I still have the stamina. I emphasize a lot on "hunar" or skill and I urge my children to emphasize on it too. I see myself becoming very successful. I took the NOWPDP training to learn how to operate computers and that greatly helped me in my job as I do data entry there".

UMER ANSARI
HAS A PHYSICAL DISABILITY
NOWPDP TRAINEE

STEPS TO INCLUSION

NOWPDP has always emphasized on the need for inclusion and sustainability as the most important drivers in mainstreaming people with disabilities. This year NOWPDP expanded even more rigorously and launched its other office in Islamabad. Furthermore, NOWPDP was delighted to be the disability inclusion partner to an array of organizations for their public events.

NOWPDP OPENS AN OFFICE IN ISLAMABAD! ANOTHER GREAT MILESTONE TO NOWPDP'S ALREADY RICH TRAJECTORY OF EXPANSION, A NEW OFFICE IN ISLAMABAD WAS OPENED CEMENTING OUR EFFORTS IN THE NORTHERN SIDE OF PUNJAB EVEN MORE.





LAUNCH EVENT OF NOWPDP IN ISLAMABAD

In March, NOWPDP officially began its operations in Islamabad. The event took place on a rainy Friday at the AQS art gallery in Islamabad. The launch event introduced NOWPDP amongst the relevant stakeholders in Islamabad.



Team NOWPDP interacting with journalists from Jang and Ausaf



Team NOWPDP in conversation with Senior head of NDMA.



Team NOWPDP with guests at the event launch



BRITISH COUNCIL THOUGHT LEADERS' SUMMIT

In Islamabad, Executive Director NOWPDP Omair Ahmad represented NOWPDP at the British Council Thought Summit. Omair Ahmad moderated the session titled as 'Leading the Change - Embedding EDI in Pakistan'. The session focused on mainstreaming equality and ensuring inclusion on the basis of age, gender, disability status, ethnicity etc. The panel consisted of Rabiya Javari Agha, Secretary Ministry of Human Rights; Dr Asghar Zaidi, VC GCU; Atif Sheikh, President STEP and Dr Maryam Rab, Director REMU British Council

BRITISH COUNCIL WORKSHOP ON WORK PLACE ACCESSIBILITY

NOWPDP designed a workshop for the participants of British Council Thought Summit. The session was designed to help the participants think about accessibility in the context of infrastructure, transportation, information, and policies.



FIRST CENTER OF EXCELLENCE FOR DISABILITY INCLUSION

Sujawal is one of the poorest districts of Sindh devoid of basic amenities and facilities. With a sizable population of people with disabilities residing there, a school that caters to children with disabilities was direly needed. With the model integrated school as the first step, this idea has expanded to an all-encompassing entity for the ease and guidance of all persons with disabilities, the first Center of Excellence for Disability Inclusion in Pakistan. It is supported by the Department of Empowerment of Persons with Disabilities, Government of Sindh (DEPD) and will be a green facility and a one stop solution for the empowerment of persons with disabilities (PWDs) and the community in the district of Sujawal, and will be managed by NOWPDP.





THE SUSTAINABLE TOTE BAGS

NOWPDP's newer addition of the Sustainable Tote Bags has fast become the most beloved with magnanimous love and support pouring in from everywhere. Our tote bags are disability inclusive, gender sensitive and sustainable. Made from scratch, by persons with disabilities.



INCLUSION @ AURAT MARCH

NOWPDP believes in and encourages all ventures promoting the inclusion and empowerment of marginalized groups and communities. Therefore, NOWPDP partnered with the core team of Aurat March to ensure that the manifesto, communication & messaging, and the venue is inclusive and accessible for women with disabilities. NOWPDP ensured that the issues and problems of women with disabilities are highlighted and the cause of disability inclusion gets political and social attention.

INCLUSION @ KARACHI EAT

In continuation with NOWPDP's attempts to make public spaces accessible and recreationally inclusive, we partnered with Karachi Eat to ensure accessibility at the venue for participants with disabilities.

NOWPDP set up a booth to offer assistance to people with disabilities by arranging wheelchairs, sign language interpretation and general guidance to facilitate inclusion.





INCLUSION @ MUNIK

NOWPDP partnered with Model United Nations at IBA Karachi (MUNIK) as its Inclusion Partner to ensure inclusion and accessibility at the event for people with disabilities. Apart from arranging sign language interpreters for the opening and closing ceremonies, NOWPDP also hosted MUNIK's first-ever Council for Disability Inclusion – an inclusive committee attended by people with various disabilities. Furthermore, NOWPDP also gave workshop on disability inclusion to 700+ participants of MUNIK, with the aim of promoting the issues and concerns of the community by actively involving the youth in the process of policy discussion.

WOMEN OF THE WORLD

NOWPDP also became the Disability Inclusion Partner for the Women of the World event where a booth was setup to facilitate accessibility and showcase tote bags made by persons with disabilities.



STORYKIT STORYTELLING SESSION

To raise awareness and introduce children with disabilities to the world of Urdu storytelling, NOWPDP partnered with Storykit Program led by the author, Musharraf Ali Farooqi. The inclusive storytelling session engaged children with hearing and speech, physical, and visual disability. Accessibility of the storytelling session was ensured using sign language interpretation for the Deaf and intense explanation of the visuality and surroundings for children with visual disability.

NOWPDP HOSTS THE MUCH AWAITED "BREATHING BOOKS" IN DIFFERENT LOCATIONS.

NOWPDP organized the much awaited "Breathing Books" at two locations; the Dolmen Mall Clifton and the British Council Library 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.

Response this time was even more enthusiastic and we are delighted that our beneficiaries left such an impact on the readers.



Team NOWPDP at the British Council library for Breathing Books



While the saddest moments of my life have been when I couldn't go to different recreational places with my family properly because I am a wheelchair user, the happiest ones have been of me helping people out by dropping them places or helping in carrying their things on my 4 wheeler bike.

I lost interest in studies by 8th grade and I do regret it now. But I want to work hard to support my younger siblings in getting an education.

There is an advice to myself I always give, especially when I am down.

'Apnay aap ko kisi se kum na samjho, aesa koi kaam nai jo aap na karsako'.

After training at NOWPDP to drive retrofitted vehicles, I have been chosen to drive their loaders that will help collect plastic and I'm very excited because I will be contributing to the environment as well!"

TAIMUR HAS A PHYSICAL DISABILITY NOWPDP TRAINEE

I am very excited to hear from you that there is a place in Karachi that helps get artificial limbs to persons with disabilities for free. As soon as this coronavirus situation gets better, I will request my father to take me to that place. I hope to get better education and when I get older, I want to see myself as a very successful man"

MUHAMMAD SAAD HAS A PHYSICAL DISABILITY NOWPDP BENEFICIARY

BE A PART



MARKHAN MUSHTAQ
HABIB UNIVERSITY

// Interning at NOWPDP was a true learning experience. It was my first ever internship, and I couldn't have asked for a better start. Those eight weeks were full of learning and growth as it changed a lot of my perspectives regarding disability and the working of an NGO generally. It made me understand the importance and need to be inclusive and how one can play their part in this regard. Also, the environment and people working here are very supportive and they really encourage you to present your ideas and do your best."



AAMNA NOOR ASLAM
LUMS

// Working with NOWPDP changed my outlook on society at large; it taught me how to communicate through any sort of barriers, get sensitized towards persons with disabilities, understand workforce productivity and recognize skills over differences. Not only did I understand the importance of diversity but it is now a quality I advocate for in every workspace. My greatest achievement from this experience was learning sign language and being able to communicate freely. NOWPDP is a name I mention everywhere and feel proud whenever I see a tote bag that promotes inclusivity, sensitivity and opportunity!"



AMMAD SIDDIQI
IBA

// As a disabled person myself (specifically on the autism spectrum) and a self-advocate for autistic individuals, I found the organization "Network of Organizations Working with People with Disabilities in Pakistan" (NOWPDP) a highly inclusive and understanding space. NOWPDP provided me with opportunities to understand the workings of a non-profit organization and to employ my skills ingrained within me as a graduate of one of the most prestigious institutes in the country. To a certain extent, it exposed me to the experience of working in a professional environment and to a space in which I was able to provide an autistic perspective on various matters pertaining to disability community."

// I applied for this experience so that I could learn more about the kind of access or resources available to the differently abled individuals in Pakistan. As a hard of hearing growing up in Pakistan with limited facilities available, I automatically assumed that I would be disappointed by the results. But what I found in my research surprised me; although the resources were limited or on beginning stages, there were some facilities available that would open doors for most people. Pakistan obviously still has a long way to go but it is possible that in the nearby future, a differently abled persons will be able to enjoy resources and access available according to his needs. Also, NOWPDP Rehnunma is a resourceful project which has made possible for these individuals to get information, however limited."

ZAINAB IKRAM

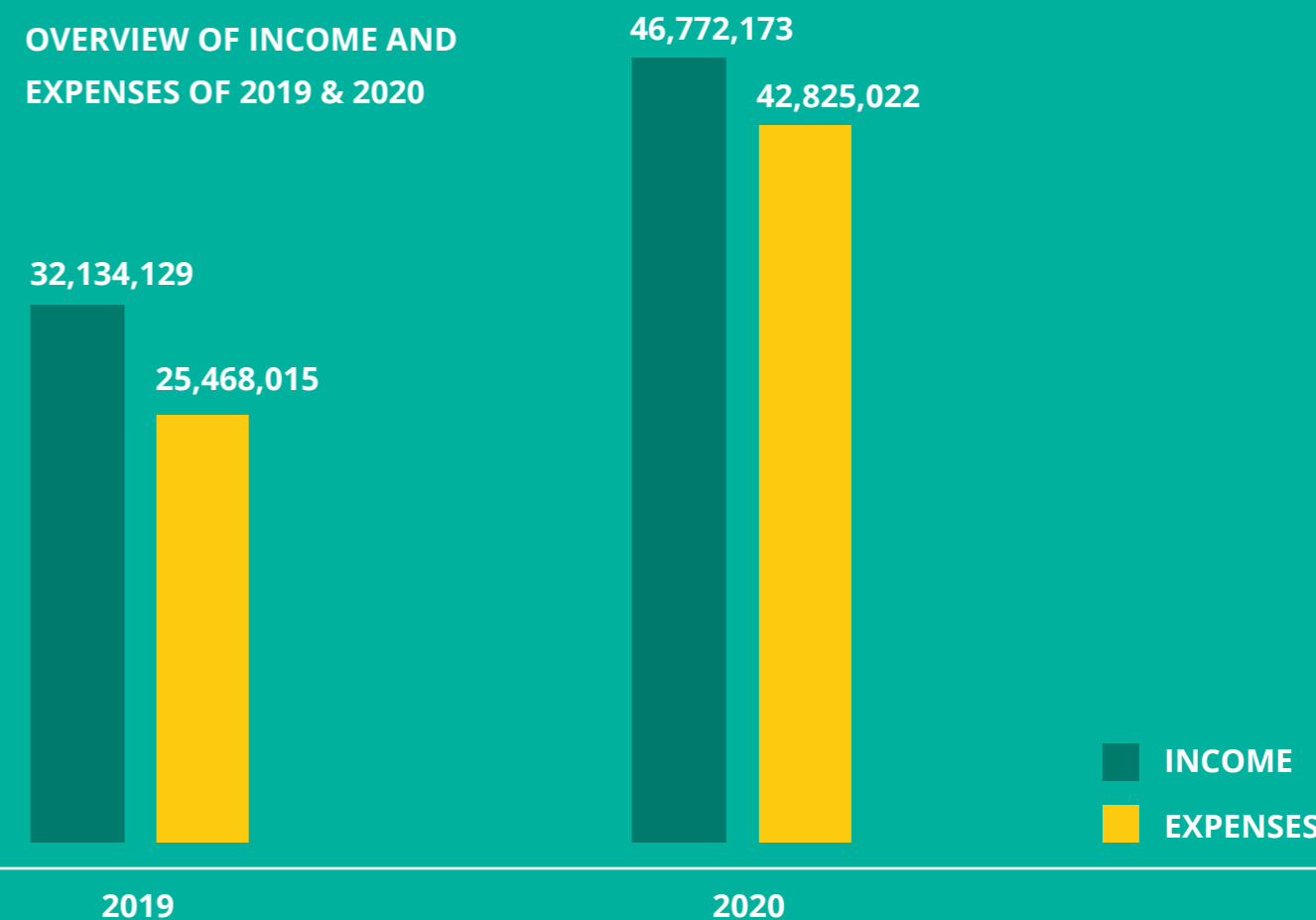
FINANCIAL STATEMENT 2019-2020

INCOME	2019	2020
Grants	11,744,275	17,643,221
Donations	16,322,424	22,446,967
Sale bar	-	1,192,513
Program service revenue	3,639,257	1,770,641
Zakat	-	2,500,000
Rickshaw revenue	174,100	349,500
Interest income	121,852	869,331
Other income	132,222	-
TOTAL	32,134,129	46,772,173

EXPENDITURE	2019	2020
Salaries and wages	5,711,437	5,257,515
Salaries and wages (program)	11,704,154	10,210,503
Financial charges	24,722	107,295
Program/Training cost	3,033,170	9,151,180
Marketing and Advertisement	479,875	579,675
Legal, Professional and Consultancy	528,183	709,420
Utilities	572,071	865,844
Tea and Coffee	279,089	283,134
Printing and Stationary	418,448	562,190
Fuel for vehicle and generator	177,956	401,328
Video and photography	-	262,757
Assistance to individuals	-	215,550
Travel and conveyance	314,504	283,229
Material for training	9,245	144,221
Ration drive (COVID-19'19)	-	9,067,187
Insurance	66,152	172,708
Office and other supplies	272,779	449,561
Events and Promotion	-	89,298
Repair and maintenance	370,315	1,607,100
IT related supplies and services	168,478	252,584
Depreciation and Amortization	1,337,437	2,152,744
TOTAL	25,468,015	42,825,022

SURPLUS/ DEFICIT OF THE YEAR	6,666,114	3,947,151
ACCUMALATED SURPLUS	9,251,679	13,198,830

OVERVIEW OF INCOME AND EXPENSES OF 2019 & 2020



RATIOS	2019	2020
Current ratio (Assets over Liabilities)	52%	82%
Cash ratio (times) (Current Assets over Current Liabilities)	2	8
Program Efficiency ratio (Program service expenses over Total expenses)	67%	81%
Operating reserves ratio (Net Assets over Total Expenses excl. depreciation)	26.3%	85.6%

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 to, 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.



Through the support of PepsiCo., PCP and Give2Asia, NOWPDP aimed to support vulnerable minority groups in Pakistan including, persons with disabilities and religious minorities at this difficult time to combat the COVID-19 pandemic. This was done by supporting 2725 households of persons with disabilities (PWDs) and vulnerable minorities along with their families through the provision of Ration Packages, which would sustain the household for up to 1 month, across 10 cities/ villages across Sindh.



Since 2019, The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) has been supporting NOWPDP's vocation training center. NOWPDP has trained 150 persons with disabilities during its 2 years long tenure in the trades of Computer Operator and Call Center. These trainings give our trainees an edge when it comes to employment and economic empowerment.



With Phillip Morris International (PMI), NOWPDP began a project to address civic issues of littering, waste management and plastic 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 converting PET plastic into items of daily usage such as, plastic tiles, coasters and small planters. 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 plastic.



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 access to information and appropriate care for victims of violence. The information will be available on five platforms, i.e. online, on-call, on-text, and on-site, and through video. Through the project, NOWPDP also conducted awareness sessions for First-Responders and Victims of Violence on disability inclusion and disability rights in Pakistan.

DONORS



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DONATE TO SUPPORT OUR CAUSE

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 Account Title: NOWPDP
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 IBAN: PK07 HAB 00004779 0022 0603

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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

CREDITS

Annual Report Cover Photo
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Annual Team Photo Taken
by Mustafa Ilyas.

GET IN TOUCH

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