The NOWPDP Team
The cover of this report is emblematic of what NOWPDP has endeavored to achieve this year: an empowered and educated national dialogue on disability. The hand-prints are of the entire NOWPDP team, and the subsequent image representative of the national flag; to signify how each member of the NOWPDP team continues to strive for the collective will of our mandate.

In 2016, our teams journeyed across Pakistan, from the Swat Valley, Peshawar and Mardan in the North to the tri-delta area of Thatta, Badin, Sujawal in the South – working with all segments of the society to inculcate disability inclusion. 2016 also marked the continuation of the Special Computerised National Identity Card (SCNIC) registration drive, for which we are specially thankful to the Social Welfare Department, Labour Department and Health Department - Government of Sindh, and NADRA. Literacy and mobility, too, remained crucial focus areas, reflected in the launch of Dastoor – our education program – and the development of an improved tricycle through our national Accessible Cycle Project.

As the flame of 2016 dances on its last embers, we rekindle the hope that 2017 ushers in an aware, inclusive, accepting and peaceful Pakistan – for all.

— Omair Ahmad
Director, NOWPDP
NOWPDP was established in 2008 as a disability inclusion initiative. We operate in the areas of education and economic empowerment through our dedicated programs, Dastoor and Yaqeeen, and other interventions.

About Us

NOWPDP is certified by the Pakistan Centre 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 (CRPD).

Goals

- Raise awareness about persons with disabilities.
- Build the capacity of institutions and persons with disabilities.
- Advocate for the rights of persons with disabilities.
- Facilitate access to opportunities and services for persons with disabilities.
- Promote an inclusive society through holistic and sustainable endeavors in the areas of education and economic empowerment.
- Persons with disabilities (PWDs) have equal access to opportunities and are an integral part of society.

Objective

Vision

Persons with disabilities (PWDs) constitute 15% of the population without access to basic facilities such as healthcare, employment, education.
Our Footprint in 2016

- 1219 people made aware about disability
- 112 children with disabilities trained
- 25 adults with disabilities trained
- 22 job placements
- 5 internships
- 200 SCNICs facilitated
2016 Highlights

January
- Accessible Cycle Design Challenge launches nationally
- HBL Disability Inclusion implementation phase begins
- NOWPDP’s Program for education “Dastor” launched
- Disability Equality training with Trócaire’s implementation partners in Sindh and Peshawar
- Job placement at Liberty Mills Limited
- Vocational training begins at 3 VTCs
- TIKA supports training of children with disabilities
- NOWPDP awarded certification by Pakistan Centre for Philanthropy (PCP)

February
- NOWPDP becomes member of the PCRDP, Government of Sindh
- Special CNIC Registration Drive at NOWPDP
- Disability Equality training with Trocaire & its partners
- Inclusive Community Assessment in Sindh
- NOWPDP awarded certification by Pakistan Centre for Philanthropy (PCP)

March
- Inclusive Art Activity “Meri Dunya ke Rung”
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July
- Internships for persons with disabilities commence at Engro Foods
- Phase II for Project Awaz begins with sensitization trainings
- Inclusive activity with Ufone
- Accessible Cycle prototype development begins

August
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Dastoor nurtures and enhances the potential of young minds, bringing them a step closer to their goals. Children with disabilities, between the ages of 14 to 18 years, are trained at special schools in the skills of textile design, screen printing and block printing. We are grateful to Rotary Club and TIKA for their support in this endeavour.

How do we do it?

- A 6-month training module designed in consultation with textile design houses.
- Trainers with hearing/speech impairment impart the textile design and screen printing training.
- Trainers with physical impairment conduct the block printing training.
- Examinations are part of the module to assess the learning of the trainees.
“I love this (textile design) training especially because it is on a computer. I wish to work in an office.”
-Zeenat Ilyas
Islamic School for the Deaf

“I enjoyed the block printing training more because it is something I have never seen or thought of earlier in terms of a career option. I can also start my own business if I don’t enjoy doing a job.”
-Hamza Naeem
ABSA School & College for the Deaf
I like it here. I learnt how to do screen printing and use a computer. I want to be a soldier when I grow up.”
-Muhammad Usama
Bahria Special School

“My favourite subject is English, but I liked making cushions in my block printing class. I want to be a soldier after I’m done with school.”
-Obaid Zarafat
Bahria Special School
Adults with Disabilities

Dastoor also focuses on adults with disabilities above 18 years of age, to be trained in market relevant skills, which enables them to access opportunities in an inclusive environment at mainstream vocational training centres. We are thankful to Jubilee General Insurance for their support in this endeavour.

How do we do it?

» Vocational training centers are prepared to ensure an inclusive environment.
» Candidates are identified and prepared for 3-12 months training sessions.
» Progress of the candidates is monitored throughout the training period.
» Entrepreneurial workshops are conducted to prepare the trainees for self-employment.
» Employability training is provided to prepare trainees for employment opportunities.

Our Partners

1. Pakistan American Cultural Center (PACC)
2. The Hunar Foundation
3. ZVMG Rangoonwala Trust
“I have always wanted to work despite my disability since it allows me to contribute to the household expenses and ease my parents a little bit. Also, I love arts and graphic designing so the opportunity to learn and improve my skills at PACC was very apt at this point in life.”
-Habiba Fatima
Computer Course Trainee at PACC

“I have always enjoyed doing make-up, so learning it is also great. I have never attended school due to my disability but I now want to learn this so I can work in the future.”
-Kaneeza Qadir
Beautician Trainee at ZVMG Rangoonwala Trust
NOWPDP’s disability consulting program Yaqeeen aims to facilitate economic empowerment of persons with disabilities by promoting equal opportunity employment. Yaqeeen represents growth and symbolizes the subsequent journey experienced by those facilitated through the program.
"HBL is not taking this initiative as corporate social responsibility, for disability inclusion is much more than that. It is about giving people their fundamental rights."

-Nauman K. Dar
President and Chief Executive Officer
Habib Bank Limited
HBL

Disability Inclusion at HBL moved into the implementation phase this year incorporating the recommendations and analysis from the research phase. A total of 10 sessions were conducted to sensitize 370 employees. The HR team was also trained to interview, recruit and include persons with disabilities at HBL.

Trócaire

NOWPDP collaborated with Trócaire and its 18 implementation partners across Pakistan to include disability in their programmatic themes of humanitarian response, gender-based violence, disaster-risk reduction and livelihood. 178 individuals from the partners, based in all four provinces participated in 15 training sessions which were conducted in Hyderabad, Islamabad, Peshawar, Mardan and Swat.

“I would like to say how impressed we were with the training for Trócaire staff. The training was engaging and informative and the use of multimedia combined with discussion was refreshing and different.”

-Katherine Sargent
Country Programme Manager

Liberty Mills Limited

NOWPDP facilitated inclusive employment at Liberty Mills Limited where 5 placements were made for persons with hearing/speech impairment and physical impairment in their stitching unit. More than 250 employees at the factory site were sensitized to make them inclusive of persons with disabilities.

Engro

As an effort to further the disability inclusion project with Engro in 2014, Engro Foods initiated an internship program for persons with disabilities in Karachi, Sukkur and Sahiwal, for which NOWPDP facilitated 4 positions.

“This internship was a great opportunity, providing me a platform to learn on-the-job and grow professionally. I am particularly thankful to Ms. Mona Faisal (Engro), LCDDP and NOWPDP.”

-Sanjay Kumar
Intern at Engro Foods
NOWPDP partnered with Shell Pakistan to take their initiative Project Awaz to new heights. The 6 month project facilitated the employment of persons with hearing and speech impairment at selected retail forecourts in Karachi. 16 persons with hearing and speech impairments were employed at 11 selected sites at the completion of the project. 286 Service Champions, including forecourt staff and site managers, were engaged through 15 sensitization sessions and sign language training.

“I love my job. This was a wonderful opportunity and I couldn’t have asked for more. I learnt over time and have been promoted to handle CNG filling besides the viper.”
-Ghulam Abbas
Forecourt Service Champion
Some of the materials supplied were so good that they could almost be mistaken as sales brochures for a finished product. Congratulations to all involved.

-Alice Teisan
(living with invisible disability for many years)
Founder of
His Wheels International and Jury Member Accessible Cycle Design Challenge.

The Accessible Cycle Project was launched nationally in January 2016 as an effort to reduce problems of mobility for persons with lower-limb impairment, by enhancing the design of the commonly used tricycle. In the first phase, the Design Challenge reeled in 150 registrations. The winning design was selected from 60 designs, judged by a panel of leading experts from institutions such as Stanford University and MIT. In Phase II, the final prototype is under development and will be sent to the D-Lab of MIT for testing. Phase III will see it introduced in the market.

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(living with invisible disability for many years)
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Research Project with WonderTree

WonderTree games are a platform that promote learning and therapy for children with disabilities, through augmented reality. The aim of the games is to enhance the cognitive, motor and functional skills as required by children with different needs. NOWPDP joined hands with the award-winning WonderTree to study the impact of the games on children with disabilities over 2 months. The research was launched with 10 children with intellectual impairment between the ages of 12 – 21 years from Zainab Rehabilitation Centre (ZRC).

Disability Narratives

Sessions were conducted on a range of different topics, providing an inclusive and accessible setting. These take the shape of impromptu forums and awareness sessions aimed at disseminating information using creative outlets to change the perspective of the general public of the city.

“We should have more of these events for children with disabilities and I’d be very happy to be there for them.”
-Khaled Anam
Renowned TV Artist

“WePersons with Disabilities are just different but equally capable of doing everything as long as they realise their strength. Thank you for inviting me to speak at this session. I loved being here!”
-Sohail Zindani
Founder & CEO – Learning Minds Group and Renowned Motivational Speaker

Resource Directory

The NOWPDP Resource Directory is being developed as a platform to disseminate information regarding disabilities to a wider audience. While the platform is being built to host relevant information online, NOWPDP collected and verified more than 500 entries relating to services, benefits and provisions available for persons with disabilities.
Inclusive Community Assessment

NOWPDP participated in the Inclusive Community Assessment organized by Handicap International and Pakistan Fisher Folk Forum (PFFF), in collaboration with Dar-ul-Sukun, Nawabshah Disability Forum (NDF) and Disabled Welfare Association (DWA). The research was conducted in villages of the Sujawal district of Sindh to assess inclusion and barriers to inclusion in the communities. The aim of this research was to identify the best ways to implement the Inclusive Disaster Risk Reduction (IDRR) project and promote inclusion for all vulnerable groups.
NOWPDP will continue to focus on the areas of education and economic empowerment to promote inclusion in society. In doing so, we hope to expand our operations across Pakistan.

**The Way Forward**

**Education**

- Developing skills of 200 children with disabilities at special schools.
- Facilitating inclusive opportunities for 100 adults with disabilities at mainstream vocational training centres.
- Improving quality of education at special education schools.
- Promoting inclusive education of children with disabilities.

**Economic Empowerment**

- Building the capacity of organizations for disability inclusion.
- Facilitating employment for 100 persons with disabilities.
- Identifying self-employment opportunities for persons with disabilities.

**Other Interventions**

- Conducting nation-wide research in collaboration with the British Council, to explore skills that support access to employment and self-employment.
- Raising awareness through Disability Narratives.
- Developing accessible cycles for 30 persons with disabilities.
- Facilitating SCNIC registration for 200 persons with disabilities.
- Launching the Disability Resource Directory.
You can be part of the NOWPDP family by becoming an advocate for inclusion as: An intern, a volunteer or an ambassador.

“It was a wonderful experience! It was an eye-opener, I realized the amount of hurdles that people with disabilities have to go through and how I can help ease that. It provided me with plenty of opportunities to interact with such people and simultaneously allowed me learn and grow.”

-Aisha Motiwala, SZABIST

“Being a person with disability myself, I was thrilled to be a part of the internship program, especially with program Yaqeen where I was able to play my part in researching and spreading awareness about disability.”

-Syed Muhammad Ahmed IBA

For more details, email hr@nowpdp.org
You can also donate to support our cause:

Via Bank Transfer or Check:
Account Title: NOWPDP
Bank: Habib Bank Ltd
Account #: 0047-79002206-03
Swift Code: HABBPKKA
IBAN: PK07 HABB 0000 4779 0022 0603

Cheques should be made out to:
NOWPDP
NOWPDP House, Bungalow No. 83/1, N I Line, Saghir Hussain Shaheed Road, Saddar, Karachi, Pakistan
021-32294527-8

Support our projects on Global Giving with regular updates:

» Vocational Training for Children with Disabilities.
» Give 1000 Persons with Disabilities an Identity!

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For detailed financial accounts, please visit our website www.nowpdp.org

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**Legal Standing:**
NOWPDP is registered as a Non for Profit Organization under clause (c) of sub Section (36) of Section 2 of the Income Tax Ordinance, 2001; and under the Societies Registration Act XXI of 1860 vides Registration KAR No. 0373 of 2008-09.
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