

# ANNUAL REPORT 2024

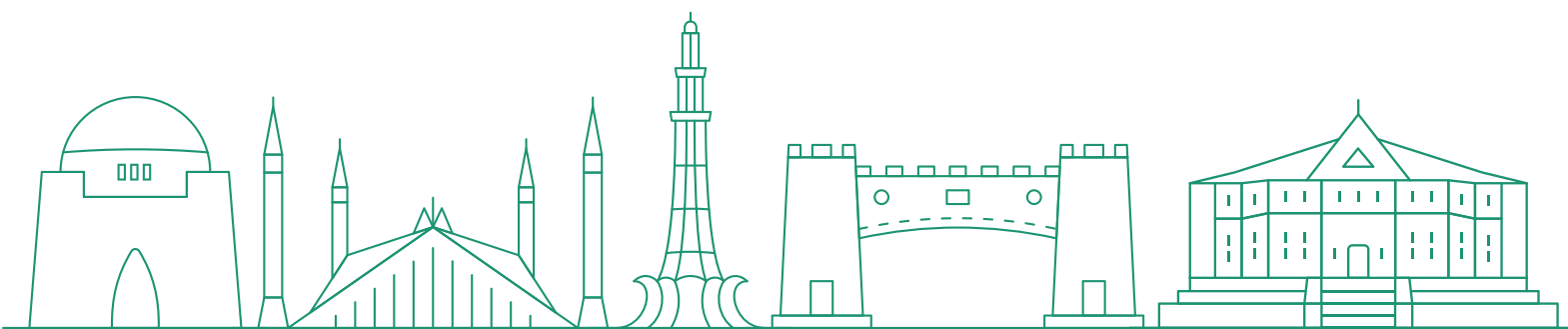


— NATIONWIDE —  
**DISABILITY INCLUSION**





The cover photo truly depicts the essence of NOWPDP's growing national presence and commitment to transforming lives and communities in Pakistan. As NOWPDP goes national, we continue to break barriers for persons with disabilities. Through collaboration, innovation, and advocacy, we are working to ensure an inclusive and accessible Pakistan for all.



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As we close another chapter in our journey to build a more inclusive Pakistan, I stand proud of how far NOWPDP has come as not just an institution but a powerful movement dedicated to empowering PWDs and dismantling any barriers in the path to inclusion.

Building upon years of national outreach, our teams have engaged with communities on the peripheries and realized the severe need for dedicated institutions to serve the needs of PWDs residing in these regions. Launching the Centers of Engagement across 6 districts of Sindh and establishing CEFI in Lahore embody NOWPDP's strategic expansion, marking a significant milestone in our mission to empower PWDs and provide tailored support.

We are deeply grateful to our supporters for joining us in our mission to drive meaningful change and for their unwavering commitment to the cause. Guided by the voices of the communities we seek to serve and empower, we remain committed to our vision of an inclusive and empowered Pakistan.



**AMIN HASHWANI**  
PRESIDENT



Through the steadfast dedication of our teams, we have fostered ecosystems of inclusion throughout Pakistan, reaching communities across the rural-urban divide – amplifying our mission’s impact.

Reflecting back on all that we have achieved this year – the establishment of six Centers of Engagement in rural Sindh and the launch of our office in Lahore – has only served to fortify our existing footprint and reinforce national outreach. I am proud and humbled by the impact that NOWPDP has had on the lives of persons with disabilities in Pakistan this year. Together with the support of our partners, we are steadily embedding inclusivity within institutional cultures and the larger social fabric of Pakistan.

It is truly inspiring to witness the remarkable progress NOWPDP has achieved over the past 16 years. I am confident that we will continue to make a meaningful impact, empowering persons with disabilities in increasingly profound and transformative ways.



**OMAIR AHMAD**  
CEO

# EXECUTIVE COMMITTEE

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



**RONAK IQBAL LAKHANI**  
VICE-PRESIDENT



**KHAYYAM HUSSAIN**  
GENERAL SECRETARY



**LAILA DOSSA**  
MEMBER



**HASNAT HASHWANI**  
MEMBER



**SHHRINA HASHWANI**  
MEMBER



**RUHAIL MUHAMMAD**  
MEMBER



**SIMA KAMIL**  
MEMBER



# BOARD OF ADVISORS

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



**FAHD KAMAL CHINOY**  
CHIEF EXECUTIVE OFFICER,  
PAKISTAN CABLES



**ZAIN MUKATY**  
CHIEF EXECUTIVE OFFICER,  
ONCOGEN PHARMA



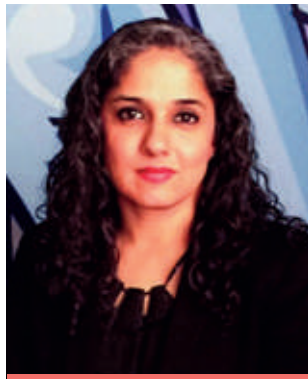
**SADIA DADA**  
CHIEF MARKETING &  
COMMUNICATION OFFICER, K-ELECTRIC



**FAIZAN GHORI**  
DIRECTOR, MATCO FOODS



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



**MISBAH NAQVI**  
CO-FOUNDER I2I VENTURES



**SARA TAHER KHAN**  
CHIEF EXECUTIVE OFFICER, FM91



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



**MUBARIZ SIDDIQUI**  
FOUNDING PARTNER – CARBON LAW



**TAMKEEN SARDAR FAISAL**  
HEAD OF HR, MARCOM & FACILITIES –  
ENGRO ENERGY LIMITED



**SANA KHURSHID**  
LAWYER – ROAD SAFETY AMBASSADOR  
FOR TOTAL PARCO

# ABOUT US

In 2008, NOWPDP was established as a disability inclusion initiative. By creating inclusive ecosystems across Pakistan, NOWPDP proudly leads efforts in identity, welfare, education, skill development, and economic empowerment for persons 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.

The following pillars drive our mandate:



**REHNUMAI**  
On-site Guidance



**SHANAKHT**  
SCNIC and Disability Certificate Facilitation



**FALAH**  
Mobility, Healthcare & Livelihood



**TALEEM**  
Special & Inclusive Education



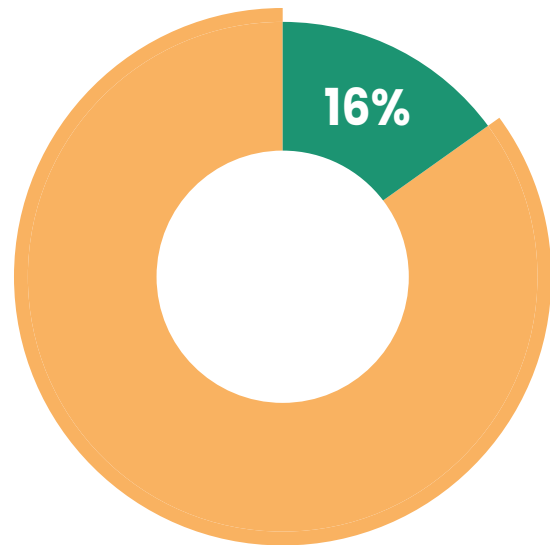
**HUNAR**  
Vocational Training



**ROZGAR**  
Job Placement & Capacity Building



**KHUDMUKHTARI**  
Self -Employment



\*Persons with disabilities constitute **16%** of the world's population, most of them without access to basic facilities.



## Core Values



### Inclusivity

NOWPDP ensures that persons with disabilities are a pivotal part of mainstream society and in fact "A part. Not apart."



### Accessibility

NOWPDP aims to discard attitudinal and infrastructural barriers in every field of life to ensure that persons with disabilities do not get hindered.



### Sustainability

NOWPDP embraces the societal model of disability, offering innovative and sustainable solutions that empower persons with disabilities for the long term, ensuring lasting change and inclusion.



# OUR FOOTPRINT IN 2023-2024



OFFICE LOCATION



ENGAGEMENT CENTER



KARACHI



SUKKUR



SUJAWAL



SHAHEED BENAZIRABAD



ISLAMABAD



BADIN



HYDERABAD



LARKANA



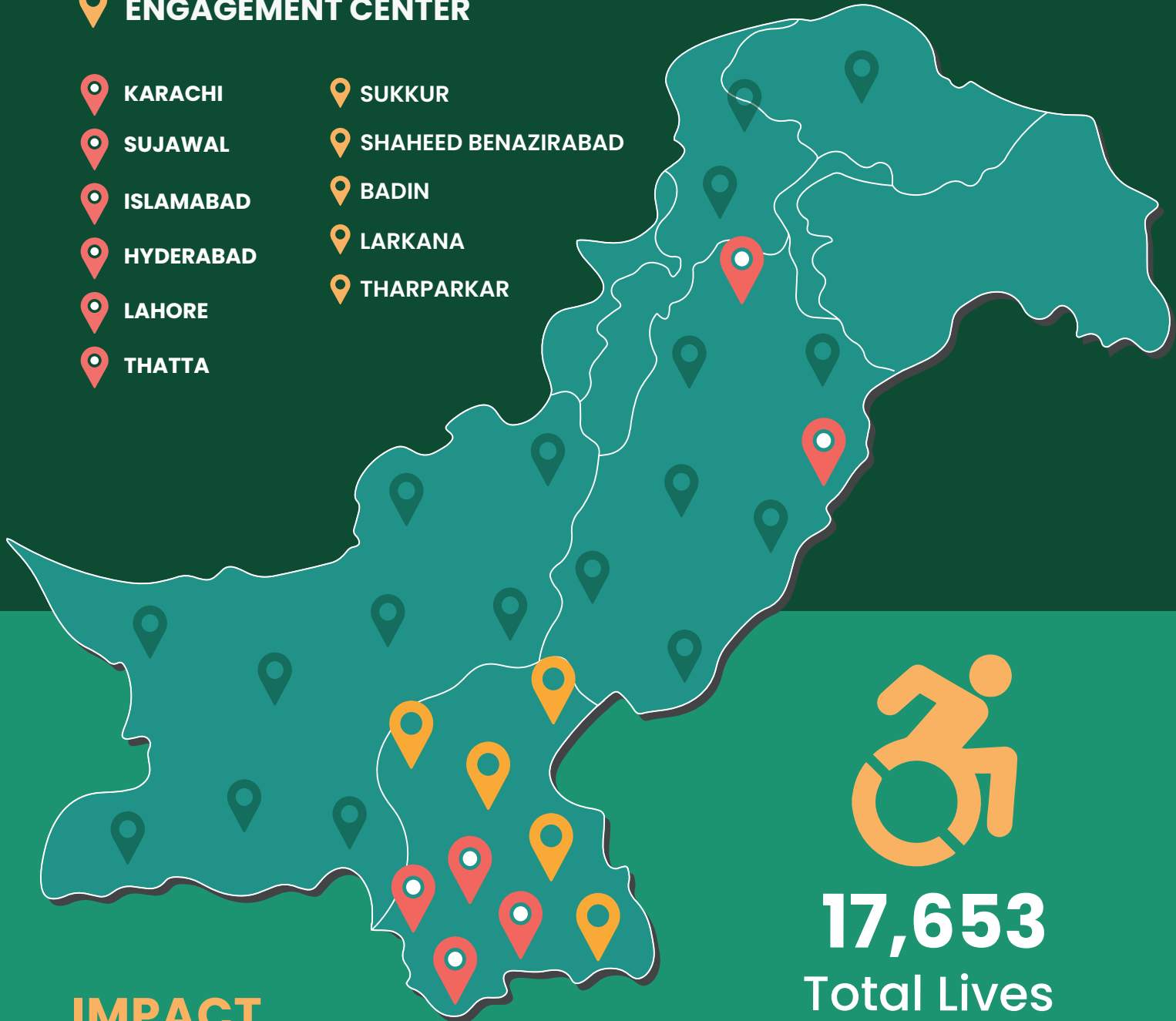
LAHORE



THARPARKAR



THATTA



**17,653**  
Total Lives Impacted

## IMPACT NUMBERS 2024



**441**  
Rations Distributed



**2464**  
SCNICs & Disability Certificates Provided



**170**  
Assistive Devices Provided



**8771**  
People Guided



**295**  
Persons with Disabilities Employed



**178**  
Total Number of Students Enrolled



**861**  
Persons with Disabilities Trained



**19**  
Persons with Disabilities Self-Employed



# KARACHI

Founded in 2008 in one of Pakistan's largest cities, NOWPDP set out with a clear mission: to empower persons with disabilities (PwDs) by promoting their economic independence and social inclusion. Over the years, the organization has expanded its impact, becoming a leading force in providing training, creating employment opportunities, and advocating for the rights of PwDs nationwide. With a growing presence across the country, NOWPDP has successfully reached individuals in both urban and rural areas, fostering a more inclusive society for people with disabilities.



NOWPDP signed an MOU with the Legal Aid Society (LAS) for the provision of legal aid to the beneficiaries.





Team Karachi celebrated 16 years of the organization



US Consul General Conrad Tribble visited NOWPDP for a NOWInclusive Tour



MoU signing between Dawlance and NOWPDP



NOWPDP served as an accessibility partner at KDSP Carnival 2024



NOWPDP celebrated Women's Day



Dawlance visited NOWPDP for a NOWInclusive Tour





# ISLAMABAD

In 2020, NOWPDP established its Islamabad office, marking a significant step in expanding its mission to northern Pakistan. This reinforced presence in the capital has enabled us to more effectively engage with government stakeholders, while continuing to provide assistive devices, vocational training, and employment opportunities for persons with disabilities in the region.



NOWPDP Islamabad hosts British High Commission's 'Zabardast Community Project' Volunteers for Inspiring Hearing Aid Distribution Ceremony





Participated in Consultative Meeting organized by the Ministry of National Health Services Regulations and Coordination, Sightsavers, and World Health Organization



Session conducted for students at Financial Literacy Week held by State Bank of Pakistan



NOWPDP served as an accessibility partner at Mashion Bazaar Islamabad



Presentation on Disability Inclusion in Pakistan's Electoral Process before the Commonwealth Observers Group (COG)



NOWPDP's Engagement at COMSATS University Job Fair for promoting disability inclusion on campus





## SUJAWAL

The Moriro Markaz in Sujawal exemplifies NOWPDP’s commitment to establishing Centers of Excellence across Pakistan, aimed at fostering an inclusive society through comprehensive and sustainable programs. Created through a public–private partnership, the center includes a school for special education, a vocational training center, and a primary healthcare clinic. It also provides rehabilitation services and Shanakht intervention programs. These integrations empower the local community with the resources and opportunities to live with dignity and independence.



Team NOWPDP participated at the Sujawal Youth STEAM Learning Festival 2024 in the panel titled “Spearheading Innovation in the Classroom.”





H&S Students of Moriro Markaz participated in the Sujawal Youth STEAM Learning Festival 2024



Team NOWPDP held a teachers' workshop on incorporating students' special needs and goals into teaching practices.



NOWPDP conducted basic literacy training for persons with disabilities at the Markaz in Sujawal



Secretary DEPD, Tuaha Farooqui, and DC Sujawal visited Moriro Markaz and interacted with students and trainees.



Team NOWPDP organized engaging activities with Moriro Markaz students to celebrate World Physiotherapy Day.



Conclusion of Khudmuktari's stitching batch for women with disabilities.





# HYDERABAD

NOWPDP's 2023 launch of the Center of Excellence for Financial Inclusion in Hyderabad aims to empower persons with disabilities by providing financial literacy, training, and employment opportunities through programs like Rehnumai, Shanakht, Falah, Hunar, and Rozgar. In collaboration with the banking sector and in line with the State Bank of Pakistan's inclusion policy, the center helps advance economic independence for persons with disabilities.



Team NOWPDP met with the Regional Director of DEPDP Hyderabad Division, Muneer Ahmed Bhatti, to collaborate for the Shanakht of persons with disabilities.





NOWPDP donated wheelchairs to Sindh Services Hospital, Hyderabad Division



NOWPDP Hyderabad conducted Pure Tone Audiometry (PTA) tests in Hyderabad.



Through Rozgar, Team Hyderabad conducted the screening of persons with disabilities for potential job opportunities.



NOWPDP Hyderabad distributed red wheelchairs in the celebrations of World Disability Day organized by Life Changing Foundation (LCF)



Team NOWPDP collaborated with the Hyderabad and Umerkot Officials to gather data on beneficiaries for One Window SCNIC Camp.





## LAHORE

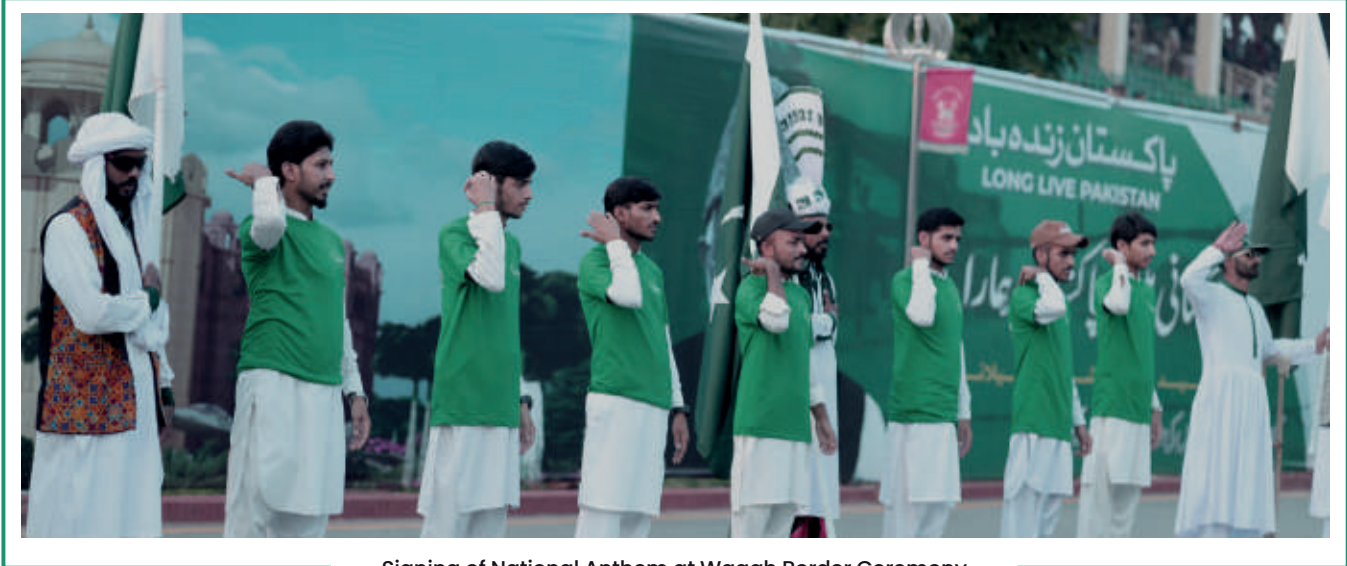
This year, NOWPDP established the Center of Excellence for Financial Inclusion in Lahore, reinforcing our presence in Punjab and marking a significant step forward in our mission to empower persons with disabilities. Operating through a hub-and-spoke model, this center will serve as a central resource, extending its reach across the region by providing a wide range of services and support.

In collaboration with Bank Alfalah, the center will provide financial literacy programs and access to financial services, enhancing workforce participation and financial inclusion. These initiatives aim to promote economic and social inclusion for persons with disabilities in Punjab and beyond, supporting NOWPDP's vision of a fairer and more inclusive society.



CEFI Lahore gears up for Training Sessions





Signing of National Anthem at Wagah Border Ceremony



NOWPDP set up a stall at the Lahore Children Festival



Attended the session facilitated by Sub-national Governance Program (SNG) and UK Aid



NOWPDP along with the Social Welfare & Bait ul Maal Department held an FGD titled "Main Bhi Pakistan Hoo"



# 111-NOWPDP (111-669-737)

Your Direct Link to Empowerment!

A dedicated helpline for persons with disabilities (PWDs) to access information, services, and resources related to



Education



Engagement



Empowerment

What We Offer:

Seamless Access

Comprehensive Support

Prompt Response

A Strong Network

## The Future is Bright!







# NOWPDP MARAKIZ

NOWPDP's Marakiz—centers of engagement—serve as transformative lifelines for persons with disabilities across Sindh, in collaboration with the **Department of Empowerment of Persons with Disabilities (DEPD), Government of Sindh**. These centers, operating under the initiatives **Rehnumai, Shanakht, Falah, Taleem, and Khudmukhtari**, provide essential support, including primary healthcare, basic counseling, access to assistive devices, special education, and economic empowerment.

Through dedicated community engagement and collaboration with local stakeholders, these Marakiz maximize outreach and impact, opening doors to opportunities that were once out of reach. With a relentless commitment to creating an equitable society, the centers of engagement are reshaping the narrative for PWDs, creating a future where everyone has the chance to thrive.





# BADIN



# LARKANA

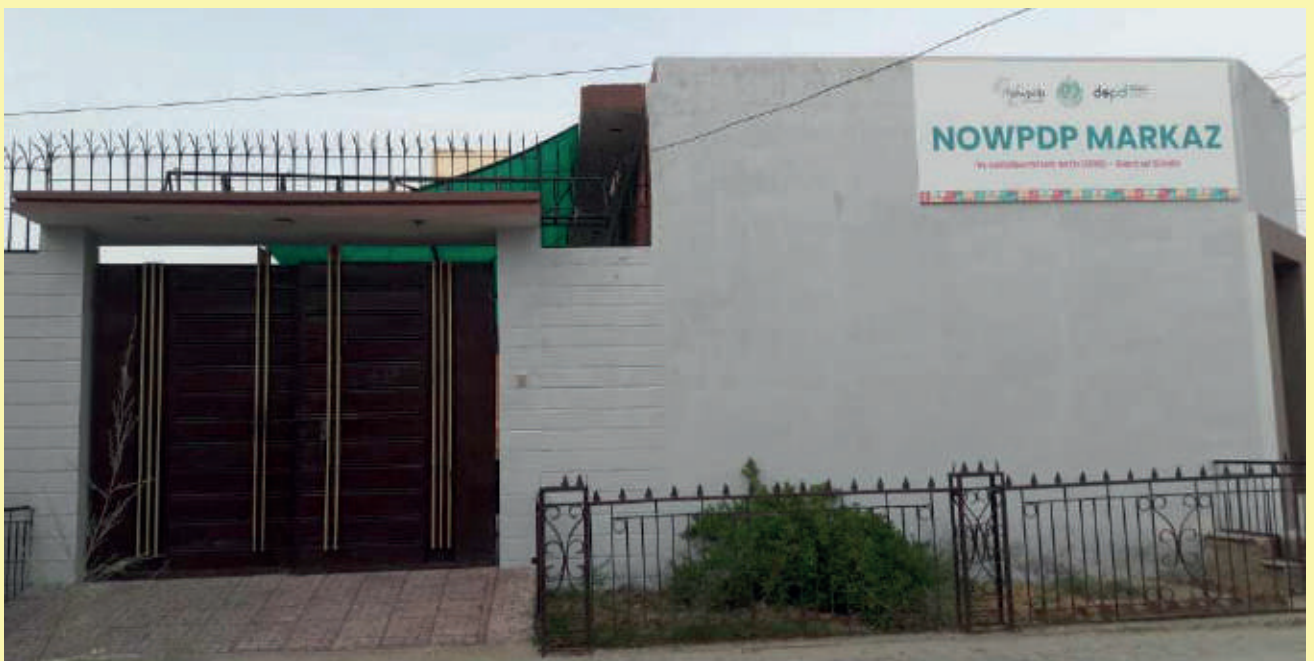




# SHAHEED BENAZIRABAD

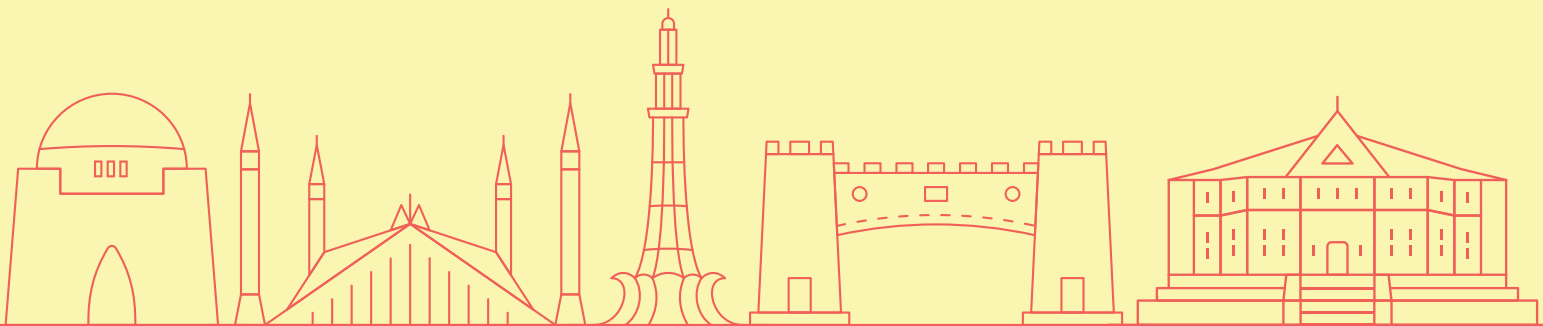


# SUKKUR





# THARPARKAR





## REHNUMAI (GUIDANCE)

Rehnumai aims to empower persons with disabilities by ensuring they receive the appropriate accommodations to foster independence. NOWPDP's Rehnumai initiative focused on community engagement across Karachi, Islamabad, and Sujawal.

Through consultations, panels, and inclusive activities, the program aimed to empower persons with disabilities by providing vital information on their rights, access to assistive devices, and opportunities for economic independence. Efforts included sessions on BISP and the national census, as well as partnerships with organizations like WHO and local government bodies to expand reach and create a more inclusive environment.

**8771**

People Engaged





## Career Development Sessions

Alumni trainees from the NOWPDP Training Center participated in career development workshops led by professional trainers from Navigation Management Consulting.



## Deaf Community Leaders' Meetup

Team Rehnumai hosted leaders from the Deaf Community, offering a briefing on NOWPDP's initiatives and services, along with a guided tour of NOWPDP's facilities.



## Hearing and Speech Community Picnic

At the request of a community leader, Rehnumai Karachi, and the Ishara Department organized a picnic for 55 beneficiaries at Sunway Lagoon Water Park.



## Community Outreach in Islamabad

WWF-Pakistan and NOWPDP Islamabad collaborated under the Australia-Pakistan Water Security Initiative to uplift marginalized communities and champion the rights of persons with disabilities.



## Awareness Session at NUST

Rehnumai Islamabad conducted a specialized session at NUST to raise disability awareness among students.

## Ambassadors Program in Sujawal

Rehnumai Sujawal launched an Ambassador Program to expand outreach across the districts of Thatta, Badin, Tando Muhammad Khan, and Sujawal.





## Awareness Session on BISP

Rehnumai Sujawal held sessions focused on increasing awareness about SCNIC and BISP benefits for persons with disabilities.



## Representation in ECP

NOWPDP Sujawal advocated for disability inclusion in the Election Commission of Pakistan by facilitating the involvement of women with disabilities in the polling and voting process.



## Community Outreach Hyderabad

Community outreach was conducted in various areas of Hyderabad to register individuals with disabilities and perform a needs analysis.



# A Journey of Inspiration

As someone born with both hearing and visual disabilities, life wasn't always easy for Saba. She had always dreamed of becoming a teacher, however, like many persons with disabilities, Saba faced significant challenges in securing a position within traditional educational institutions. Her journey took a positive turn when she discovered NOWPDP.

Through NOWPDP's Rehnumai program, Saba found not just the direction she needed but also the empowerment to take the next step in her journey, including assistance in obtaining her disability certificate. This opened doors to various government services and resources specifically designed for persons with disabilities. Grateful for the staff's dedication, Saba believes inclusivity is a choice everyone should make. Today, she proudly pursues her teaching career, showcasing strength and determination.

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**Saba**









## SHANAKHT (IDENTITY)

NOWPDP organizes Special CNIC Camps, a streamlined one-window operation that brings all relevant governmental departments together under one roof. This initiative significantly reduces the time required for PWDs to obtain a Disability Certificate and/or an SCNIC, from up to 12 weeks to just 2 days.

These Special CNICs hold significant benefits for persons with disabilities. NOWPDP has been successfully running these camps with the essential and steadfast support of NADRA, DEPD, and the Government of Sindh.

**2464**

Total Number of SCNICs Facilitated



**NADRA**  
PAKISTAN

**depd** Department of Empowerment of Persons with Disabilities

**3582**

Disability Certificates issued

**192**

BISP Registrations

**10** REDUCED INEQUALITIES



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**17** PARTNERSHIPS FOR THE GOALS





# Public Sector Facilities

## EMPLOYMENT QUOTA

For all provinces is:

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

## ASSISTIVE DEVICES

- Bait ul Maal provides yearly Rs.20,000 for PWDs and provides different assistive devices:

- Wheel chair
- White cane
- Hearing aid

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

## EDUCATION

- Fee waiver in all public educational institutions

- Reserved quota for PWDs in all public educational institutions:

- 3% in Punjab
- 5% in Gilgit Baltistan
- In Balochistan, 50% discount on Higher education & Primary and Secondary education is free

# Private Sector Facilities

## Transportation

**50% OFF**



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

**25% OFF**



Faisal Movers

**50% OFF**



- AirSial
- Serene Air

**40% OFF**



PIA

**25% OFF**



AirSial & Serene Air offers 25% for the accompanying guardian



**//** In Karachi's Machar Colony, Bengali fishermen and their families face severe poverty and exclusion due to their undocumented status, despite many being born in Pakistan. Recognizing this challenge, the NOWPDP's Shanakht team and Imkaan Trust have joined forces to help residents secure identity cards. Through this partnership, the organizations aim to facilitate the documentation process and provide these communities with a recognized identity. This initiative provides access to basic rights and fosters hope, empowering residents to overcome deprivation and build a more secure future.

## The Unidentified Lives of Machar Colony



In collaboration with NADRA, NOWPDP held a nationwide SCNICs drive at Karachi, Sujawal, Hyderabad, and Islamabad.



SCNIC intervention took place in Hyderabad with the help of NADRA MRV van



Expanding our reach - Islamabad & Rawalpindi Camps



# ONE WINDOW SCNIC CAMP

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



**STEP 01** | Registration at the Special CNIC Camp



**STEP 02** | Issuance of disability certificates by SPDPA



**STEP 03** | Hearing tests are conducted



**STEP 04** | Disability assesment by Department of Health



**STEP 05** | Signature & verification by Medical Superintendent



**STEP 06** | Issuance of Special CNIC token by NADRA

# Transforming Dreams into Reality

Jamil Hassan, a determined individual from Gilgit with a hearing and speech disability, faced lifelong discrimination and financial challenges, compounded by the lack of a Special CNIC to validate his rights. Despite interning at reputable organizations, he struggled to access his stipend, remaining marginalized and without official recognition.

NOWPDP's SCNIC intervention became a turning point, enabling Jamil to secure a Special CNIC, access financial services, and pursue his aspirations. He enrolled in a Computer Operator training program and an English Language course, fostering his personal and professional development. Jamil's story showcases the resilience of persons with disabilities and the transformative power of targeted support in breaking barriers and realizing dreams.

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## Jamil Hassan











## FALAH (WELFARE)

NOWPDP’s Falah pillar supports persons with disabilities by providing assistive devices like wheelchairs and hearing aids, as well as essential resources such as rations and clean drinking water. A primary healthcare clinic at Moriro Markaz in Sujawal, in collaboration with Shine Humanity and the Aziz and Razia Dharamsey Family Foundation, offers medical assistance to all.

With support from the Sindh Government, DEPD, and Social Welfare Departments, NOWPDP distributes wheelchairs nationwide, funded by Doctors Worldwide, Dil Foundation, and the Wheelchair Foundation. These efforts aim to improve accessibility and welfare for persons with disabilities across Pakistan.

Aziz & Razia Dharamsey  
Family Foundation

depd Department of  
Empowerment  
of Persons with  
Disabilities



SHINE  
HUMANITY  
Healthcare for the under-served

**502**

People engaged  
at Clinic

**441**

Rations  
Distributed

**170**

Assistive Devices  
Provided







**In collaboration with LRBT, an eye camp was conducted at Moriro Markaz, Sujawal**



**Healthcare camp at Sujawal was conducted in partnership with JPMC and PharmEvo**

## WHEELCHAIR FEATURES



Black nylon fire resistance upholstery

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

Red powder coating frame for long-term durability

Front wheel with pu tires that make the journey smooth

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

Mountain bike tires for rough terrain



**Ramzan ration distribution in underprivileged regions of Islamabad and Rawalpindi**



**Wheelchair drive was conducted at the head office in cooperation with Dil Foundation, & DOW**

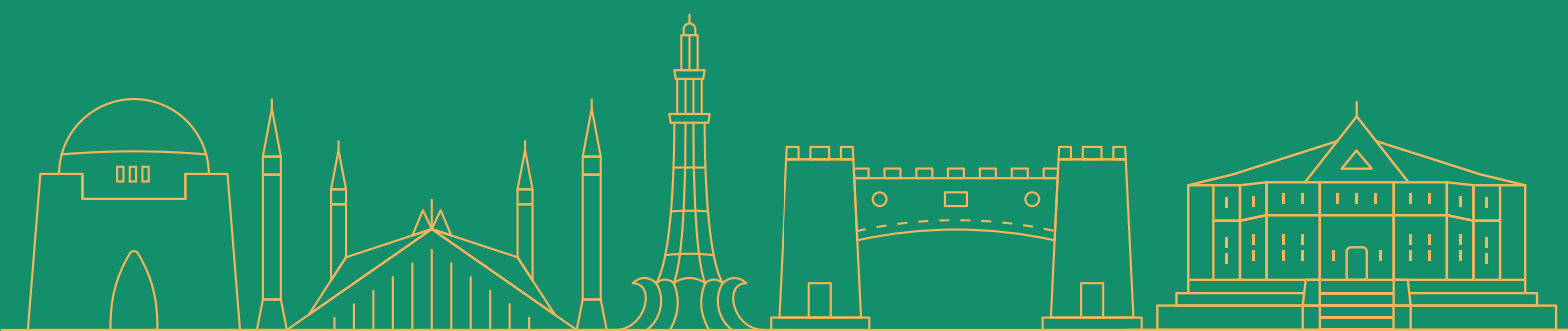
# Compassion in Action

Life took a harsh turn for 11-year-old Sakina from Machar Colony when meningitis left her with cerebral palsy. Sakina's family, struggling financially, couldn't provide the medical care or wheelchair she needed, leaving her with limited mobility and an inadequate diet. Her situation changed when NOWPDP's outreach team registered her case, bringing hope and support.

Upon registration by the outreach team, Team Falah worked to improve Sakina's life by providing a specially designed CP wheelchair, enhancing her mobility. They also arranged for her to be assessed by a nutritionist at Shine Humanity, who created a tailored meal plan. The combination of mobility and proper nutrition not only enhanced her physical health but also filled her family with hope and possibilities. Her story highlights the transformative power of compassion, timely intervention, and resilience.

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## Sakina











## TALEEM (EDUCATION)

NOWPDP is dedicated to providing quality education for children with disabilities, empowering them to thrive in society. Through The Inclusion Academy (TIA) in Karachi, NOWPDP offers inclusive primary schooling where children with and without disabilities learn side by side in a supportive environment. In Sujawal, Sindh, NOWPDP runs Moriro Markaz, a specialized education center designed to meet the unique needs of children with disabilities, offering tailored programs to foster their growth and potential.

By expanding our reach, NOWPDP seeks to demonstrate that inclusive education is not only beneficial but essential for a progressive society.



**13**

Enrolled at  
TIA, Karachi

**165**

Enrolled at  
Moriro Markaz, Sujawal





## Computer Training Program

NOWPDP's Team Taleem initiated a six-month Computer Training program to equip persons with intellectual disabilities for employment.



## Inclusive Sports Gala

Inclusive Sports Gala featured students from Thatta's Special School, Sujawal's Government Chandia School, Private We Care School, and Moriro Markaz



## PTM at Moriro Markaz

Parent Teacher Meeting was held at Moriro Markaz, Sujawal to share the academic progress of the students with parents



## World Braille Day at Markaz

To celebrate World Braille Day, our visual class trainers at the Moriro Markaz conducted an awareness session.





### Participation in the 3rd Differently-abled Scout Event

Students from The Inclusion Academy and Moriro Markaz participated in the 3rd Sindh Differently Abled Scout Agoonoree, which was held in Karachi.



### World Children's Day

Team NOWPDP in Sujawal celebrated World Children's Day with Markaz's students.



### Story of Usman

Usman, a 33-year-old man with a mild intellectual disability, is a proud beneficiary of NOWPDP's programs. Determined to find a job, he approached NOWPDP once more to enhance his skills. He enrolled in their ID Skill Enrichment program, focusing on computer training. Over the next few months, Usman made impressive strides, completing tasks independently and consistently performing at a high level. His dedication and progress highlight his potential, showcasing the impact of the training and support provided by NOWPDP.



### Annual Taleem Plan

The FESF team and Taleem Karachi convened at Markaz to align the Annual Taleem Plan onto a single page.





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



Launch of a video titled "Main Zindagi"



Students performed the National Anthem in Sign Language



Beacon IB School at TIA



TIA at 3rd Differently-Abled Scout Event



Sindh Culture Day Celebrations



Parent-Teacher Meeting held

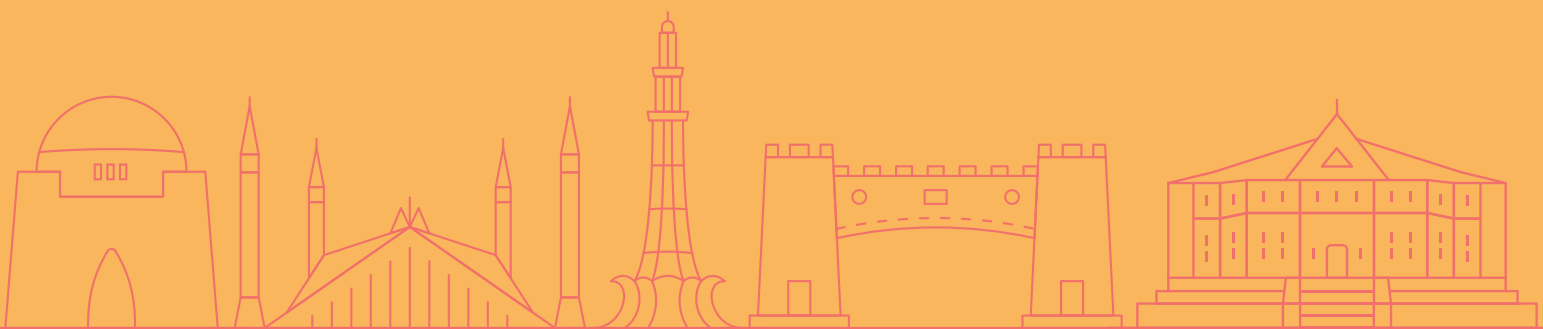
# A Friendship Bond

Raima, a student with Autism, joined The Inclusion Academy in September 2023, initially struggling with socialization and communication. Over time, she grew more confident, forming a close friendship with her classmate Dua, which helped her develop meaningful connections and improve her social skills.

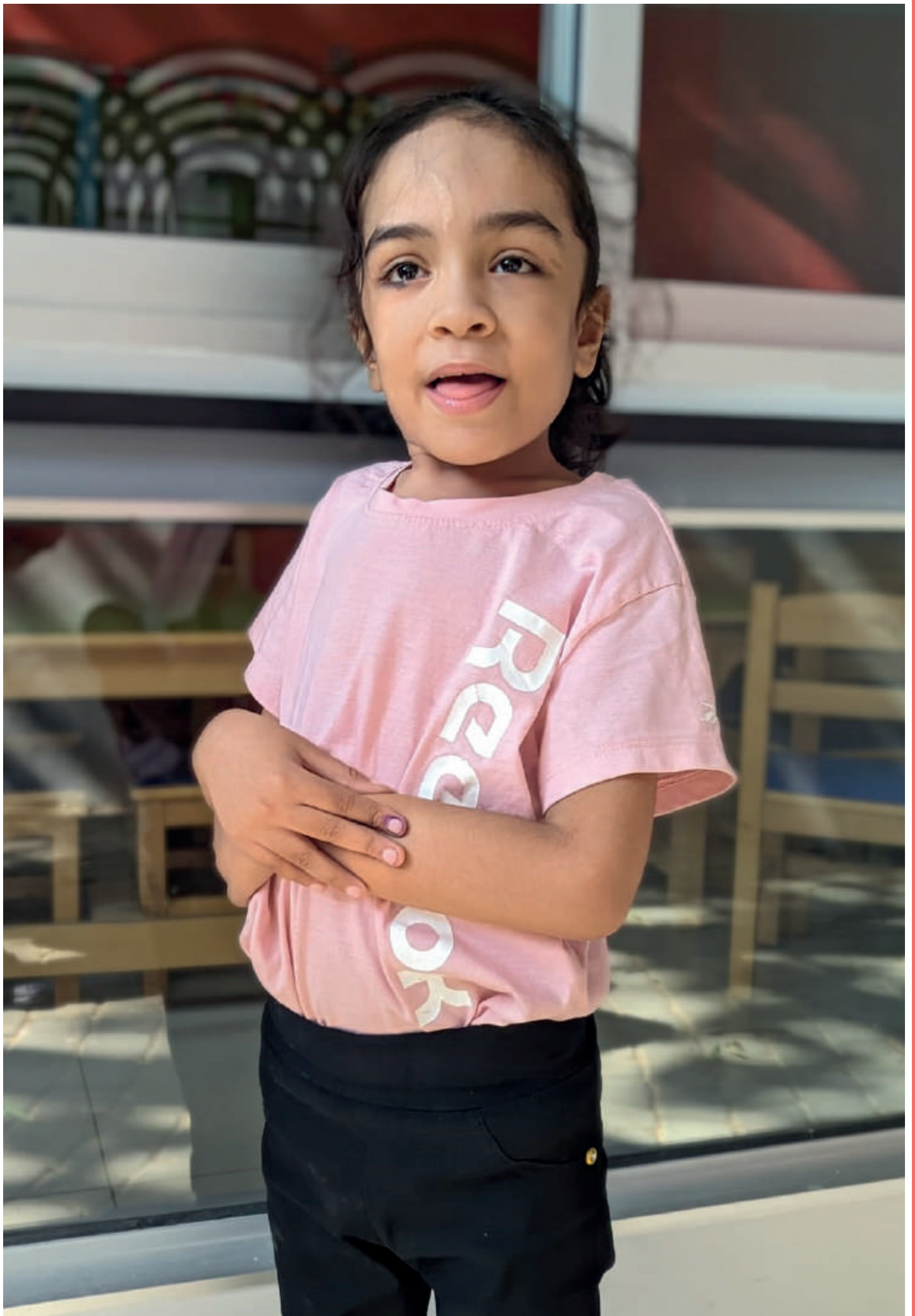
Her thoughtfulness shone through acts like caring for Dua's belongings and assisting with daily tasks, reflecting her maturity and growth. Raima's progress, marked by her joyful demeanor and radiant smile, symbolized her transformation into a confident, engaged member of her peer community.

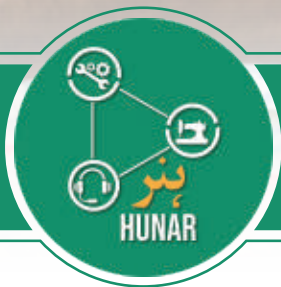
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**Raima**









## HUNAR (SKILLS DEVELOPMENT)

NOWPDP's pillar Hunar empowers persons with disabilities by offering tailored skill development and vocational training, enabling them to achieve economic independence. By bridging the gap between training and sustainable employment, the program fosters an inclusive workforce and helps participants secure meaningful, long-term careers.

Currently, NOWPDP's training centers in Karachi, Islamabad, and Sujawal are actively transforming lives, and with the opening of our office in Lahore, we are expanding these opportunities to persons with disabilities across Punjab.



**861**

Persons with Disabilities Trained





## UNILEVER Upskilling Program - UPLIFT

Hunar empowered 9 UPLIFT Trainees with technical skills and behavioral competencies through 2 months of intensive training.



## Financial Literacy Sessions

Hunar conducted financial literacy sessions with the aim of educating persons with disabilities about saving plans, bank policies and benefits provided by the bank.

## Curriculum Enhancement through FGDs feedback

For quality enhancement, feedback was gathered through Focus Group Discussions with trainees working in the banking and corporate sectors.



### Session at Louis Dreyfus Company

Our Graphic Design graduate trainees attended a session led by Mariyah Arif, HR Head for Pakistan at Louis Dreyfus Company.



### Certification Ceremony NOWPDP Islamabad trainees

NOWPDP conducted Data Entry training and to celebrate the skills development of the trainees and the conclusion of the training, a graduation ceremony was held.

### Basic Literacy Training for Adult PWDs

NOWPDP provides basic literacy training at the Markaz in Sujawal, empowering persons with disabilities to gain confidence through learning basic English and mathematics.







// I've always wanted to learn English due to a gap in my school's curriculum. Improving my communication skills was crucial, especially for interviews. For the past two months, I've been attending NOWPDP's English Language Course, which has significantly improved my communication and reading comprehension. I feel more independent now, as I can easily understand signs, instructions, menus, and online content. It's also easier for me to compose prompts while using AI.

**Azad**  
NOWPDP Trainee



// My name is Noman Malik, and I'm from Rawalpindi. After facing several rejections from companies due to my hearing and speech disability, I was encouraged by a company to reach out to NOWPDP, which I hoped could help change my circumstances. I enrolled in NOWPDP's Computer Operations program, which truly transformed my life. I acquired valuable skills like Excel and financial literacy, which instilled a sense of productivity and capability within me

**Noman Malik**  
Skill Enrichment Trainee

# GRADUATION CEREMONY

In December 2023, NOWPDP, under the banner of Hunar, hosted its annual graduation ceremony for over 1,100 candidates who completed skills development training in various fields at VTC across Karachi, Islamabad, and Sujawal. The training for 40 graduates at the NOWPDP Vocational Training Center was sponsored by the National Bank of Pakistan



Graduation Class of 2023 – Karachi



Graduation Class of 2023 – Sujawal



## GRADUATION CEREMONY 2023 – ISLAMABAD

The ceremony, held at TMUC Islamabad, was graced by the honorable Chief Guest, Ms. Samina Alvi, First Lady of the Islamic Republic of Pakistan. The event celebrated the untapped potential of individuals with disabilities, showcasing their skills and abilities. Graduates and corporate partners actively participated, marking a significant milestone in the trainees' journey as they now move forward in pursuit of employment opportunities.



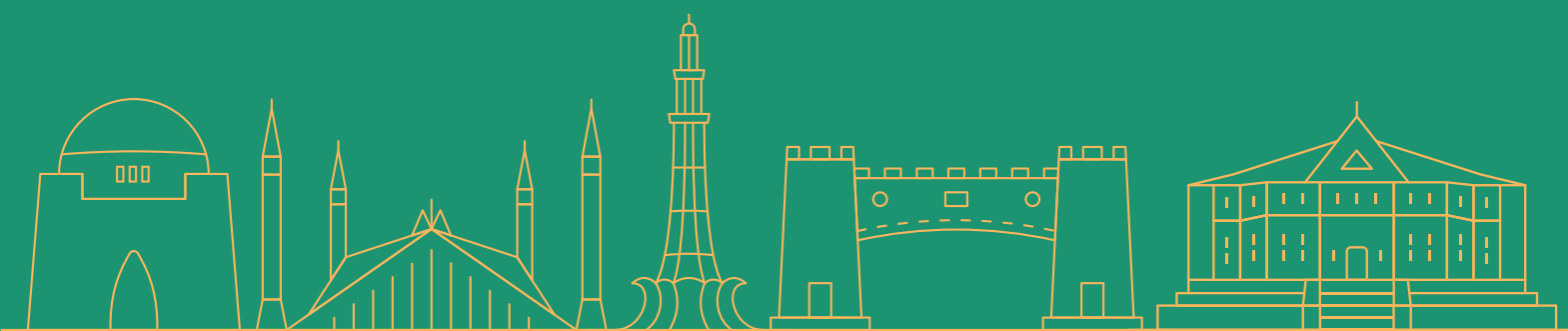
# From Basic Literacy to Higher Education

Mehboob, a young man residing in Sujawal, who had once completed his matriculation with no plans for further studies, has now reignited his educational aspirations thanks to a life-changing opportunity. After enrolling in NOWPDP's basic literacy training program, Mehboob discovered a newfound passion for learning, inspiring him to take a bold step toward higher education by enrolling in intermediate studies.

Determined to expand his knowledge, he now attends coaching centers regularly, dedicating himself to his academic progress. This journey, sparked by Markaz's basic literacy training program, has transformed Mehboob's outlook on education, turning him into a motivated student with a strong drive to pursue his dreams.

---

## Mehboob











## ROZGAR (EMPLOYMENT)

NOWPDP's Rozgar pillar employs a comprehensive two-pronged strategy for economic empowerment. The first approach centers on empowering persons with disabilities by helping them access job opportunities and supporting them in the adjustment to the organizational culture, ensuring they can thrive in professional environments.

The second approach aims to strengthen partner organizations by providing them with the tools and knowledge to support persons with disabilities. This includes training on disability etiquette, sign language for better communication, and infrastructure audits to ensure workplace accessibility.

Through these combined efforts, NOWPDP not only helps PWDs access meaningful employment opportunities but also guides organizations in fostering a truly inclusive and supportive workplace culture.

**295**

Persons with  
Disabilities  
Employed





## Systems Limited

Systems Limited, a leading tech company has hired 3 PWDs with physical disabilities and 7 with hearing and speech disabilities in Karachi. This initiative has placed them in HR, admin, and data entry roles.



## Dawlance

By hiring a significant number of 43 PWDs in Karachi and Hyderabad, Dawlance showed its commitment to the cause of disability inclusion.

## Yunus Textile Mills

Through a robust hiring process, they have made the most significant strides toward employing PWDs. YTML onboarded twenty PWDs in this fiscal year in the Management Traineeship.



## Unity Foods

Unity Foods achieved a significant milestone after onboarding 11 PWDs for internships in different departments including finance, admin, and retail.



## Pakistan Cables

Pakistan Cables provided 5 PWDs opportunities for internship. They were placed in the Marketing and Admin departments.

## Atlas Autos

Atlas Autos hired 12 candidates with hearing and speech disabilities and onboarded 8 more, demonstrating a strong commitment to disability inclusion and fostering economic independence for PWDs.





## Dubai Islamic Bank

DIB ensured extensive sensitization and staff preparedness for the onboarding of PWDs. The bank has hired 24 PWDs from around the country, implementing the mandate of disability inclusion in its true sense.



// I am Saadia Noman, an intern at HBL in the Human Resources department. After completing NOWPDP's Computer Operator Batch 18 in 2023, I have had the chance to prove that disability doesn't limit potential. Every day, I bring my confidence and energy to work, not just to do my job, but to change how people view disability. I teach my colleagues sign language, and they have embraced it with genuine interest. I take pride in completing my tasks on time, and it feels amazing when my managers speak about my work with pride. I am not just part of the team—I am helping create a more inclusive culture, one step at a time.

### Sadia Noman

Project Parwaaz Trainee

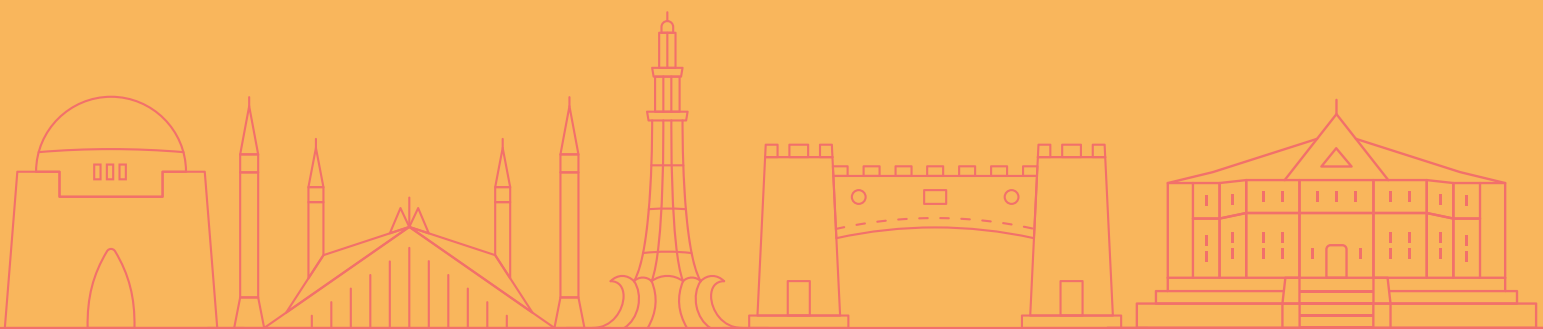
# Embracing Inclusivity

Through Rozgar's facilitation, Hajra secured an internship at Stile, a company renowned for its commitment to inclusivity and empowering persons with disabilities. After completing a three-day orientation, she joined their call center feedback team, benefiting from a hybrid work model and flexible hours that accommodated her physical disability and university studies.

Hajra quickly became a key contributor, producing monthly feedback reports that enhanced customer service operations. Her dedication and high-quality work led to her internship being converted into a permanent position, showcasing both her resilience and Stile's commitment to a diverse, inclusive workplace that values talent over physical ability.

---

**Hajra**











## KHUDMUKHTARI (SELF-EMPLOYMENT)

NOWPDP is committed to creating innovative interventions that enable persons with disabilities to earn a livelihood and achieve Khudmukhtari—a state of economic empowerment and independence, regardless of educational background or employment status.

Among NOWPDP's longest-running initiatives, The Rickshaw Project (TRP) focuses on retrofitting rickshaws to be accessible, allowing individuals with lower-limb disabilities to independently operate and manage these vehicles as a source of income. Furthermore, the Khudmukhtari pillar emphasizes sustainability and aims to enhance income-generating opportunities for women with disabilities, supporting the growth of their businesses and financial independence.

19

Persons with  
Disabilities  
Self employed

shamil  
innovating for inclusion





## Distribution of Stitching Machines

Sewing machines were handed over to female beneficiaries with disabilities in Karachi and Sujawal to initiate their own stitching businesses.



As a person with a disability, not long ago, I was earning a modest income hauling water in a handcart to my hometown. Life was tough, and it was a constant struggle to make ends meet. But everything changed when NOWPDP provided me with a loader. With it, I was able to expand my water supply service and even start offering pick-and-drop services in my area. This opportunity has truly transformed my life, significantly increasing my income and giving me the stability I had longed for. What was once a daily challenge is now a thriving business, and I'm proud of how far I've come.



### ARSHAD

The Rickshaw Program Graduate



## Partnership with Welfare for Humanity & Special Person Organization

Team KhudMukhtari has partnered with the Welfare for Humanity & Special Person Organization (WHSO) for Domestic Stitching Batch # 3 to showcase participants' talents in the broader market.

# A Remarkable Journey of Resilience

Mushraf Hussain, once a small-scale retailer of suits, transformed his business after receiving a Cart Bike from NOWPDP. The mobility and storage capacity of the Cart Bike allowed him to expand his inventory, offering a wider variety of stitched and unstitched suits, which he now sells at the bustling Bachat Bazaar in Korangi. This support enabled Mushraf to reach more customers and significantly grow his business.

More than just expanding his own enterprise, Mushraf has created opportunities for women with disabilities who run home-based stitching businesses. By promoting and selling their handcrafted suits at his stall, he has given their skills visibility and access to new customers in Korangi. His business has become a platform for empowerment, fostering both personal growth and community impact.

---

## Mushraf Hussain









# MEDIA

NOWPDP has utilized media platforms to highlight its transformative efforts for persons with disabilities, including one-window SCNIC camps that simplify the special CNIC process. It actively promotes workplace representation, challenges biases, fosters inclusivity, and provides guidance to ensure access to quality education, empowering PWDs for meaningful careers. NOWPDP's spirit of devotion and perseverance has been in the spotlight all year round.



Team NOWPDP on the show "Noor e Rehman Ishq Ramzan" with Faysal Quraishi on TV One to discuss the importance of guidance and education for persons with disabilities in Pakistan.



NOWPDP's CEO, Omair Ahmed, engaged in a conversation with Sidra Iqbal during her program "Aaj Pakistan" on AAJ News



Omair Ahmed, CEO of NOWPDP, talked about the representation of persons with disabilities in the workforce on the show "Zara Hat Kay" broadcasted on Dawn News TV.





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



CEO NOWPDP, Omair Ahmed, spoke on the Day of Persons with Disabilities on Navin Waqar's show, "Pro on the Go," aired on FM 91.



Ali Gul Pir raises awareness about NOWPDP's SCNIC

# BE A PART



// As a person with a physical disability, I've faced many challenges, particularly in finding job opportunities. Discovering NOWPDP and its mission to empower individuals with disabilities was inspiring, and I was fortunate to join as an intern in the Community Outreach Department. After my internship, I was offered a full-time position as an assistant, and now, three years later, I still feel fulfilled by the positive impact we create.

In my role, I connect with people facing a variety of disabilities and help build partnerships that benefit both our department and NOWPDP's overall mission. Through this journey, I've established meaningful connections within the disability community and strengthened partnerships that further our goals. My experience has also transformed me personally—I've gained confidence in public speaking and developed effective counseling skills. NOWPDP has played a key role in my professional growth, helping me become an advocate for inclusivity and empowerment.

## JOHN SALEEM

*Assistant - Community Outreach*



// Growing up in Sujawal, where basic services are rare, I saw firsthand the struggles people with disabilities face. When I joined NOWPDP nearly four years ago, I was driven to make a difference. Starting with just 30 students at Moriro Markaz, I helped grow our programs to support 185 students across Sujawal, Karachi, and Hyderabad.

At Sujawal's Special School, my role extended beyond teaching; I supported both students and their families, working to shift local perceptions about disabilities. For me, this isn't just a job—it's a deeply personal mission. NOWPDP's supportive culture has allowed me to innovate and develop a scalable model for inclusion. I envision our students reaching top universities and achieving great things, and I'm committed to making that future a reality.

## AQSA JUNEJO

*Deputy Manager Programs, Taleem and Empowerment*



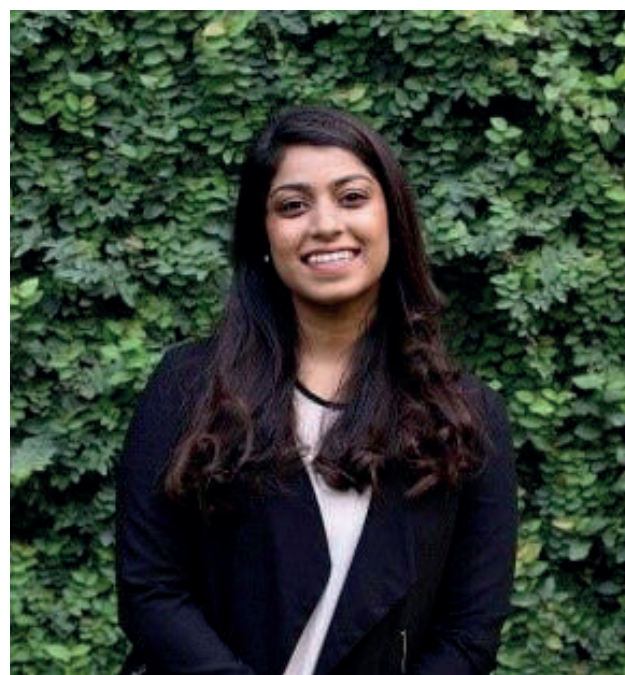


At NOWPDP, I discovered that empowerment goes beyond financial independence—it transforms perspectives, especially around disability. My role focused on raising awareness and creating visibility opportunities for Persons with Disabilities (PWDs), which taught me the true power of perspective. Seeing the impact of an empowered outlook on PWDs left a lasting impression; it not only inspired others but also generated new opportunities.

During my time here, I engaged with a wide range of people: youth, the elderly, marginalized communities, corporate leaders, diplomats, academics, development professionals, and government officials. Across all these interactions, I noticed a common gap—the view of PWDs as inherently limited. It became clear that this limitation wasn't inherent but one imposed by societal barriers we've created. Working at NOWPDP has taught me that by challenging and reshaping these perspectives, we unlock a world of potential for PWDs and move closer to true inclusivity.

## NAVEEN KHAN

*Associate - Resource Mobilization (North)*



In May 2024, I began my journey with NOWPDP, what drew me towards the organization was its unwavering commitment to breaking barriers and ensuring equal opportunities for all. Of course, this shared passion had a face to it and that was the marvelous NOWPDP team, who not only followed inclusivity as a policy but as a value integrated into our culture and thereby welcomed me with open hearts on my first day.

Since then, not only was I welcomed but my opinions, recommendations, and ideas had a safe space. Over time my role has elevated and I have been positioned as the custodian for the CEFI at Lahore alongside multiple awareness, training, and visibility activities in Punjab. Expanding into a new area brings with it multiple challenges however with resilience and perseverance we have made inroads not only within Lahore but also Faisalabad and Multan, especially through our pillars of Hunar and Rozgar.

With the Lahore office launch around the corner, I am excited to develop sustainable partnerships with the government, corporate organizations, academia, and other industry players

## NOOR UL AIN

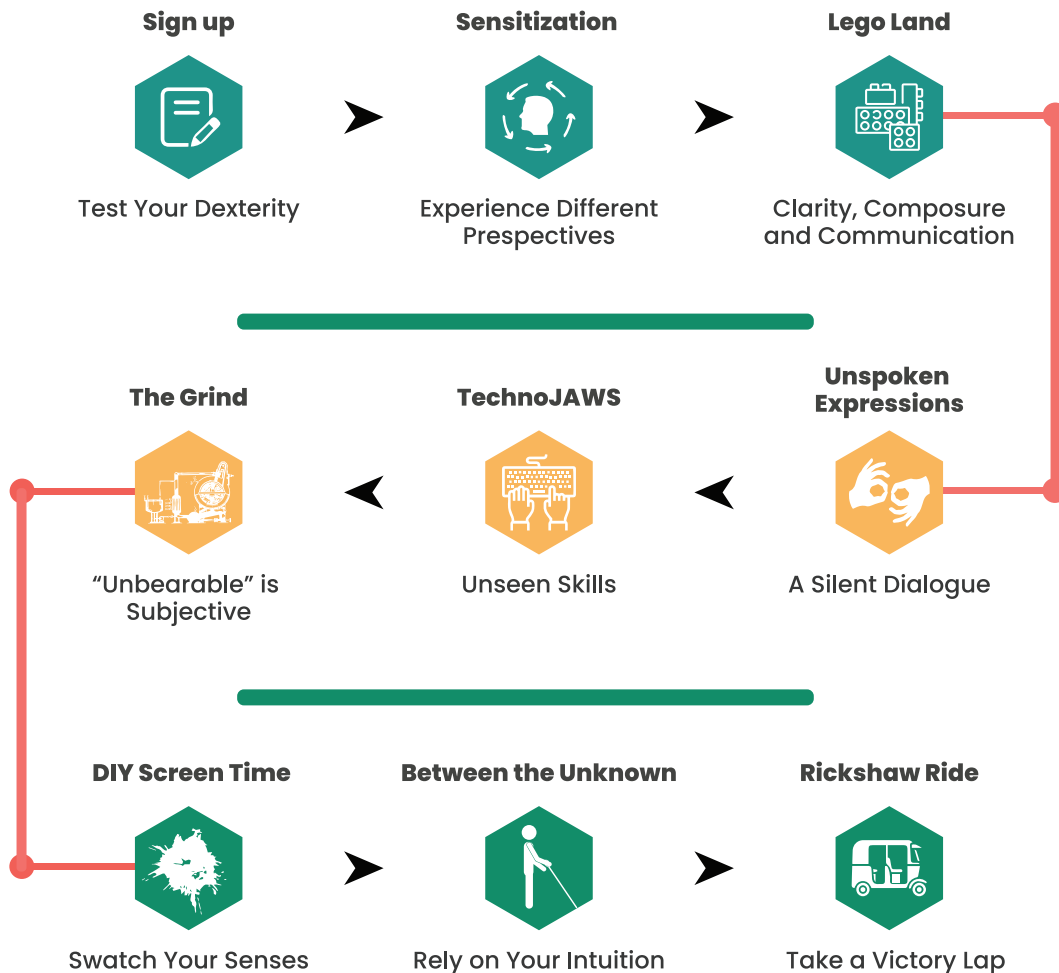
*Manager, Lahore*

# NOW Inclusive Tours

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



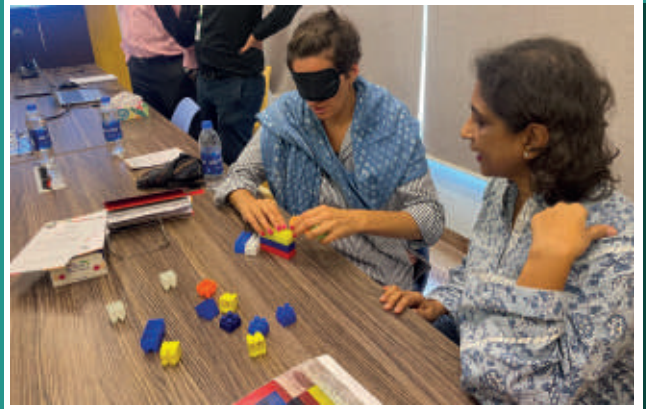
## Program Flow







**Sign Up** (Test Your Dexterity)



**Lego Land** (Clarity, Composure and Communication)



**Unspoken Expression** (A Silent Dialogue)



**Techno JAWS** (Unseen Skills)



**The Grind** ("Unbearable" is subjective)



**DIY Screen Time** (Switch Your Senses)



**Between The Unknown** (Rely On Your Intuition)



**Rickshaw Ride** (Take a Victory Lap)

# FEATURED PARTNER



National Bank of Pakistan (NBP) has been a key partner in NOWPDP's mission to empower persons with disabilities (PWDs) across Pakistan. Through this collaboration, NBP has played an essential role in providing skills training, financial literacy, and job opportunities to PWDs, helping them achieve greater economic independence. The bank has also conducted accessibility audits to enhance inclusion, and organized sensitization training sessions for staff, all of which reflect their strong commitment to disability inclusion.

Through this partnership, NOWPDP and NBP are working together to create a more inclusive society by fostering workplace diversity and ensuring equal opportunities for all. NBP's continued support plays a crucial role in advancing disability inclusion across Pakistan, showcasing a powerful example of corporate responsibility in action.



National Bank of Pakistan

نیشنل بینک آف پاکستان



# Support **NOWPDP** in its mission towards achieving disability inclusion



## GIVE ONLINE: SCAN NOW

 GlobalGiving



## COURIER A CHEQUE

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



## FUNDRAISE FOR US

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



## DEPOSIT OR BANK TRANSFER

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



## SCHEDULE A PICK UP

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

# FINANCIAL STATEMENT 2023-24

	YEAR 2024	YEAR 2023
<b>INCOME</b>		
Grants	118,769,834	57,210,755
Donations	46,988,219	48,974,800
Program service revenue	8,442,327	11,724,805
Zakat	7,887,000	5,384,000
Other Income	2,117,040	17,125
Total Capital Expense	184,204,420	123,311,485
<b>Operating Expenditure</b>	<b>2024</b>	<b>2023</b>
Salaries Expense	86,255,372	55,856,154
Project Expense	25,262,350	12,252,929
Transportation and Traveling Charges	13,909,888	11,294,865
Depreciation Expense	8,676,818	6,918,150
Marketing and Advertising Expense	3,072,443	3,934,930
Repair and Maintenance Expense	2,088,926	3,414,616
Building Repair Expense	1,707,817	2,881,913
Stipend Expense	5,287,300	2,565,987
Vehicle Maintenance and Running Expense	3,393,905	2,049,346
Event Expense	1,313,785	2,014,722
General supplies	5,274,508	1,922,641
Consultancy Expense	1,348,303	1,851,145
Electricity Expense	2,809,593	1,657,421
Computer Repair Maintenance	525,397	1,382,335
Printing and Stationery	824,467	1,358,501
Security Expense	1,301,245	1,343,878
Rent Expense	2,730,413	1,080,655
Refreshment Expense	4,066,763	960,987
Generator Fuel and Maintenance Expense	645,800	826,103
Communication Expense	1,123,007	634,855
Cleaning and Kitchen Supplies	136,821	619,679
Insurance Expense	524,311	585,070
EOBI Expense	-	514,077
Software Expense	597,066	426,401
Bad Debt	-	306,235
Water Charges	402,481	240,285
Audit Fee	298,080	237,600
Donation Expense	300,750	166,600
Training Expense	235,000	136,490
Postage and Shipping Expense	133,739	81,208
Gas Charges	123,160	69,310
Bank Charges	82,481	38,645
<b>TOTAL OPERATING EXPENDITURE</b>	<b>174,451,989</b>	<b>119,623,732</b>
Surplus / (Deficit) for the year	9,752,431	3,687,753



	<b>YEAR 2024</b>	<b>YEAR 2023</b>
<b>Fixed Asset Additions</b>		
Leasehold improvement	-	9,330,717t
Computer Equipment	1,825,886	2,967,430
Office Equipment	1,520,706	1,932,424
Motor Vehicle	-	-
Furniture and Fixture	966,837	3,179,313
Stitching Machine	78,000	-
<b>Fixed Asset Additions</b>	<b>4,391,429</b>	<b>17,409,884</b>

NOWPDP is certified by the Pakistan Center for Philanthropy (PCP), and is a member of the Provincial Council for Rehabilitation of Disabled Persons (PCRDP), Government of Sindh. NOWPDP is also accredited for the Conference of State Parties to the UN Convention of Rights of Persons with Disabilities and has obtained a consultative status on the United Nation's Economic and Social Council.

# GRANTS & DONORS



Bank Alfalah



National Bank of Pakistan  
نیشنل بینک آف پاکستان



THE BANK OF PUNJAB



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Ruhail  
Muhammad



Liberty Power Tech Ltd.

Dawood Habib  
C/O Mikaeel Habib



CANVAS

GALLERY



# PARTNERS









# ACKNOWLEDGEMENTS

We would like to extend our sincere gratitude to our well-wishers who have supported us in our cause of disability inclusion.



Accessible Website



Corporate Video





# DONATE TO SUPPORT OUR CAUSE



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

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







## GET IN TOUCH

@NOWPDP



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

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