



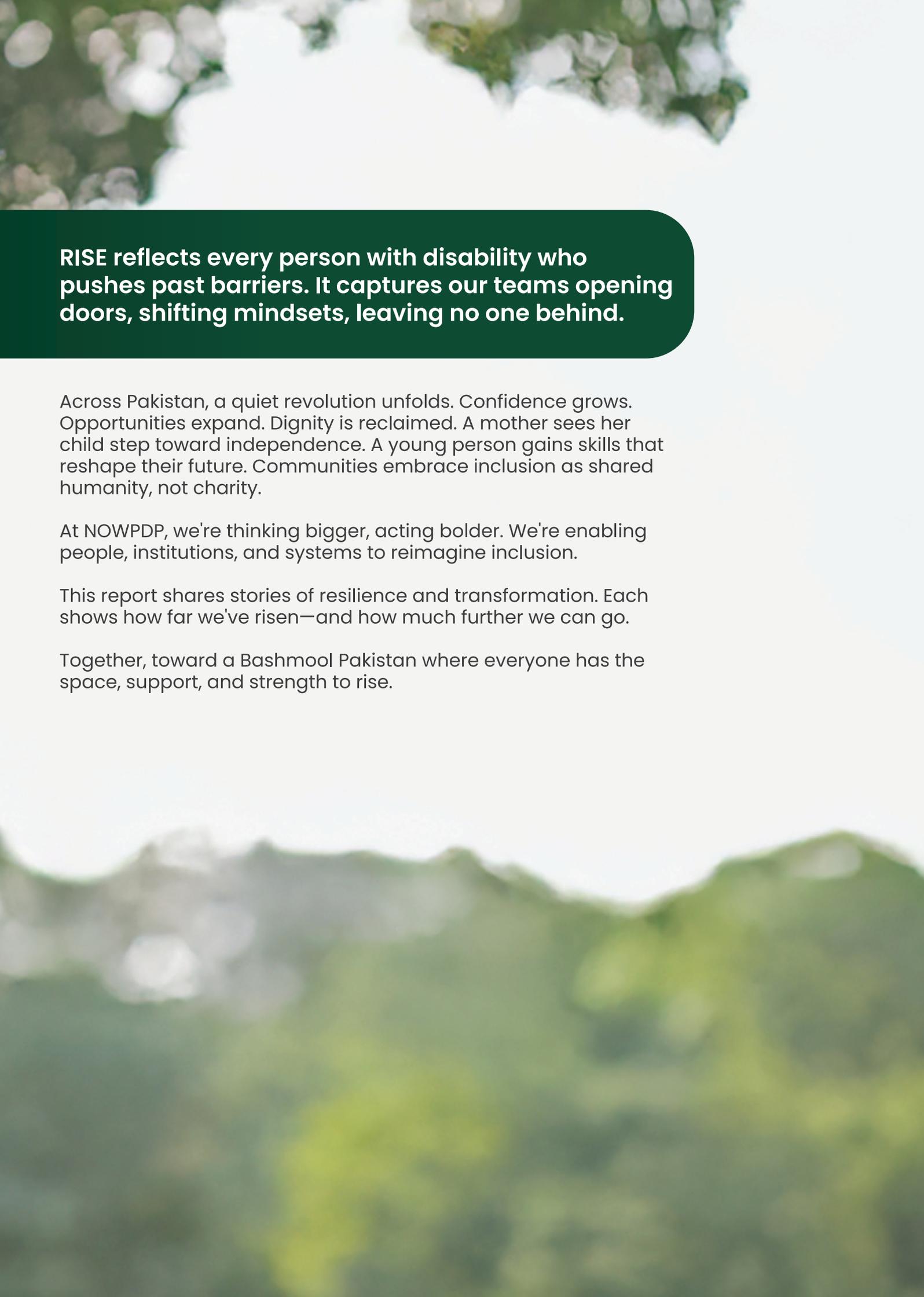
ANNUAL REPORT 2025



A PART. NOT APART.



We rise when
we uplift others.



RISE reflects every person with disability who pushes past barriers. It captures our teams opening doors, shifting mindsets, leaving no one behind.

Across Pakistan, a quiet revolution unfolds. Confidence grows. Opportunities expand. Dignity is reclaimed. A mother sees her child step toward independence. A young person gains skills that reshape their future. Communities embrace inclusion as shared humanity, not charity.

At NOWPDP, we're thinking bigger, acting bolder. We're enabling people, institutions, and systems to reimagine inclusion.

This report shares stories of resilience and transformation. Each shows how far we've risen—and how much further we can go.

Together, toward a Bashmool Pakistan where everyone has the space, support, and strength to rise.

From Margins to Mainstream

EMPOWERING LIVES IN COASTAL SINDH

A single visit sparked a lasting transformation. In 2021, MNA Sadiq Ali Memon's visit to NOWPDP's Moriro Markaz in Sujawal inspired a vision to replicate its inclusive model in his native city, Thatta. An abandoned government building in Ghorabari became that opportunity.

In 2024, through a Public-Private Partnership with the Department of Empowerment of Persons with Disabilities (DEPD), Government of Sindh, NOWPDP transformed the site into the Center for Excellence for Disability Inclusion, now a beacon of dignity, independence, and opportunity for persons with disabilities across coastal Sindh.



A VISION FOR INCLUSIVE COMMUNITY LED DEVELOPMENT

CEDI Ghorabari is more than a center. It is a living model of inclusion, providing equitable access to essential services for underserved communities and aims to impact over 10,000 lives annually.

Our Services



Onsite & Online
Rehnumai



Access to
Shanakht



Primary
Healthcare



Rehabilitation
Therapy



Water Filtration
Plant



Inclusive
Classrooms



Capacity-building
of Educators



Daily Nutritious
Lunches for Students

IMPACT PROGRESS

Even before fully operational, CEDI Thatta reached 60+ villages within a 40 km radius:

1,600

PWDs identified and supported

875

individuals benefited from medical camps

176

Disability Certificates and Special CNICs issued

60

children enrolled in inclusive education with **11** teachers trained

Community Mobilization



Medical Camp with Transparent Hands



Shanakht One Window Camp



Inclusive Education Camp



THE ROAD AHEAD

Building on this momentum, NOWPDP will expand its services across its pillars, strengthening education, economic empowerment, and inclusive infrastructure, and showing how empowered communities make inclusion a reality of dignity, opportunity, and equal access.



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A group of approximately 12 young adults, mostly men, are posing for a group photo in front of a large, ornate, light-colored stone building with a prominent dome. The building features intricate carvings and arches. The group is arranged in two rows, with some people kneeling or sitting in the front and others standing behind them. They are dressed in casual attire like t-shirts, polo shirts, and button-down shirts. The background shows a clear sky and some greenery to the left.

Interns from Summer Internship Program 2025 at Makli Graveyard on the field visit to Moriro Markaz, Sujawal.



NOWPDP in the Media

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CENTRE OF EXCELLENCE
FOR FINANCIAL
INCLUSION



Founded in 2008, NOWPDP
(Network of Organizations Working for
People with Disabilities, Pakistan)
drives nationwide disability inclusion.

It creates inclusive ecosystems providing guidance, identity, education, skills development, and economic empowerment for persons with disabilities.

With over 500,000 lives impacted and recognition as a two-time Zero Project Award winner, NOWPDP operates in 13 locations, collaborating with government, NGOs, corporate partners, and academia to promote accessibility, empowerment, and sustainable community transformation, with a focus on women and youth with disabilities.



Vision

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

Mission

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

Values

Our values translate aspirations into action, guiding how we work, lead, and deliver with trust and accountability, as we come together to RISE.

R
I
S
E

Respect: We honor diversity and ensure every voice is valued. By fostering understanding and kindness, we build trust and psychological safety.

Integrity: We act ethically, honestly, and transparently, aligning our actions with our words.

Synergy: We collaborate, combining strengths to achieve greater impact and transform diverse perspectives into collective wisdom.

Excellence: We pursue quality, continuous learning, and meaningful outcomes, delivering our best for those we serve.

Mandate

The following pillars drive our mandate:

REHNUMAI
Guidance, Awareness
& Advocacy



FALAH
Welfare



HUNAR
Skills Development &
Vocational Training



KHUDMUKHTARI
Self- Employment
& Inclusive
Entrepreneurship



SHANAKHT
Identity



TALEEM
Inclusive & Special
Education



ROZGAR
Employment

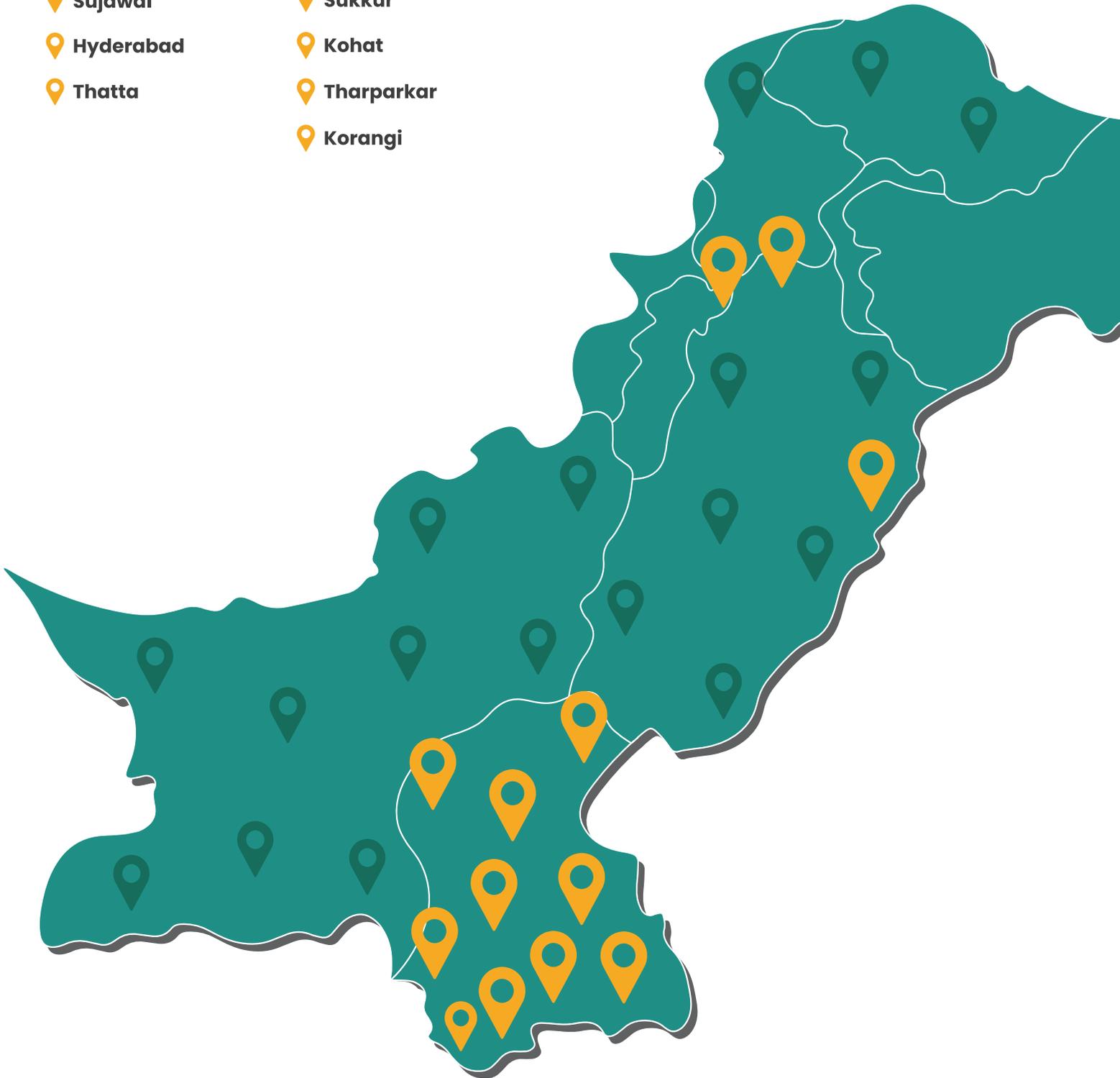
Persons with disabilities represent 16% of the global population - yet most face significant barriers to accessing basic facilities, services, and opportunities essential for a dignified life.

**WORLD HEALTH ORGANIZATION &
WORLD BANK**



Footprint

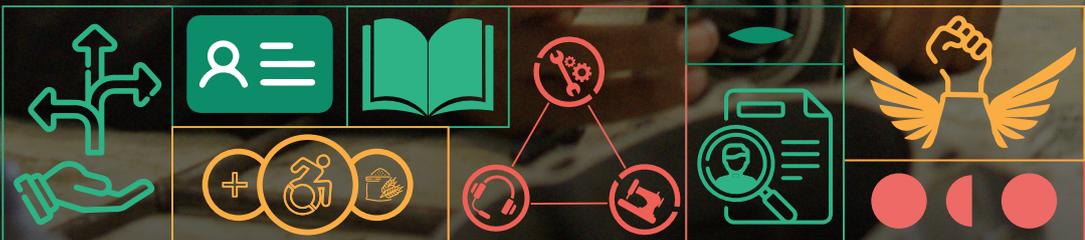
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- 📍 Islamabad
- 📍 Lahore
- 📍 Sujawal
- 📍 Hyderabad
- 📍 Thatta
- 📍 Shaheed Benazirabad
- 📍 Larkana
- 📍 Badin
- 📍 Sukkur
- 📍 Kohat
- 📍 Tharparkar
- 📍 Korangi



Our Impact

107,950

LIVES IMPACTED ACROSS PAKISTAN





Rehnumai

44,500
lives

Shanakht

25,500
lives

Falah

28,250
lives

Taleem

1,350
lives

Hunar

5,800
lives

Rozgar

2,175
lives

Khudmukhtari

375
lives

Message from President

This year reminded us of a timeless truth: we rise when we uplift others. What has guided us throughout this journey is not a slogan but a philosophy rooted in dignity, honest purpose, collective strength, and an unwavering commitment to excellence. These principles define how we serve and how we grow.



Across Pakistan, I have seen inclusion take root in the most powerful ways. A student stepping confidently into a classroom for the first time. A young adult gaining skills that open new paths for independence. Communities learning to see ability instead of limitation, and to welcome participation instead of exclusion. These moments of transformation capture the essence of our mission and remind us that every step toward inclusion strengthens not only individuals but society as a whole.

At NOWPDP, we have strengthened institutions, deepened partnerships, and laid firm foundations in underserved regions. We are building ecosystems that challenge old mindsets and enable systemic change. Every step we take is about empowering individuals, building capacity, and reimagining what Bashmool Pakistan can be.

As you read this report, you will encounter stories of resilience, collaboration, and real change. These are not just milestones. They are proof that together, with purpose, resolve, and empathy, we are building a Pakistan where every person truly belongs.

To our partners, supporters, colleagues, families, and persons with disabilities, thank you. Your trust fuels our shared journey. Together, we move forward with hope, determination, and conviction.

Amin Hashwani
President, NOWPDP

Message from CEO

This year marked a meaningful chapter in our journey at NOWPDP, shaped by stronger systems, deeper collaboration, and a growing national footprint. Guided by dignity, purpose, and a shared commitment to excellence, we worked with clarity and discipline to strengthen the quality, reach, and consistency of our work.



Across Pakistan, our teams continued to build ecosystems of inclusion, expanding access to skills, opportunities, and pathways that enable persons with disabilities to participate fully and confidently. We enhanced our training environments, refined our processes, and aligned our programs with market realities to ensure that every individual we prepare is supported with relevant skills and meaningful avenues for growth. This progress reflects not only operational expansion but a steady evolution in institutional maturity and long-term sustainability.

Our efforts this year also laid strong foundations for reaching underserved regions. These steps were taken with responsibility and intention, ensuring that wherever NOWPDP grows, our impact remains dignified, consistent, and transformative. None of this would have been possible without the trust of our partners, the dedication of our teams, and the resilience of the persons with disabilities who inspire us every day.

As we look ahead, we remain committed to deepening our impact, strengthening internal capacities, and advancing a Pakistan where inclusion is embedded across social and economic systems. The journey forward is ambitious, but with a strong foundation and a united purpose, we move into the future with confidence and resolve.

Omair Ahmad
Chief Executive Officer, NOWPDP

Executive Committee

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



Ronak Iqbal Lakhani
Vice President



Sima Kamil
Member



Khayam Hussain
General Secretary



Sherezad Zahir Rahimtoola
Member



Ruhail Muhammad
Treasurer



Hasnat Hashwani
Member



Laila Dossa
Member

Board of Advisors

Our Board of Advisors plays a pivotal role in advancing NOWPDP's mission to transform the lives of persons with disabilities. These experienced professionals bring diverse perspectives, strategic guidance, and expertise that strengthen our programs, initiatives, and impact across Pakistan.



Fahd Kamal Chinoy
Chief Executive Officer,
Pakistan Cables



Sara Taher Khan
Chief Executive Officer, FM91



Zain Mukaty
Chief Executive Officer,
Oncogen Pharma



Salman Naveed Khan
Chief Executive Officer, Pak
Alliance for Maths & Science
(PAMS)



Sadia Dada
Chief Marketing &
Communication Officer,
K-Electric



Mubariz Siddiqui
Founding Partner, Carbon Law



Faizan Ghori
Director, Matco Foods



Tamkeen Sardar Faisal
Head of HR, Marcom &
Facilities, Engro Energy Limited



Farhat Rasheed
Director, Dalda Foods &
Westbury Group of Companies



Sana Khurshid
Lawyer & Road Safety
Ambassador, Total Parco



Misbah Naqvi
Co-Founder, i2i Ventures



Nadeem Abdullah
Chief Executive Officer, Sapphire
Textile Mills Limited



Screen printing by Shahid, hearing and speech-impaired trainer



Our Locations

KARACHI

Founded in 2008, NOWPDP empowers persons with disabilities through economic independence and social inclusion. As a leading national disability organization, it provides skills training, employment opportunities, and rights advocacy to persons with disabilities. This year, the Head Office hosted governmental and international stakeholders, forged new partnerships, and championed disability inclusion initiatives. From urban centers to rural communities, NOWPDP creates a society where individuals with disabilities participate fully and equally.



Group photo from the MoU signing ceremony with Aga Khan University.

MoU with Aga Khan University



NOWPDP and AKU formalized a landmark MoU to advance disability inclusion nationwide. Signed by AKU President Dr. Sulaiman Shahabuddin and NOWPDP President Amin Hashwani, the partnership focuses on inclusive education, capacity-building, curriculum development, internships, research opportunities, and accessibility audits, while leveraging AKU's healthcare network to promote community-level awareness.



US Ambassador Visit

Hosted US Ambassador H.E. Donald Blome for a NOWInclusive Tour showcasing NOWPDP's programs that empower persons with disabilities across education, employment, and independent living.



Zero Project Award 2025

Received second Zero Project Award at the United Nations Office in Vienna for Innovative Solutions in Inclusive Employment and ICT.

Sensitization Session with Mashreq Bank

Team NOWPDP conducted an interactive session, guiding participants through activities representing diverse disabilities and teaching disability etiquette to foster awareness and inclusion.



CHAMPION OF INCLUSION



Hilton Pharma has consistently demonstrated its commitment to inclusion, supporting initiatives that empower persons with disabilities through institutional backing and skills development. This year, Shahid Malik, CEO of Hilton Pharma, visited the NOWPDP facility as part of the NOWInclusive Tour, reinforcing the company's dedication to building an inclusive and equitable society.

Their support extends beyond financial contributions, providing mentorship, visibility, and encouragement to programs that enable persons with disabilities to access training, employment, and opportunities for growth. Hilton Pharma's partnership highlights the importance of corporate engagement in fostering inclusion and ensuring that persons with disabilities can participate fully in economic and social life.



WIBCON 2025

CEO Omair Ahmad joined PSTD's "Connect, Elevate & Empower" panel, sharing leadership insights and lessons learned.



OICCI D&I Conference 2024

Discussed workforce inclusion strategies at the 2nd Diversity & Inclusion Conference on International Day of Persons with Disabilities at OICCI.

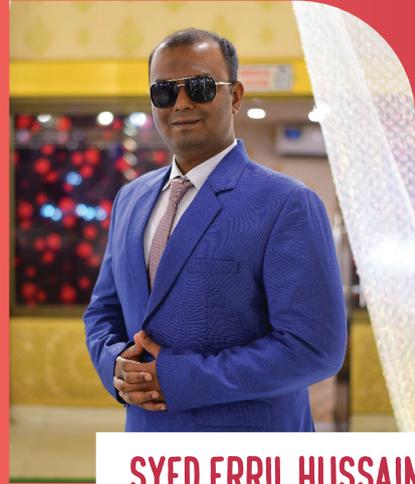


Reverse Career Expo

Participated in Pakistan's first Reverse Career Expo organized by Ashrei Tech, NASTP where PWDs showcased their skills directly to employers.



BE A PART



SYED ERRIL HUSSAIN
Associate Empowerment
Karachi

My time at NOWPDP proved that inclusion drives growth and purpose. I joined in July 2023 as Assistant Programs Specialist for Visual Disability in Hunar, training individuals while drawing on my own experience to demonstrate skill-building's transformative power.

In July 2024, I moved to Rozgar as Associate Empowerment, handling business development, client relations, sensitization trainings, and talent sourcing across all disability categories while strengthening corporate partnerships and workplace inclusion.

These roles sharpened my communication, leadership, and problem-solving abilities while exposing the employment barriers persons with disabilities face. NOWPDP's purposeful environment also enabled me to pursue civil service—with the focus and discipline developed there, I cleared the CSS examination and qualified for Pakistan's Foreign Services as Sindh's first visually-impaired candidate. My journey is a reflection of how opportunity unlocks full potential.

ISLAMABAD

Established in 2020, Islamabad office serves as the organization’s strategic entry point into northern Pakistan, strengthening coordination with government institutions, private sector actors, and development partners. The office supports persons with disabilities through targeted service delivery, workforce inclusion initiatives, and policy advocacy. As a focal point for regional expansion, it connects community-level realities with decision-makers, reinforcing disability inclusion as a core development priority.



Group photo from the launch ceremony of the Islamabad Center.



Launch of the Center

In February, the Islamabad Center was inaugurated by the President and CEO of NOWPDP, with Ahmed Hayat Lak, MD-CEO OGDCL, as Chief Guest. The launch brought together representatives from JazzCash, S&P Global, Transworld, LMKR, NayaTel, Karandaaz, Zabardast Community Project, Movingstone, Khushhali Microfinance Bank, Askari Bank, Easypaisa Digital Bank, Zong, ProPakistani, NUST, KKAWF, and Happiness Bazaar, demonstrating a shared commitment to expanding opportunities for persons with disabilities.



WIBCON 2025

Participated as accessibility partner, sharing compelling stories of women overcoming societal and professional barriers, including a testimony by trainee Maryam Mumtaz.

International Day for Persons with Disabilities



Launched Disability Week with Ufone, Telenor, Zong, and LMKR, reinforcing the ethos "A Part, Not Apart" through awareness sessions and community engagement.



Financial Literacy Week

Contributed to financial inclusion sessions on SME loan awareness and the National Financial Inclusion Strategy, emphasizing the economic potential of persons with disabilities.

CHAMPION OF INCLUSION



Atlas Foundation has been a key partner in advancing inclusive development across education, healthcare, livelihood, and social integration. Their collaboration with NOWPDP has strengthened the Hunar Program, expanding vocational training and employment pathways for persons with disabilities.



Supporting the Center of Excellence for Disability Inclusion (CEDI) Korangi, Atlas Foundation has contributed to creating a comprehensive hub offering wheelchair assembly, textile production, vocational training, and rehabilitation services. These initiatives empower individuals with essential skills, dignified employment, and long-term economic opportunities. Their sustained engagement underscores a commitment to fostering equitable, inclusive societies where persons with disabilities can participate fully and thrive.



Inclusive Education Roundtable

Advocated for stronger institutional support for learners with disabilities, sharing insights on inclusive education and skills development at a roundtable chaired by Nadeem Mahbub, Secretary, Ministry of Federal Education and Professional Training.



Easypaisa DEI Week

Conducted Disability Awareness sessions, Breathing Books activities, and Baithak discussions, engaging employees and PWDs to foster dialogue and inclusive practices.



JazzCash Eid Bazar

Promoted financial inclusion by showcasing Shamil products created by women entrepreneurs with disabilities, highlighting entrepreneurship and economic empowerment.



BE A PART



MUHAMMAD ANSAR
Assistant Engagement
Islamabad

At NOWPDP, I've learned that empowerment goes beyond opportunity—it transforms how you see yourself and how the world sees you.

After an accident left me with a physical disability, every day was a struggle to prove my worth. Joining NOWPDP in May 2023 gave me purpose. Through programs like Rehnumai, Shanakht, and Falah, I help people access documentation, training, employment, and essential services. Watching individuals gain confidence and reclaim their place in society is what drives me every day.

Working with youth, communities, leaders, and officials has shown me that the limits placed on persons with disabilities are barriers we create ourselves. NOWPDP equips me to dismantle these barriers, strengthening my confidence and communication along the way. This journey has taught me that disability does not define ability—opportunity does. What began as a struggle for survival has turned into a life of purpose, a true testament to the power of inclusion.

LAHORE

Launched in 2024, the Center of Excellence for Disability Inclusion in Lahore strengthens NOWPDP's presence in Punjab and represents a major step forward in our mission to empower persons with disabilities. Operating through a hub-and-spoke model, the center serves as a central resource, extending its reach across the region and providing a comprehensive range of services and support.



Group photo from the launch ceremony of the Lahore Center.

Launch of the Center

In December, NOWPDP Lahore inaugurated its Center for Excellence, welcoming Bank of Punjab President Zafar Masud as the Chief Guest, alongside industry leaders including Nadeem Abdullah (CEO, Sapphire Textile Mills), Hassan Sheheryar Yasin (NOWPDP's Global Brand Ambassador), and representatives from Outfitters, Interloop, Pepsi, LUMS, and Riphah College. Disability-focused organizations such as Milestone Foundation, LABARD, and Falah Foundation also participated.



NOWElevate

Engaged architecture students at Beaconhouse National University-Razia Hasan School to assess campus accessibility and promote inclusive design.



Accessibility Partnerships

Provided support at events such as Mashion, Lahore Children Festival, and WIBCON included wheelchairs and sign language interpreters, ensuring inclusive participation.



Collaboration with Carrefour

Hosted Breathing Books and Shop Thru Sign at Carrefour to promote disability inclusion and engage the public in accessible, hands-on experiences.

CHAMPION OF INCLUSION



The Bank of Punjab has been a key partner in advancing financial inclusion for persons with disabilities. Their collaboration with NOWPDP has strengthened the Centre of Excellence in Lahore, expanding training, employment, and economic opportunities for persons with disabilities. By supporting professional development and pathways to financial independence, the Bank of Punjab has contributed to creating an inclusive ecosystem where individuals gain essential skills and meaningful employment.

Their sustained commitment fosters equitable participation across Lahore and central and southern Punjab, empowering persons with disabilities to contribute fully and thrive in society.



Women's Day Celebrations

Marked Women's Day with a Nikahnama awareness session in collaboration with Musawi, educating women with disabilities on their legal rights in marriage.



National Anthem in PSL

On Defense Day, H&S trainees performed the national anthem at Wagah Border in sign language, showcasing inclusion and patriotism.



Wheelchair Drive

Launched the first drive, distributing 10 wheelchairs to women with physical disabilities, enhancing mobility and community participation.



BE A PART



ZAHID ANWAR

Digital Literacy and IT Trainer
Lahore

Every day, I navigate a world not designed for bodies like mine, but I have learned that limitation is often a matter of perception, not ability.

Living with dwarfism means being underestimated, yet it strengthened my resolve to build capability and visibility for myself and others.

At NOWPDP, inclusion is defined through opportunity and skill, not sympathy. As a Digital Literacy and IT Trainer, I equip trainees with hearing and physical disabilities with competencies that improve employability and independence. Watching learners transform their confidence affirms why this matters.

Through training and engagement, I dismantle barriers and shift narratives around disability and competence. This journey turned personal challenges into a professional purpose. Every trainee who progresses proves inclusion delivers results. I am proud that my work reshapes possibilities for individuals, workplaces, and society.

SUJAWAL

Established in 2022 as a public-private partnership, Moriro Markaz in Sujawal serves as NOWPDP's flagship Center of Excellence for Disability Inclusion, offering an integrated suite of services including special education for children with disabilities, skills-based vocational training, primary healthcare and rehabilitation services, clean drinking water access, and Shanakht legal documentation programs designed to empower persons with disabilities and the broader community.



Group photo from the Shanakht – One Window Camp with Special Advisor to the CM, Syed Qasim Naveed Qamar.

Gender Inclusion through Saheli Network

Successfully engaged over eight hundred women with disabilities through the Rehnumai's Saheli network, ensuring greater gender inclusion.



Nutrition Center Establishment

Established a dedicated Nutrition Center at Moriro Markaz to address and support the dietary and nutritional needs of students.





Distribution of Assistive Devices

Distributed essential assistive devices such as wheelchairs and crutches to improve mobility and independence.

Primary Healthcare & Basic Needs

Provided continuous access to primary healthcare clinic, assistive devices, food rations, and clean drinking water especially during natural disasters.



CHAMPION OF INCLUSION



Standard Chartered Bank (SCB) has shown a strong commitment to fostering an inclusive society by advancing social and financial inclusion for women with disabilities (WWDs). Through initiatives like the Shanakht (Special CNIC) and Saheli projects, SCB has enhanced the visibility, identity, and empowerment of persons with disabilities (PWDs).

Addressing physical, social, and attitudinal barriers, the Saheli Project focuses on menstrual health and hygiene, reducing stigma and improving access to essential information. Additionally, through the Hunar Program, SCB provides market-relevant vocational training, enabling PWDs to achieve long-term financial independence and meaningful employment.



Rehabilitation Services

Enhanced rehabilitation delivery through the launch of a Speech Therapy Program for children with speech impairments and the expansion of Physiotherapy Services, providing around 100 sessions weekly to the community.



Shanakht One Window Camp

Mitsubishi Corporation sponsored the Shanakht One-Window Camp, facilitating the issuance of over 300 disability certificates and Special CNICs. This initiative has made identity services more accessible for persons with disabilities, empowering them to exercise their rights and participate fully in society.



BE A PART



JAMEEL

Receptionist, Moriro Markaz
Sujawal

Before March 2023, my life was confined by my physical disability—silent, uncertain, and limited to survival.

Joining Moriro Markaz Sujawal changed everything. I became a receptionist, engaging with visitors, supporting operations, and contributing to programs that empower others. Physical therapy helped me walk, speak, and trust myself again, each step affirming that I belong in society.

Through my interactions with staff, trainees, and families, I see how often society underestimates people like me. NOWPDP taught me that these limits are not real—they are created by fear, misunderstanding, and barriers. Every time I support someone, I witness them regain confidence and independence.

NOWPDP has given me skills, pride, and hope, turning survival into contribution. Each day is about reclaiming life, helping others, and proving that inclusion is a lived reality, not just a word.

HYDERABAD

Launched in 2023, the Center of Excellence for Disability Inclusion (CEDI) is a transformative hub advancing NOWPDP's mission to create equitable opportunities for persons with disabilities across Hyderabad and neighboring districts. It offers education, skills training, employment access, financial inclusion, assistive services, and community engagement, empowering children, youth, and adults to achieve their aspirations. This year marked a milestone as we secured a fully accessible facility in Latifabad, equipped with ramps, hand bars, signage, branding, and essential furniture to support our school and training activities.



Students happily leaving school at the dismissal time.

Inauguration of Vocational Training Center (VTC)

The launch of Vocational Training Center marked a milestone in skills development by training persons with disabilities in market-relevant trades covering both white-collar and blue-collar pathways. This initiative served as a meaningful step toward promoting inclusive economic participation for persons with disabilities across the city and surrounding areas.



Shanakht One Window Camp

Door-to-door outreach helped identify beneficiaries, enabling 300 participants to obtain Disability Certificates and Special CNICs in a single day.



Assistive Devices Distribution

Provided wheelchairs, hearing aids, and white canes to beneficiaries, enhancing mobility, independence, and daily functioning.

FITFIVE Sports Program – Special Olympics Pakistan

Launched at the Hyderabad school, this program engages students with intellectual disabilities in activities that build strength, balance, endurance, flexibility, and overall fitness.



CHAMPION OF INCLUSION



Oil & Gas Development Company Limited (OGDCL) has shown strong commitment to inclusive development by supporting the establishment of the Centers of Excellence for Disability Inclusion (CEDI) in Hyderabad and Kohat. The center enhances opportunities for persons with disabilities through education, vocational training, and employment, fostering empowerment across Sindh.

OGDCL's partnership has been key in creating a platform where skills and independence flourish, addressing systemic barriers and promoting broader social and economic inclusion. Their continued engagement remains vital as NOWPDP expands initiatives that strengthen access, opportunities, and sustainable pathways for persons with disabilities to thrive as active members of society.



Sensitization Session

Team NOWPDP conducted an interactive sensitization session at Government Special Education & Rehabilitation Center, using disability-simulation activities and disability etiquette training to promote awareness and inclusion.



Expansion in Hunar

Conducted Financial Literacy and Work-Readiness sessions equipping participants with essential competencies for employment.



Employment & Workforce Inclusion

Facilitated jobs for 18 PWDs across key sectors, including Dawlance, Lucky Textile Mills, and banking, securing permanent roles, internships, and specialized positions, promoting sustainable and inclusive workforce participation.



BE A PART



KHIZRA
Assistant Teacher
Hyderabad

Despite the challenges of living with a physical disability, I have always remained determined to pursue my education, graduating from the University of Sindh, Jamshoro.

My journey shifted positively when I connected with NOWPDP's outreach team and enrolled in the Hunar program through the Rehnumai initiative. Training as a Computer Operator, I gained technical skills, confidence, and self-belief in an inclusive environment that allowed me to exceed my own expectations.

Through dedication, I completed my training and joined NOWPDP as an Assistant Teacher, inspired to give back to the community that supported me. My experience has been transformative, fueling my commitment to empower other Persons with Disabilities through education and skills development. I aim to be a source of inspiration and opportunity, demonstrating that with the right support, every challenge can become a stepping stone to success.

**OMAIR AHMAD CEO OF NOWPDP SHARES
THE ORGANIZATION'S JOURNEY OF HOPE
WITH EMPLOYEES AND INTERNS.**



LARKANA

In its first year, NOWPDP's Larkana Markaz advanced disability inclusion through community outreach, legal facilitation, and service delivery. By providing education access, livelihoods, assistive technologies, and awareness campaigns, it strengthened independence, participation, and dignity for PWDs, reduced stigma, and built household resilience, creating a catalytic platform for sustainable vocational, educational, and enterprise opportunities across northern Sindh.



Distribution of assistive devices among beneficiaries following the operational launch of the center.



Launch of the Center

Inaugurated in September 2024 by Mayor Anwar Ali Luhar, with wheelchairs and assistive devices distributed to newly registered PWDs, reinforcing independence and inclusion.

Winter Drives & Resource Mobilization

Raised over PKR 500,000 from local philanthropists to provide rations, winter supplies, assistive kits, Eid gifts, and digital gadgets for visually impaired students, supporting education and basic needs.



Breathing Books at Lincoln's Corner Larkana

Held Breathing Books activity, where persons with disabilities share their life stories in public spaces to promote inclusion and challenge societal perceptions.





Legal Facilitation and Employment Access

29 PWDs secured job quota placements through legal guidance, documentation support, and follow-ups with the District Recruitment Committee, creating sustainable livelihood opportunities.

Educational Access – Taleem Interventions

Collaboration with DEPD facilitated school re-entry for two hearing-impaired children and scholarship-based admission for one youth at Allama Iqbal Open University, with full support from NOWPDP.



Entrepreneurship Support – KhudMukhtari in Action

Seven PWDs received tailored business development support, including training, coaching, and startup capital or equipment, enabling self-reliance through small ventures and home-based enterprises.

SUCCESS STORY



AFTAB SANGI
Physical Impairment

For years, Aftab Sangi faced life with a physical impairment, running a small business while navigating societal prejudice and systemic barriers that threatened to limit his dreams. His determination never wavered, but the journey was daunting and uncertain—until NOWPDP Larkana stepped in. The team not only facilitated essential documents for the District Recruitment Committee but also offered guidance, encouragement, and the dignity every individual deserves.

With this support, Aftab successfully secured a government position through a favorable court ruling. Today, his story stands as a testament to resilience, the transformative power of inclusive support, and how NOWPDP empowers persons with disabilities to turn obstacles into opportunity.



SHAHEED BENAZIRABAD

In 2024, NOWPDP extended its mission of inclusive empowerment to Shaheed Benazirabad, addressing the district's lack of infrastructure and services for persons with disabilities (PWDs). The Markaz was established to provide dignity, access, and systemic change, directly supporting over 1,100 PWDs in its first year through identity documentation, mobility aids, awareness sessions, and training access. These interventions indirectly benefited over 6,000 community members by improving mobility, livelihoods, and financial stability.



Launched the KhudMukhtari initiative by providing stitching machines to women with disabilities upon completion of their training.



Formal Operational Launch

Inaugurated in September 2024 by Salim Zardari, the launch included wheelchair distributions to provide immediate mobility and mark a new era of inclusion.

Community Consultations



Engaged local representatives, service providers, and community members to shape outreach and registration strategies and ensure locally grounded implementation.



Awareness & Community Registration

Conducted sessions on disability rights, education, and legal entitlements, registering 800+ PWDs and fostering a shift from charity-based perceptions to recognition of citizenship and rights.



PTA Hearing Assessments

Conducted 110 Pure Tone Audiometry tests to support certification and access to assistive devices for hearing-impaired individuals.

School Accessibility & Inclusive Enrollment Assessment

Mapped accessibility and enrollment across schools and universities to inform future collaborations and upgrades.



Field Study – Wazir Ali Buro Village

Village survey found 55 PWDs, with cousin marriages as the primary cause, emphasizing the need for genetic risk awareness and preventive education.

SUCCESS STORY



MAHEEN

Physical Disability

Maheen, a 16-year-old girl from a remote village in Sakrand, was born with a physical disability and had never seen the inside of a classroom. Her father, also disabled after an accident, struggled daily to support the family. Dreams of education seemed distant and out of reach—until NOWPDP intervened.

The NOWPDP regional team provided Maheen with a wheelchair, giving her the freedom of mobility she had never known. With their support and guidance, she was enrolled into school for the first time. Today, Maheen attends classes with newfound confidence and hope. Her story is a testament to how timely support can transform lives and prove that access unlocks potential.



SUKKUR

In 2024, NOWPDP extended its mission of inclusive empowerment to Sukkur, addressing the district's challenges in infrastructure and services for persons with disabilities (PWDs). The Center was established to provide dignity, access, and systemic support, directly assisting over 900 PWDs through identity documentation, mobility aids, education, and community programs. These interventions indirectly benefited an estimated 6,000 community members by improving access to services, social inclusion, and livelihoods.



Distribution of assistive devices among beneficiaries following the operational launch of the center.



Formal Operational Launch

Inaugurated in September 2024 by Razia Chachar, the event featured wheelchair distributions to provide immediate mobility and dignity, marking the beginning of Sukkur's inclusive journey.

Stakeholder Engagement

Dialogues with DEPD, political representatives, education directors, district officers, INGO staff, and the Deputy Commissioner ensured buy-in, coordination, and long-term collaboration.



Shanakht One Window Camp



Coordinated with DEPD, NADRA, SPDPA, and the Medical Board to provide integrated services, conducting real-time medical evaluations, and issuing 591 disability certificates, processing 83 Special CNICs.



Human Rights Seminar

Attended a Sindh Human Rights Commission seminar highlighting regional challenges, including healthcare, education, child protection, and PWD rights, with commitments to review issues and pursue solutions for inclusive welfare.

Community Engagement

Participated in the Department for Empowering Persons with Disabilities-organized events, promoting inclusion, celebrating PWD abilities, and fostering community recognition.



Awareness Session at Deaf Reach School

Educated students and parents on Shanakht (identity), disability rights, and inclusive education, building self-advocacy and confidence among youth with disabilities.



SUCCESS STORY



LATEEFAN

Physical Disability

Lateefan, a skilled tailor and mother of three, faced immense hardships after a cardiac illness and amputation left her disabled. Abandoned by her husband and unable to work, she returned to her parents' home in distress. Her livelihood and independence seemed lost—until NOWPDP intervened during a field visit.

The team listened to her story and pledged support. Through Falah, Lateefan received a wheelchair designed specifically for her tailoring needs, restoring her mobility and ability to work. Today, Lateefan earns with dignity and supports her family independently. Her story is a testament to how inclusive support empowers individuals to reclaim their lives and livelihoods.



BADIN

In 2024, NOWPDP extended disability inclusion to Badin with the launch of Badin Center, providing PWDs access to essential services, documentation, and opportunities. The center directly reached 1,300+ individuals through medical relief, audiology screenings, Disability Certificates, Special CNICs, wheelchair distributions, and inclusive community events, supported by partnerships with NADRA, the Social Welfare Department, and local authorities. Beyond direct beneficiaries, over 6,000 family and community members gained improved mobility, financial security, and social participation.



Group photo from the formal operational launch of the center.



Formal Operational Launch

Inaugurated by MPA Taj Muhammad Mallah with civil society and media, featuring wheelchair distributions to mark the start of an inclusive, dignity-driven approach to disability empowerment.

Medical Relief Camp

Partnered with Shine Humanity to provide free medical services to 335+ flood-affected patients, identifying PWDs for ongoing support.



Community Outreach



Conducted door-to-door engagement and awareness sessions, connecting PWDs to services, documentation, mobility aids, and inclusive programs.



Audiology Testing Camp

A two-day Audiology Camp screened 348 individuals using Pure Tone Audiometry (PTA) and other diagnostic tools, supporting early detection, disability certification, and ENT referrals for PWDs in rural areas.

Shanakht One Window Camp

In partnership with NADRA and DEPD, the integrated camp issued 574 disability certificates and processed 65 Special CNICs, reducing administrative barriers and accelerating access to services.



Mobility Support – Closing the Loop

A wheelchair distribution provided 15 mobility aids, enabling PWDs to attend school, work, and participate in community life independently.



SUCCESS STORY



SANAM

Hearing Impairment

Sanam, a young girl from Badin, has lived with a hearing impairment since childhood. Her parents, determined to help their daughter experience the world more fully, approached NOWPDP.

Understanding the family’s struggle and Sanam’s potential, NOWPDP stepped forward to provide her with a hearing aid. The moment she wore it for the first time was truly special; the joy on her face and the tears in her parents’ eyes said it all. Today, Sanam can hear and respond to voices around her. This small device has brought big change filling her home with smiles, laughter, and hope for a brighter future.

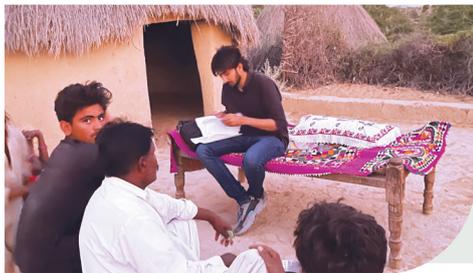


THARPARKAR

From the vast stretches of desert to remote villages, NOWPDP Tharparkar began operations in August 2024 from its fully accessible central hub in Mithi, with a single goal: to make inclusion visible and actionable across the most underserved parts of Sindh. The center provided identity documentation, health outreach, mobility support, and economic empowerment, directly serving 1,000+ PWDs and benefiting over 5,000 community members. Through tailored interventions, strong partnerships, and localized outreach, Tharparkar Center ensures support aligned with the abilities, aspirations, and long-term growth of every person with a disability.



Formal operational launch of the center by Additional Deputy Commissioner Tharparkar, Usman Khashkheli.



Door-to-Door Outreach



Reached 1,600+ PWDs across multiple Union Councils, connecting directly with the community and facilitating disability certificates, Special CNICs, and hearing tests.

Ration Support for Vulnerable PWD Families

Distributed emergency ration packages to 150 PWD households, providing immediate relief during monsoon floods.



Emergency Medical Relief

Organized a free medical camp in Mithi treating 545 individuals, including 165 PWDs, for waterborne diseases, skin infections, and chronic conditions after monsoon flooding.



BRIDGE Training on Disability-Inclusive Elections

Participated in a 3-day BRIDGE training by the Election Commission of Pakistan and IFES, focused on strengthening disability-inclusive electoral processes.

District Education Collaboration

Introduced NOWPDP's initiatives at The Read Foundation meeting in Tharparkar; Foundation endorsed referrals for students with disabilities, enhancing local inclusion.



Child Protection Stakeholder Visit

A delegation from Child Frontiers and SPARC visited NOWPDP Tharparkar, commended ongoing inclusion efforts, and shared upcoming initiatives in Sindh.

SUCCESS STORY



CHANDER

Physical Disability

Chander, a young boy from Mithi, spent his early childhood isolated. Born with a physical disability, he lacked mobility to attend school or play with peers. His parents couldn't afford a wheelchair or navigate disability documentation.

In October 2024, NOWPDP Tharparkar identified Chander and provided him with a tailored wheelchair. The transformation was immediate. He began attending school and playing in his local playground. Teachers noticed remarkable changes, he grew confident, curious, and socially engaged. Chander's story proves that inclusion begins with access and access begins with movement.



Accessible at CEDI



Development Korangi



Group photo from the inauguration of the Center of Excellence for Disability Inclusion (CEDI), Korangi, by the Honorable Chief Minister of Sindh, Syed Murad Ali Shah.

One-Window Model for Inclusive Impact

As a strategic partner of the Government of Sindh, NOWPDP has established the **Center of Excellence for Disability Inclusion (CEDI)** in Korangi, Karachi—Pakistan's largest and first fully integrated hub for disability services, skills development, and employment.

Built on a **one-window model**, CEDI consolidates rehabilitation, certification, training, assistive technology, and employment support under one roof, positioned to serve **12,500+ individuals annually**.



Inaugurated by Chief Minister Sindh, Syed Murad Ali Shah

CEDI is hailed as a step toward creating a "mini-inclusive city" where skills, mobility, therapy, and employment converge.

Pakistan's Largest Dis

Pioneering Accessible



Programs that we offer



Textile & Apparel



Communication



Stitching



Digital Media



Culinary Arts



Production Assembly



Beauty & Self-Care



Electrician Skills



Fashion Design



Information Technology



Financial Literacy

Ability Inclusion Centre

Development at CEDI Korangi



Training Programs in Year One



A Comprehensive Ecosystem of Services



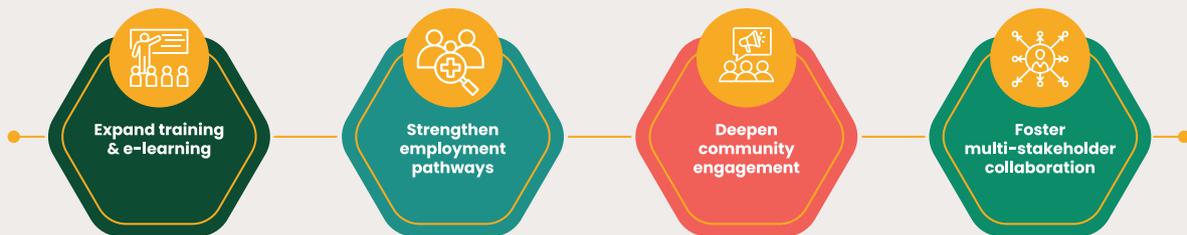
Strategic and Funding Partners



Technical Partners



Strategic Roadmap: 2025–2030



Our Vision

National Model for Inclusive Development



NOWPDP employees led a plantation drive at CEDI Ghorabari as part of team retreat



Our Pillars

FROM REJECTION TO RECOGNITION



**“I didn’t lack ability—I
lacked opportunity. Once
someone believed in me,
everything changed.”**

Despite holding a bachelor's degree, Elishba Mushtaq faced repeated employment rejections due to her hearing and speech impairment, each refusal eroding her confidence. When she reached NOWPDP, our Rehnumai team provided counseling and practical support, reframing her disability and affirming her qualifications as valuable assets.

Rehnumai referred Elishba to Rozgar, which connected her with inclusive employers. With restored confidence and strategic coaching, she secured a position at Telenor Microfinance Bank.

Today, Elishba contributes her skills in a supportive workplace, proving that with the right intervention, disability becomes irrelevant to professional success.



Elishba Mushtaq
Hearing & Speech Disability



REHNUMAI



Rehnumai, NOWPDP's first pillar, is a comprehensive empowerment model for persons with disabilities (PWDs) that integrates service access, rights advocacy, and capacity building.

It links PWDs to disability certification, assistive devices, skills training, and livelihood opportunities, while promoting disability prevention and inclusive systems at the family, community, and institutional levels. Through coordinated, evidence-based interventions, Rehnumai addresses immediate support needs and enables sustainable pathways to independence, employment, and economic well-being.

44,500
PEOPLE GUIDED

375,000+
OVERALL IMPACT



111-NOW-PDP
(111-669-737)



Strategic Partnership with Bioniks

Signed MoU with Bioniks at Vienna to provide affordable prosthetic hands for upper-limb amputees, enhancing independence, employability, and quality of life for PWDs.



Community-Led Outreach

Transitioned to a participatory approach, partnering with local ambassadors and community-based organizations across all NOWPDP locations, driving increased registration and engagement of persons with disabilities.

UC Coverage Drives

Executed targeted outreach across multiple union councils across Pakistan, successfully identifying and registering previously unserved PWDs in marginalized communities.



Food Security for PWDs

Partnered with Charity Right Pakistan to enroll 300+ persons with disabilities in the Right Pay Card program, providing monthly subsidized rations to families in need.



Menstrual Health

Conducted focus group discussions with women with disabilities under the Saheli Project to develop NOWPDP's first inclusive menstrual health training manual.

Rights Awareness Sessions with PLUS

Hosted sessions on legal rights, accessibility, certification, and employment pathways for PWDs and caregivers, equipping participants with actionable knowledge.



Exposure Visit to AGI Denim

Organized corporate visits for Deaf community leaders to explore inclusive employment opportunities and strengthen future engagement.



Local Government Engagement

Advocated with UC chairpersons and township officials to streamline disability certification, SCNIC facilitation, and awareness drives, increasing local buy-in for inclusion.

Disability Rights & Awareness

Conducted interactive sessions with students, teachers, clerics, and shopkeepers to challenge stigma, promote inclusion, and raise awareness of disability rights across Pakistan.



A FATHER'S HOPE RENEWED

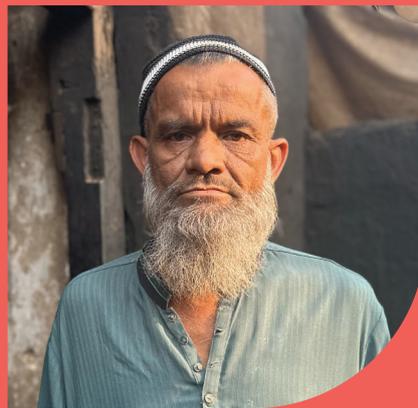


“Hope returned the day we realized help existed—and that our children belonged in school.”

Peer Mohammed Bakar Alvi never imagined all four of his children would be born with hearing and speech disabilities. When our team met him during a UC intervention, none attended school. They spent their days isolated at home while he struggled to provide with little means.

Desperate for a brighter future but fearing rejection, Peer Mohammed welcomed our team's guidance. Through counseling, his two younger children enrolled in Taleem with specialized teachers, while his two older children joined Hunar's Industrial Stitching Program. When he learned these opportunities were free and Falah registered him for a ration card, insurmountable obstacles became possibilities.

Today, Peer Mohammed sends his children to school with pride, watching a better life unfold before his eyes.



Peer Mohammed Bakar Alvi
Father of 4 Children with
Hearing & Speech Impairment

SHANAKHT



With over 30 million persons with disabilities in Pakistan, legal identity is the first step to inclusion. Shanakht helps individuals secure Special CNICs through a One Window Camp model, reducing the process from 12–16 weeks to one day.

Beyond SCNIC facilitation, Shanakht advocates for expanded rights including healthcare, education, employment, and financial support. This year, Shanakht strengthened outreach and system reforms by removing policy barriers and integrating certification with tangible benefits like welfare enrollment and medicine discounts. These interventions increased access for PWDs while advancing systemic change, reinforcing identity as the foundation of dignity and opportunity.



NADRA
PAKISTAN



deps Department of Empowerment of Persons with Disabilities



10 REDUCED INEQUALITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

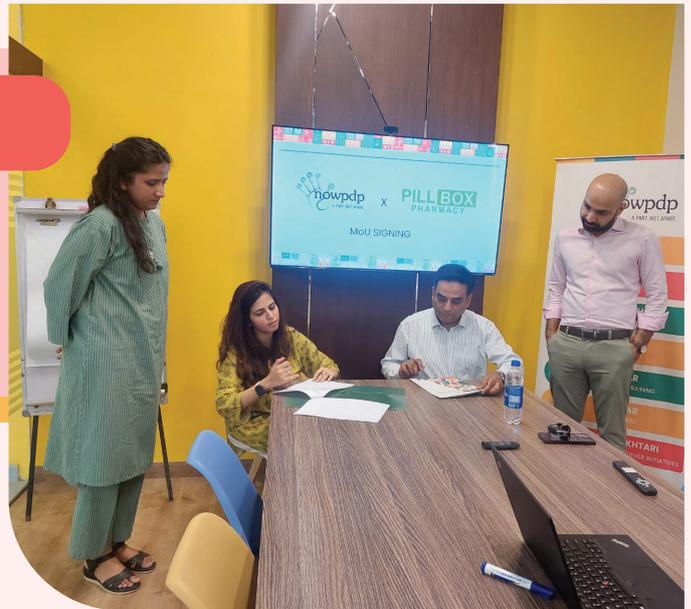


17 PARTNERSHIPS FOR THE GOALS



Strategic Health Partnership

National MoU with PillBox Pharmacy providing 15% medicine discount for PWDs with valid SCNICs, strengthening access to essential health services.



BISP Enrollment Drive

Assisted women with disabilities across all locations to enroll in Benazir Income Support Programme, ensuring access to quarterly stipends and financial support.

International Identity Day

Led targeted SCNIC drive with NADRA, helping PWDs facing fingerprint or documentation challenges.



Partnership with Espresso

NOWPDP ensures PWDs with SCNIC enjoy a 25% lifetime discount across all Espresso outlets, promoting inclusion and convenience.



Advocacy and Strengthening Systems

Disability Certificate Delivery

Issued

1,592 certificates

weekly in Karachi, a

273% increase, improving efficiency and follow-up support.

Policy Reform

Advocacy with

SPDPA and DEPD

enabled PWDs across Sindh, including those born outside the province, to access

Disability Certificates.

Cost of Living Analysis

Coordinated Karachi data collection for national study with

2,500 responses

to inform disability-inclusive budgeting and welfare reforms.

Local Capacity Building

Strengthened

CBOs on certification processes

and referral pathways, enhancing community-level support.

Shanakht One Window Camp

Shanakht's one-window camps unite the DEPD, SPDPA, NADRA, and the Health Department to streamline SCNIC issuance. The process, typically 12 to 16 weeks, is completed in one day through coordinated documentation, biometric registration, and medical verification. Following are the camp steps:



STEP 1

Registration at the Special CNIC Camp



STEP 2

Issuance of disability certificates by SPDPA



STEP 3

Hearing tests conducted for eligible participants



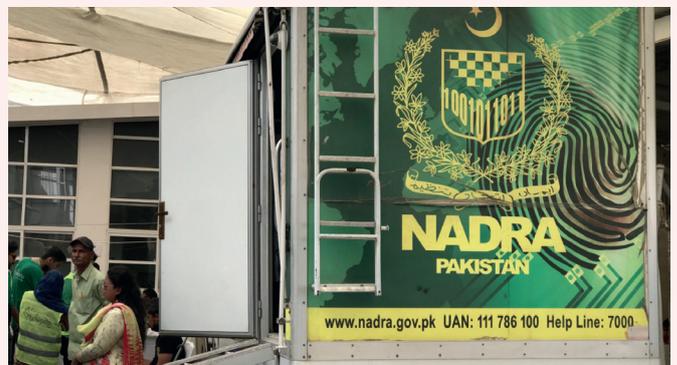
STEP 4

Disability assessment by the Department of Health



STEP 5

Signature and verification by the Medical Superintendent



STEP 6

Issuance of Special CNIC token by NADRA

STITCHING A NEW FUTURE



**“I don’t just stitch clothes
now—I stitch a better
future for my daughters.”**

Fozia Sani, a woman with a lower limb disability, faced severe financial hardship with two daughters under twelve and a family income of PKR 15,000. Her daughters had never attended school, but she was determined to change their future.

Struggling without mobility aids, Fozia received a wheelchair through our collaboration with Milestone, transforming her independence. Encouraged, she enrolled in KhudMukhtari's industrial stitching training. Despite having only basic domestic skills, her determination enabled rapid progress.

Today, Fozia supports her family, is working toward a home-based stitching business, and plans to provide her daughters with higher education.



Fozia Sani
Physical Impairment



FALAH



NOWPDP's Falah pillar empowers persons with disabilities by meeting essential needs such as mobility aids, healthcare, and livelihood support as a foundation for dignity and inclusion

Over the past year, it strengthened independence through life-changing interventions and partnerships, delivering assistive devices, medical care, and emergency relief. With a focus on sustainability, Falah advanced long-term empowerment through local wheelchair production and capacity building for PWDs in Korangi.

500

ASSISTIVE DEVICES

3,350

MEDICAL CAMP BENEFICIARIES

1,800

RATION RECIPIENTS

30,000+

OVERALL IMPACT

2 ZERO HUNGER



6 CLEAN WATER AND SANITATION



Medical Camp

Conducted medical camps with Transparent Hands and Shine Humanity, fully funding 16 critical surgeries under the ARC disability prevention program.

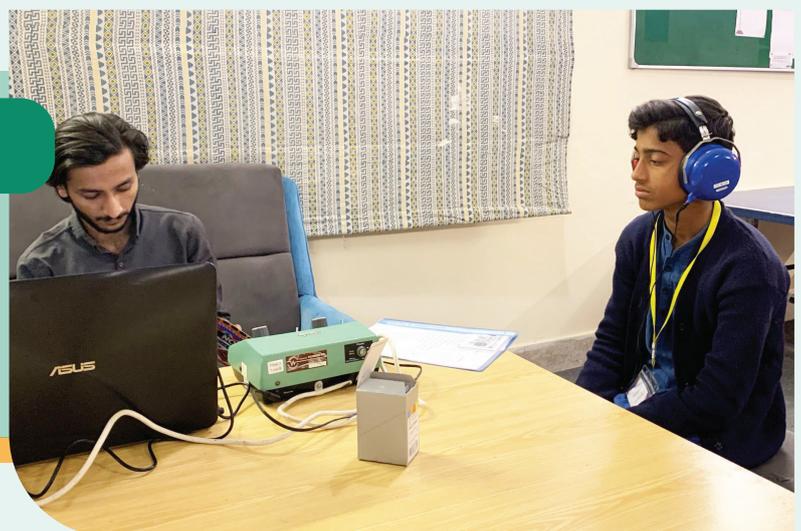


Dental Health Camp

Organized a dental health camp with Million Smile Foundation at The Inclusion Academy, offering check-ups, hygiene education, and treatment referrals.

Hearing Support Initiatives

Signed an MoU with Dr. Hina Hearing Institute to provide 50% off PTA tests and hearing aid referrals for PWDs, and distributed hearing aids to Taleem school children, improving early diagnosis and learning outcomes.



MoU with Milestone for Affordable Wheelchairs

Partnered with Milestone to provide affordable, customizable wheelchairs at PKR 30,000 with a one-year warranty, enhancing mobility and independence.



Partnership with South City Hospital

Hosted medical camp on International Day of Persons with Disabilities exclusively for special CNIC holders.



Wheelchair Distribution Drive

Conducted wheelchair drive at head office in cooperation with Rehmat-e-Shereen.



Inclusive Iftar Drives

Organized Iftar gatherings for persons with disabilities across all locations, fostering inclusion during Ramadan.



Ramadan Ration Distribution

Conducted Falah drives distributing ration bags to those in need through donor and sponsor support.

Eid Gift Distribution

Distributed Eid gifts and clothes to students at the Rehabilitation Center for Multiple Handicapped Children, Larkana, children, improving early diagnosis and learning outcomes.



FROM SILENCE TO STRENGTH



“Every painful step was a promise—to myself—that I would keep trying.”

In the quiet corners of Sujawal lives Ayat, whose story is a testament to courage and hope. When Ayat first came to our school at Sujawal, she couldn't walk or hold paper. Confined to a wheelchair, her world was limited by circumstances, not dreams. Her parents longed for medical help but couldn't afford treatment. Still, they held one small dream: that their daughter might one day stand.

At Sujawal School, Ayat began physiotherapy. Her first sessions were filled with discomfort and pain, but she never asked to stop. After months of perseverance, Ayat slowly placed her feet on the ground. Her eyes lit up with pride. Today, Ayat walks with support and writes with her own hands, proving that when love, effort, and opportunity unite, miracles quietly unfold.



Ayat
Physical Impairment



TALEEM



In a country where most of the 22.8 million out-of-school children are those with disabilities, Taleem serves as a bridge to opportunity and dignity.

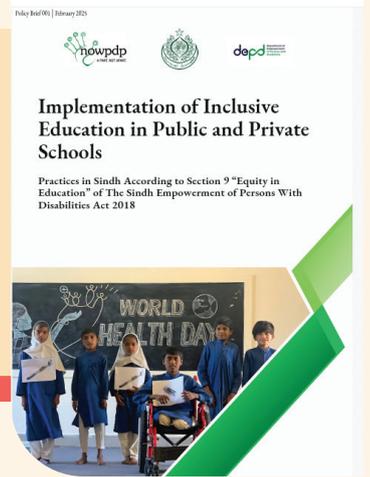
Through purpose-built, accessible schools in Karachi, Sujawal, Hyderabad, and Thatta, led by a 90% female faculty, Taleem delivers inclusive education, therapies, and individualized learning programs that enable children with disabilities to thrive. Beyond the classroom, Taleem strengthens teachers capacity, engages parents, and advocates for inclusion, improving learning outcomes and transforming societal attitudes toward disability in Pakistan.

4 OPERATIONAL SCHOOLS	271 ENROLLED STUDENTS	70+ TEACHERS TRAINED
80+ THERAPY BENEFICIARIES	2,000+ OVERALL IMPACT	



Building on Strong Foundations

Simplified the 2023 Sindh Inclusive Education Policy for wider audiences, serving as a key advocacy tool to raise awareness, foster dialogue, and promote large-scale implementation, building on the 2018 Sindh Empowerment of Persons with Disabilities Act.



Moriro Markaz School Launch

In October 2024, Moriro Markaz Model Special Education School Hyderabad opened with 45 students across four classes, marking a key step toward accessible and inclusive education for children with disabilities.

Therapy & Rehabilitation Support

Speech therapy sessions, hearing aids, and specialized care for intellectual and neurodevelopmental disabilities were provided through partnerships with Dr. Hina Hearing Institute and ASDWT.



Teacher Capacity Building

Educators received training in inclusive practices, phonics-based reading, autism-friendly classrooms, Braille advancement, behavior management, and neurodevelopmental assessments, strengthening teaching quality.

Academic Progress

Students demonstrated strong academic outcomes, with high midterm and final-term scores, supported by individualized modifications and inclusive curriculum delivery.



Parental Engagement

Counseling and training sessions involved parents in academic progress, sign language learning, and home support, enhancing family participation in education.



Health & Hygiene Initiatives

Medical, health, eye, and oral health camps were conducted, alongside hygiene seminars, ensuring student well-being and awareness.



Inclusive Learning Infrastructure

Schools offered accessible facilities, rehabilitation services, free transportation, daily lunches, and interactive learning programs to support diverse student needs.



Taleem Sab Kay Liye – Inclusive Education Training Level 1



In collaboration with DEPDS and key sector partners, NOWPDP conducted Inclusive Education Teacher Training – Level 1 across three batches in 2025, equipping teachers with inclusive practices, classroom practicum, UbD lesson planning, and behavior management strategies.



71
Teachers Trained



3
Batches



**Pre-Primary to
Higher Secondary**

Partners



depds Department of Empowerment of Persons with Disabilities



kdsp
Karachi Down Syndrome Program



Expert Consultants

Dr. Maheen Noorani
(Funclusion)

Angabeen Sheikh
(Stepping Stones)

Azka Hassan
(Clinical Psychologist)

Key Outcomes

Strong shift from deficit-based to strength-focused mindsets

Increased confidence in inclusive strategies

High value on practicum and interactive activities



"It's an incredible initiative. It will be a game changer for our country if we are able to scale this fully. The teachers were very engaged and it was a great learning experience for me as well."

– **Angabeen Sheikh | Behavior Therapist**

"The practicum allowed me to apply my training in a practical context. The techniques I learned were clearly relevant and effective in the classroom."

– **Rozina Amir Ali | Aga Khan School**



Next Steps

School Accessibility Audits

Leadership Training

Inclusion Planning

Classroom Observations

Advancing equitable learning for every child.

Student Engagement & Celebrations



First Day of School



Mother's Day



Earth Day



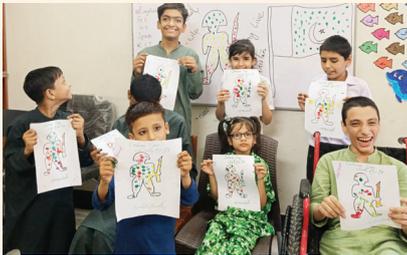
Independence Day



Summer Fun Day



Back to School



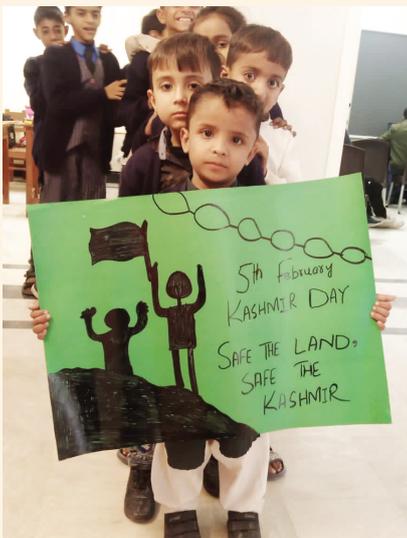
Defence Day



Sports Day



Eid Milad-un-Nabi (SAW)



Kashmir Solidarity Day



International Day of Persons with Disabilities



National Anthem in PSL at Dolmen Mall

Kashmir Solidarity Day

INCLUSIVE LEARNING IN ACTION AT THE INCLUSION ACADEMY KARACHI



STITCHING A PATH TO EMPOWERMENT



**“I create not just to
earn—but to change how
the world sees us.”**

Shazia, 47, a wheelchair user, has never let her disability define her potential. In December 2024, she completed an intensive industrial stitching training program at NOWPDP and right after her graduation, her craftsmanship quickly caught the attention of a textile unit, where she delivered high-quality products that reflected her dedication, precision, and work ethic. She has showcased her products at major public events like WOW Festival and Mashion Bazaar.

For Shazia, stitching is both livelihood and self-expression. She believes disability is not a limitation but resilience and mindset. Beyond financial independence, her mission is to challenge misconceptions, prove the abilities of persons with disabilities, and inspire others to see talent beyond disability.



Shazia Mehboob
Physical Impairment



HUNAR



Excluding persons with disabilities from the workforce costs Pakistan billions in lost productivity. NOWPDP's Hunar program addresses this by providing vocational training, digital and financial literacy, and workplace readiness.

With centers in Karachi, Islamabad, Lahore, Hyderabad, Sujawal, Thatta, and Korangi, Hunar enables PWDs to gain market-relevant skills, access apprenticeships, mentorship, and inclusive employment, transforming potential into sustainable livelihoods and social impact.

1,479

PEOPLE WITH DISABILITIES TRAINED

35,000+

OVERALL IMPACT



SBP Financial Literacy Week

Multi-bank collaboration with HBL, BAHF, Alfalah Bank, Soneri Bank, Askari Bank, Khushhali Microfinance Bank, and Easypaisa delivering financial literacy sessions to PWDs, strengthening economic empowerment.



Comprehensive Vocational Training

277 WWDs received training across diverse trades while Parwaaz 2.0 upskilled 100 PWDs in textile-related industries, building employment-ready skillsets.

Corporate Mentorship Program

Expert trainers from Procter & Gamble conducted mentorship sessions for beneficiaries with hearing and speech disabilities, enhancing professional development.



Retail Fundamentals Program

11 candidates trained in customer service, grooming, and workplace behavior for Carrefour placement, strengthening technical and soft skills for retail sector entry.



Beautician Apprenticeship Launch

Customized course partnered with Scissors & Brushes featuring first batch of 3 female trainees graduating in June 2025, expanding livelihood opportunities.

Strategic Corporate Visits

Facilitated visits to HBL, EasyPaisa Digital Bank, and HMB with insights from key leaders including Jamal Nasir, Saleena Baig, and Hina, familiarizing PWD beneficiaries with workplace culture, organizational values, and inclusive practices.



Morale-Building Activities

Outdoor activities including bowling and Port Grand Circus visits organized to boost beneficiary confidence and social integration.



GIZ Collaboration MoU

Formalized partnership with GIZ for disability-inclusive textile training, expanding institutional support for PWD skill development.



Creative Arts Partnership

Indus Valley School of Art & Architecture supported 5 trainees in fashion design using an inclusive buddy system, promoting creative industry access.



Local Apprenticeship & Employment

Trainees engaged in market-aligned apprenticeships at 5 local shops, with 4 hearing and speech-disabled individuals securing employment post-training.



STRENGTH IN SILENCE

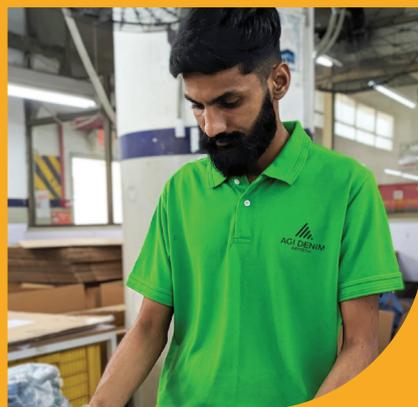


“I may not hear the world—but I have learned how to shape my place in it.”

David was born deaf and raised by a single mother, taking on responsibility for his siblings from an early age. While life was challenging, the deaf community gave him strength and belonging.

His journey changed at NOWPDP, where he enrolled in Hunar's Textile Quality Check Program. With patient trainers and supportive peers, David learned stitching, quality checking, and packing—gaining both skills and confidence.

Through Rozgar, he secured a role at AGI Denim. Starting with label attaching, he progressed to finishing and packing, as colleagues learned basic sign language to communicate with him. Today, David thrives in an inclusive workplace built on respect and opportunity.



David Jarud
Hearing & Speech Impairment



ROZGAR



Excluding persons with disabilities from Pakistan's workforce costs 6.3% of GDP annually.

NOWPDP's Rozgar pillar addresses this through meaningful employment creation and organizational capacity building across banking, telecom, retail, manufacturing, and pharmaceutical sectors. Key achievements include the Zero Project Award, the Easypaisa Upskilling Program, and initiatives like Baithak, Mentor's Circle, and the Buddy Program. Through accessibility audits, sign language training, and corporate capacity building, Rozgar proves that inclusive employment drives social and economic development, not charity.

435

PERSONS WITH DISABILITIES EMPLOYED

12,000+

OVERALL IMPACT

8 DECENT WORK AND ECONOMIC GROWTH



Easypaisa Upskilling Program Launch

Launched in collaboration with Easypaisa Digital Bank, equipping persons with disabilities with digital and future-ready skills to improve employability.



Inclusive Industrial Expo

Hosted a dedicated blue-collar career fair at the head office that engaged 200+ persons with disabilities, connecting them with inclusive textile and manufacturing employers.

Employee Support & Wellbeing

Implemented the Buddy Program for workplace integration and conducted Baithak sessions to support confidence, mental wellbeing, and challenge resolution.



Pharma Inclusion

Signed an MoU with Bayer, enabling organizational capacity building and the sector's first-ever inclusive hiring in Pakistan.



Dawlance Sensitization & FGD

Conducted disability sensitization with Dawlance employees and facilitated a focused group discussion with staff with hearing and speech impairments to understand workplace challenges.

Senior Banking Sector Sensitization

Sensitized senior bank officials at the State Bank of Pakistan, shaping accessibility and inclusion reforms across the financial sector.



Women's FGD at Easypaisa

Conducted a focused group discussion with female persons with disabilities to explore personal and professional challenges affecting workplace integration.



Corporate Sensitization Sessions

Sensitized corporate employees through targeted disability inclusion sessions, across different sectors like banking, telecom, beverages, manufacturing, textiles, retail, and IT.

Disability Champions

Created 19 Disability Champions at Interloop, building internal leadership for sustainable inclusion.



Textile Inclusion

At Parwaaz 2.0's closing ceremony, Soorty celebrated trainees with hearing and speech disabilities trained in stitching and quality checking, supported by inclusive practices.

STITCHING A FUTURE OF HER OWN



**“When I was trusted
with a chance, I found
my strength.”**



Neelam, a woman with physical disability from Sujawal, joined us with determination to change her life. Married with two children, her husband's asthma often prevented him from working, leaving the family in financial uncertainty.

She enrolled in domestic stitching training, then pursued industrial stitching with immense passion. After completing training, Neelam secured self-employment through Shamil, earning monthly income based on productivity and orders. The day she learned of her employment, her face lit up with hope and pride.

Today, Neelam contributes to her family's income and dreams of a brighter future for her children. From Sujawal to self-reliance, her story proves that with opportunity and belief, every barrier can be overcome.



Neelam
Physical Disability



KHUDMUKHTARI



KhudMukhtari empowers persons with disabilities to achieve economic independence through self-employment and entrepreneurship by providing targeted skills training, business support, market linkages, and ongoing mentorship.

Focusing on industrial stitching for women and mobility-based businesses for men, the program provides skills training, business support, mentorship, and market access, enabling sustainable income, dignity, and self-reliance.

75

PERSONS WITH DISABILITIES SELF-EMPLOYED

500+

OVERALL IMPACT

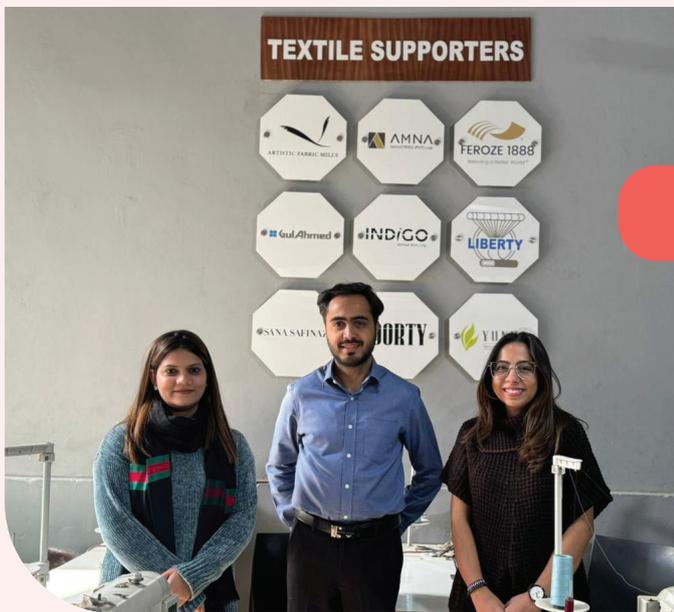


1 NO POVERTY



MOU with Artistic Milliners

Enabled women PWDs to create customized bags from leftover materials at home, fostering financial independence, entrepreneurial experience, and industry participation.



Partnership with Shamil Textiles

Trained women with disabilities in industrial stitching and onboarded them as home-based workers, producing market-driven products and gaining skills, income, and professional growth.

Awareness & Engagement

Women with disabilities shared their stories and sold their handmade textiles at the Dawlance Umit Program, demonstrating entrepreneurship and empowerment.



Industrial Stitching & Livelihoods

Under the BAT initiative, women trained in industrial stitching achieved a 15% income increase through market-aligned employment and home-based businesses.



KM Mentorship Workshop

A mentorship session led by Fizza Tareen inspired beneficiaries to explore entrepreneurial ideas. One trainee began securing home-based orders after the workshop.

Market Linkages & Sales Exposure

Beneficiaries participated in events at Women of the World Festival, Loom Legacy, LUMS Mela, Mashion Bazaar, Howdy Restaurant, GoFlour Café, HBL Mega Pop-up Market, and NOWPDP Karachi office, gaining real-time sales experience, customer engagement skills, and increased confidence.



The Rickshaw Project (TRP)

Trainees received practical driving, business management, and mentorship. Two participants received direct business support experiencing a 25% income increase.



Stitching & Empowerment

Nine women in Lahore gained skills and employment at Shamil, while two launched home-based stitching ventures, earning income and achieving self-reliance.

Stitching Training for Male PWDs

A three-month training program equipped male PWDs in Sujawal with stitching skills, followed by sewing machine support to enable home-based or local shop businesses.



WALL OF HONOR



Group photo from the road safety awareness session commenced for H&S trainees by Honda Atlas & i-Care Foundation.

 **nowpdp**
A PART NOT APART.

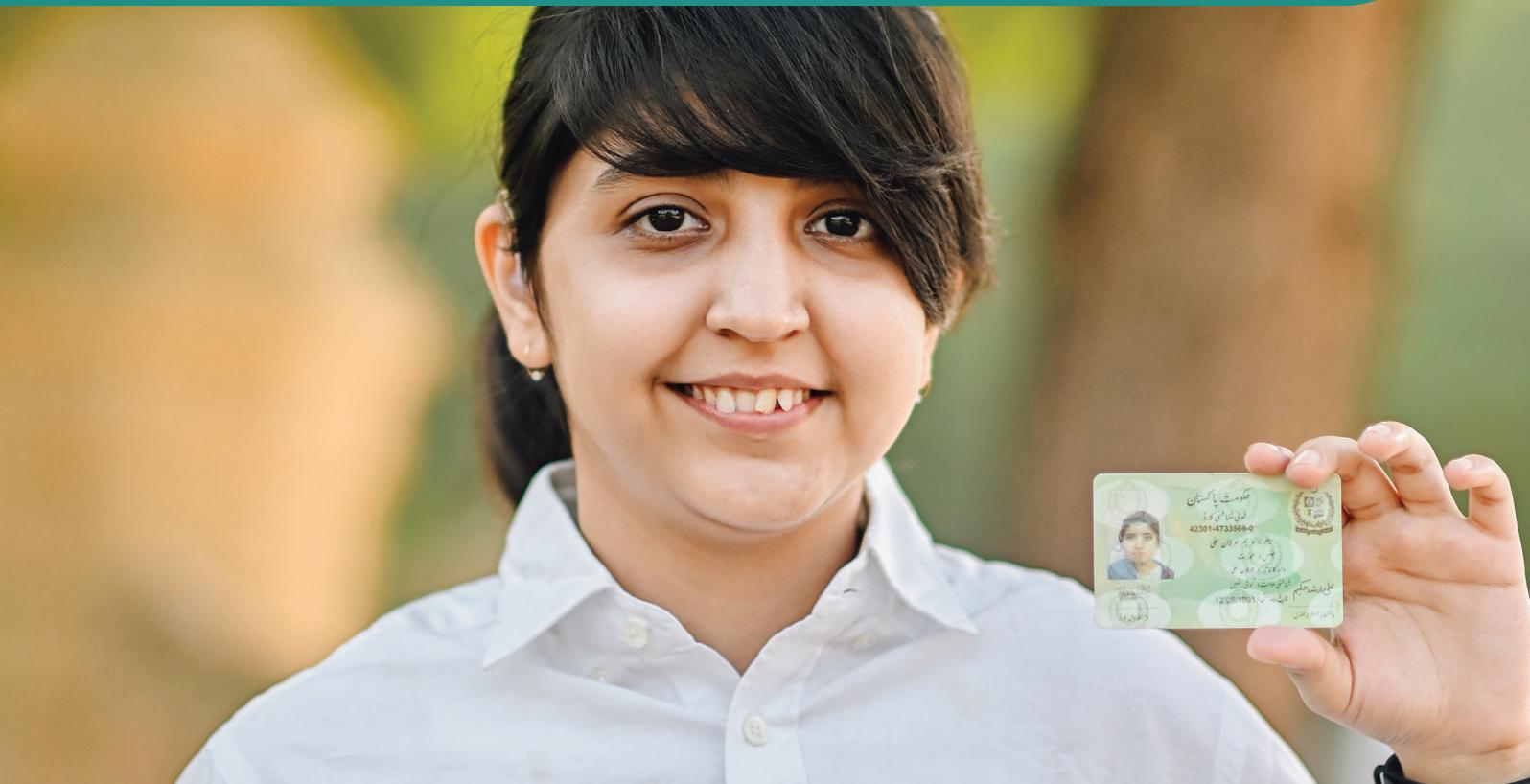
 **NC**
systems

Atlas Honda



SHANAKHT SAB KAY LIYE

Unlocking Identity, Dignity & Opportunity



The Challenge

The tour highlights visual, deaf, physical, and intellectual disabilities while teaching proper disability etiquette through sensitization exercises.

16% experiences significant disability (WHO)
of the world's population

27–33 million persons with disabilities in Pakistan

Only **724,767*** registered with NADRA (Feb 2025)

Registration gap costs US\$11.9–15.4 billion annually in lost productivity

The Barrier 8–12 weeks, multiple offices, inaccessible facilities

**excluding AJ&K and Gilgit-Baltistan*

Our Solution

NOWPDP's Shanakht One Window Camps collapse months of bureaucracy into one day of coordinated service, uniting Government of Sindh, DEPD, SPDPA, NADRA, and Health Department to deliver



Streamlined Documentation



On-Site Biometric Registration

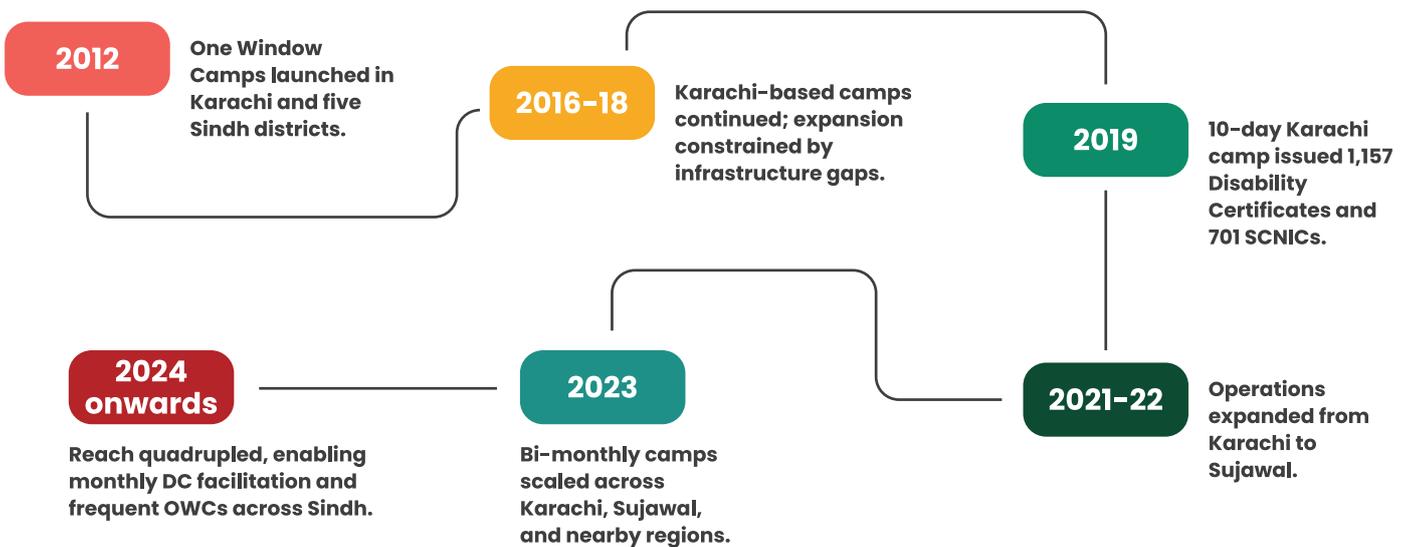


Immediate Medical Verification



Fully Accessible Facilities

Journey of Shanakht



Impact to Date



16,000+
Disability Certificates
Facilitated



6,000+
Special CNICs
Facilitated



36
Cities Impacted



35+
One Window
Camps



200+
Interventions

National Momentum

On International Day of Persons with Disabilities 2024, NOWPDP launched Shanakht Sab Kay Liye—a national campaign uniting Pakistan's most influential voices:



Government Leadership

Muhammad Aurangzeb
Dr. Arif Alvi
Miftah Ismail
Syed Qassim Naveed Qamar

Corporate Champions

Zafar Masud
Sima Kamil
Fahd Kamal Chinoy
Farhat Rasheed

Community Leaders

Sultana Siddiqui
Amin Hashwani
Ronak Lakhani
Hassan Sheheryar Yasin
Sana Khurshid

Global Recognition



BEST USE OF
A SMALL BUDGET

Global Influencer Marketing Award 2025 –
Bronze, Best Use of Small Budget (London)

SABRE Awards
ASIA-PACIFIC 2025

SABRE Awards Asia-Pacific 2025 – Gold,
Inclusive Marketing (Singapore)

Strategic Insights



Vision 2028 for Shanakht



NOWRALLY

Rev Up for Inclusion



The roar of engines echoed across Karachi as NOWRally, NOWPDP's flagship celebration of inclusion, took to the track.

Inspired by Formula One, retrofitted rickshaws driven by persons with lower limb disabilities transformed the karting circuit into a stage for skill, resilience, and Khudmukhtari. Every turn, every race told a story of courage—and the crowd of government representatives, corporate leaders, academics, families, and civil society stood witness to something extraordinary. This wasn't just about speed. It was about breaking barriers.

A Historic Milestone

For the first time in Pakistan's history, under the guidance of Honorable **Chief Minister Sindh Syed Murad Ali Shah**, commercial licenses are being issued to drivers with lower limb disabilities— opening doors to formal recognition, professional mobility, and financial independence.



The Rickshaw Project: 12 Years of Impact

Behind every driver at NOWRally is The Rickshaw Project (TRP), launched in 2012 under NOWPDP's KhudMukhtari pillar. TRP provides more than modified vehicles; it delivers mobility solutions, skills training, and the support needed to run small-scale businesses. In 2021, the Tuk Tuk March saw retrofitted rickshaws overtake the roads of Karachi, making disability inclusion visible in public spaces and amplifying the voices of persons with disabilities.



100+ businesses powered across Pakistan

from delivery services to food carts, fostering sustainable livelihoods and economic dignity.

Strategic Partnerships Accelerating Impact



Yango

Onboarding drivers with disabilities into ride-hailing fleet



Sazgar

Contributed 2 rickshaws supporting 10 individuals

Driving Pakistan's Economy Forward

Persons with disabilities aren't just participating in Pakistan's economy — they're driving it forward.

Next stop: Lahore!



NOWINSPIRE

Empowering Through Dialogues



NOWInspire creates intimate spaces for meaningful dialogue.

These Baithak-style sessions at NOWPDP Offices brought together leaders from business, academia, governance, and the arts for open conversations with persons with disabilities—not speeches, but honest exchanges of learning and connection.

Over the years, NOWInspire has explored inequality, representation, gender, climate, and participation, rooted in the lived experiences of the disability community.



Taymur Peracha

CEO, Paul Pakistan

Navigating life with acquired disability — resilience and rediscovering purpose

Rabia Aziz Rizvi

Founder, The Heart Coach

Compassion, patience, and supportive family ecosystems



Umar Ahsan Khan

CEO, Dawlance

Industry's role in creating pathways for PWDs



Sima Kamil

Former Deputy Governor, State Bank

Empowering women with disabilities in finance



Musharaf Hai

Ex-MD, L'Oréal Pakistan

Confidence and persistence for professional success



Shireen Naqvi

CEO, Carnelian

Purpose, empathy, and building meaningful lives



Ali Gul Pir

Rapper & Producer

Mental health, self-expression, breaking societal labels



Talib Karim

President, IoBM

Accessible education and student resilience



Sana Khurshid

Lawyer & Road Safety Ambassador

Navigating life post-disability with strength



Irfan Junejo

Filmmaker

Authenticity, overcoming self-doubt and burnout



"Moments of shared humanity that inspire courage and renewed possibility"

NOWInspire has become a community bound by empathy and resilience, empowering persons with disabilities to imagine their futures with confidence and hope.

NOW INCLUSIVE

Tour



NOWInclusive is an interactive program designed to promote disability awareness and inclusion through immersive activities.

The tour highlights visual, deaf, physical, and intellectual disabilities while teaching proper disability etiquette through sensitization exercises.

Over the past year, NOWPDP has conducted

46
NOWInclusive
Tours

Panning sectors such as FMCG, government, NGOs, INGOs, hospitality, banking, academia, and foreign representatives

Sensitizing over
800
Participants

to inclusive practices and disability etiquette.

PROGRAM FLOW

SIGN UP



Test Your Dexterity

LEGO LAND



Clarity, Composure and Communication

UNSPOKEN EXPRESSION



A Silent Dialogue

DIY SCREEN TIME



Swatch Your Senses

THE GRIND



"Unbearable" is subjective

TECHNO JAWS



Unseen Skills

BETWEEN THE UNKNOWN



Rely On Your Intuition

RICKSHAW RIDE



Take a Victory Lap

NOWPDP IN MEDIA



بورڈ آف ایڈوائزرز، ناو پی ڈی پی



عائشہ یوسف / عمران حسن

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@HUMNewsPakistan

hum.news.pakistan

صبح سے آگے



ناو پی ڈی پی معاشرے میں خصوصی افراد کی شمولیت کیلئے کوشاں

ہیومن
NEWS

NOWPDP effectively leveraged media platforms to showcase initiatives—from one-window SCNIC camps to inclusive workplace campaigns—challenging biases, advocating for accessible education, and enabling meaningful careers.

PODCAST FEATURES



Sima Kamil

Member Executive Committee - NO

VCast

The Story of NOWPDP: Inclusion, Identity, Impact

President Amin Hashwani,
Board Member Sima Kamil,
CEO Omair Ahmad.

Digitales Podcast

with Faizan Syed

President Amin Hashwani.



FHM Pakistan

with Adnan Faisal

CEO Omair Ahmad on the mission for a Bashamool Pakistan.



FM 91's Pro on the Go

with Naveen Waqar

Madiha Qadeer, Ashir Wilson on Ramzan and charitable giving.



TELEVISION APPEARANCES



Dawn News English

Let's Talk About This

Board Member Farhat Rasheed, Sr. Manager Madiha Qadeer on accessibility in public spaces.



365News
Rise and Shine

Manager Hassnain Haider, Beneficiary Sameen Sohaib on challenges and initiatives.

Deputy Manager Ashir Wilson raising SCNIC awareness.



Bol News
Dunya Bol Hai

Manager Hassnain Haider on SCNIC significance.

Deputy Manager Ashir Wilson on SCNIC significance.



Maati TV

SCNIC importance coverage.

GEO News & Dawn News

Zara Hat Kay

NOWRally: Inclusive mobility for lower limb disabilities.



MEDIA COVERAGE



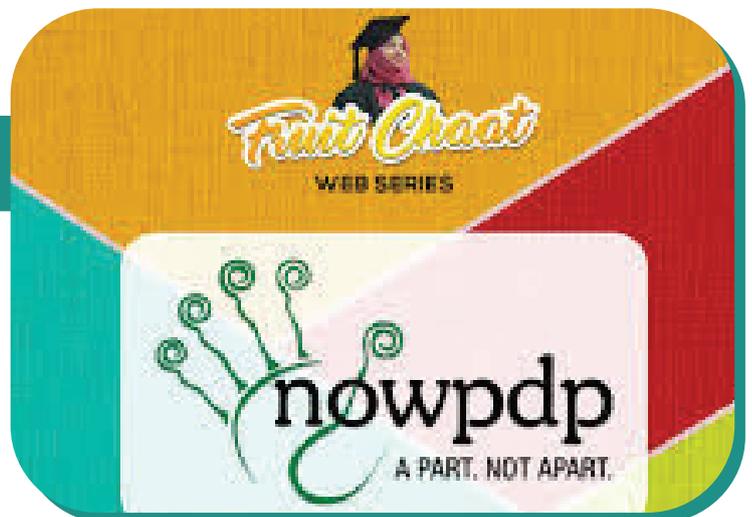
Nukta

Transformative impact on PWDs in Pakistan.

ENTERTAINMENT PARTNERSHIP

FruitChaat

Supporting organization for comedy web series highlighting lived experiences of PWDs.





Our Partners





Financials

Financial Statement

2023-25

INCOME	2025	2024
Grants	350,245,855	118,769,834
Donations	109,322,062	46,988,219
Program service revenue	7,764,012	8,442,327
Zakat	7,704,100	7,887,000
Other Income	1,427,737	2,117,040
Total Income	476,463,765	184,204,420
Operating Expenditure	2025	2024
Salaries Expense	150,788,180	86,255,372
Project Expense	52,172,917	25,262,350
Transportation and Traveling Charges	13,573,756	13,909,888
Depreciation Expense	12,700,336	8,676,818
Marketing and Advertising Expense	14,053,645	3,072,443
Repair and Maintenance Expense	53,643,354	2,088,926
Building Repair Expense	46,089,377	1,707,817
Stipend Expense	10,214,245	5,287,300
Vehicle Maintenance and Running Expense	7,966,260	3,393,905
Event Expense	1,592,277	1,313,785
General supplies	8,463,909	5,274,508
Consultancy Expense	2,888,802	1,348,303
Electricity Expense	4,654,684	2,809,593
Computer Repair Maintenance	1,753,429	525,397
Printing and Stationery	2,030,057	824,467
Security Expense	2,463,323	1,301,245
Rent Expense	10,794,259	2,730,413
Refreshment Expense	8,088,556	4,066,763
Generator Fuel and Maintenance Expense	624,393	645,800
Communication Expense	2,347,243	1,123,007
Cleaning and Kitchen Supplies	208,551	136,821
Insurance Expense	1,274,660	524,311
Software Expense	2,538,381	597,066
Water Charges	819,015	402,481
Audit Fee	1,489,333	322,920
Donation Expense		300,750
Training Expense	285,600	235,000
Postage and Shipping Expense	250,847	133,739
Gas Charges	105,181	123,160
Bank Charges	79,914	82,481
TOTAL OPERATING EXPENDITURE	413,954,484	174,476,829
Surplus / (Deficit) for the year	62,509,282	9,727,591
Fixed Asset Additions	2025	2,024
Leasehold improvement	-	-
Computer Equipment	4,276,745	1,825,886
Office Equipment	20,845,089	1,520,706
Motor Vehicle	7,538,080	-
Furniture and Fixture	5,477,431	966,837
Stitching Machine	1,540,188	78,000
Fixed Asset Additions	39,677,533	4,391,429



[Donate Now](#)

Your generosity empowers persons with disabilities to build independent, dignified lives. Every contribution creates opportunities for education, skills training, employment, and inclusion.

GIVE ONLINE

Scan to donate instantly



COURIER A CHEQUE

Send your donation cheque in favor of "NOWPDP" to:

Head Office:

Bungalow No 83/1, N I Line,
Saghir Hussain Shaheed Road,
Saddar, Karachi

Regional Offices:

Plot no. 3, Lower Ground Floor,
G-7/2, Islamabad

House No. 78, Ahmed Block,
Garden Town, Lahore

House No. 167, Block-D, Near
Al-Rahim Restaurant Unit No.7,
Latifabad, Hyderabad

FUNDRAISE FOR US

Fundraise online on our Global Giving platform or raise funds through college/university projects. Your initiative creates meaningful change.

DEPOSIT OR BANK TRANSFER

For Donation:

Account Title: NOWPDP
Bank: Habib Bank Limited
Account No: 0047-79002206-03
IBAN:
PK07HABB0000477900220603

For Zakat:

Account Title: NOWPDP
Bank: Dubai Islamic Bank
Account No: 0680090001
IBAN: PK90DUIB000000068003000

Visit:

www.nowpdp.org.pk/donate-now

SCHEDULE A PICK UP

Call 021-111-669-737 to have your donation cash or cheque picked up at your convenience.

TOGETHER WE ARE BUILDING A BASHMOOL PAKISTAN
WHERE EVERYONE IS A PART NOT APART.

Acknowledgements

The impact in this report reflects collective effort, shared vision, and unwavering commitment.

We extend our deepest gratitude to our strategic partners across corporate, financial, educational, and government sectors for creating pathways of inclusion. To our generous donors, your support has transformed thousands of lives, enabling access to education, skills training, employment, and dignity.

We acknowledge our team across all centers, whose dedication drives our mission forward. To our beneficiaries, your resilience and courage inspire everything we do. We thank our volunteers, advocates, and community members who champion disability inclusion and dismantle barriers.

Together, we are proving that with the right support, every person with a disability can thrive independently and contribute meaningfully to society. Thank you for being part of this journey toward building a Pakistan where everyone is A Part, Not Apart.



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 Nations Economic and Social Council.

Concept & Design by
The Art Store
www.theartstore.biz



We rise when
we uplift others.



NOWPDP Bungalow no. 83/1, NI Saghir Hussain
Rizvi Shaheed Road, Saddar Street, Karachi

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