

ANNUAL REPORT

2022-2023

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Acknowledgement

Year 2022-2023 marks the 'Silver Jubilee' year of Disabled Welfare Association (DWA), Sindh's leading representative Organization of Persons with Disabilities (OPD). This year also marks the years' long struggle behind today's success of DWA. Now DWA has been playing a vital and an undeniable role for inclusive development in Pakistan, especially in Sindh.

DWA's journey of twenty five years is an exciting story of unstoppable struggle and passion with sheer belief to recognize Disability Rights among all including the commoners and the influential or the key decision makers of the society. This journey of struggle was never smooth. During those early years, DWA team had experienced frequent denials and faced rejection of ideas for a friendlier and a more accessible society in almost every segment of the society. Our society was never ready to recognize 'Disability Rights' during the first decade of the twenty-first century. Though, the DWA team continued its endeavor with an ever increasing passion and sheer dedication.

For giving a sigh a relief, there have always been altruistic and sincere support groups in the society who have always lent a helping hand to DWA team for turning their small scale initiatives, dreams and vision into a grand level success. Though, it took many years to DWA team to successfully win the consent of the key decision makers of the society for inclusive development in Pakistan. Today, DWA team takes the enormous pride for its revolutionary initiatives for PWDs in close collaboration with these key decision makers, who are never hesitant to be known as the key stakeholders of Disability movement in Pakistan.

DWA acknowledges all of its collaborative partners and sister organizations throughout these years. Without their support and assistance, DWA have crossed milestones with such pace and DWA has won national and international recognition only because of the unconditional support, DWA team has always received from all the well-wishers of yester years.

Expression of Gratitude for our Collaborative Partners.

DWA team expresses its gratitude to all the key stakeholders, National and International collaborative partner organizations, who have always encouraged and supported DWA team with never shaken belief. DWA team is extremely thankful to its collaborative partners of International and National regime. The logos of these collaborative partners are enlisted here in recognition of their sheer sincerity and devotion to our cause.

International Collaborative Partners





National Collaborative Partners



 Bank Alfalah	 HBL	 TOYOTA	 HAMDARD UNIVERSITY مجمعہ ہمدرد
 HEALTH ICON	 A.O. Hospital (Pvt.) Ltd. TRAUMA, ORTHOPAEDICS, SPINAL & SPORTS SURGERY ESTABLISHED IN 1985	 KIRAN FOUNDATION PROGRESSIVE & COMMUNITY SERVICE	 Shan
 HASHMANIS GROUP OF HOSPITALS	 Dr. Essa Laboratory & Diagnostic Centre ISO 9001 : 2015 (MC) QMS Certified Organization ISO 15189 ACCREDITED	 D.U.M.C.	 National
 EBM	 سیلانی Saylani ڈاکٹر سید سید سید	 PEPSI	 Sightsavers
 HelpAge International	 handicap international humanity & inclusion	 Hamdard WELLNESS TO WELBEING	 ZAAMIN GROUP
 MUNTAZ Water Park & Farm House	 LUCKY CEMENT	 PROUD TO SERVE SINDH POLICE	 Sarim Burney WELFARE TRUST International
 BINAI CONSTRUCTION	 NBP	 HUNAR GHAR ہنر گھر	 AMRELI STEELS

Introduction

2022-2023 has been an eventful year for **Disabled Welfare Association (DWA)**, in terms of its expansion in services and scope altogether. DWA has crossed many remarkable milestones during the year and DWA has strengthened its linkages and networking with its collaborative partner organization and philanthropic individuals. All the partner organization frequently participated in meetings, events and other activities. This year, the number of beneficiaries outnumbered the number of beneficiaries of last three years. During 25 years journey of DWA, it is estimated that more than 250,000 PWDs have received support and assistance in any form from DWA.

DWA fundamentally aims to serve the cause of PWDs in every aspect of life. DWA believes in equality rights for PWDs and it has been seeking to ensure the quality life to PWDs like others. DWA believes in the human spirits, aspirations, and hidden latent talents of PWDs. Their community has been considered among the most vulnerable communities across the globe, especially in developing countries like Pakistan.

DWA believes that the society must acknowledge the rights of PWDs and give them pace and space both so that they can explore and exhibit their real worth in every segment of the society.

DWA has always sought to reduce disability discrimination and the stigma attached to disability in the society. It has been striving hard for creating disability acceptance among the masses in the society. DWA got registered after proving its mettle for its community of PWDs under 1962 Act of Social welfare Department, Sindh in 2003.

As a representative Disabled People Organization (DPO) of Sindh, DWA has crossed milestones with leaps and bounds since the beginning. The reason behind its flawless success and achievement is its focused approach on its purpose. The sole purpose behind the establishment of DWA is none other than ensuring the quality life of PWDs with the recognition of their equality rights and social inclusion in the mainstream society.

In short, DWA demonstrates a complete model of inclusion of PWDs in any society. DWA caters all the minute, but effective details of the whole process of amalgamation of PWDs in the mainstream society. At one end, DWA exhibits how a society can be prepared to recognize equality rights of PWDs by giving them pace and space both to explore their talents and capabilities. On the other end, DWA has got the mastery of mobilizing home-confined PWDs in the shortest span of time comparatively and enabling them to cope in life with disability acceptance and disability management. From the platform of DWA, many renowned disability leaders, activists and role models with disabilities have emerged, who have been successfully leading quality life and lending their helping hand to support other PWDs.

Goal of DWA: Mainstreaming, social inclusion, gender equality and empowerment of PWDs in an accessible and barrier free Pakistan by adopting the social model of disability and right based approach.

Mission: To build “inclusive, barrier free and right base society”

Objectives of DWA

To

- coordinate with Government for implementation of disability rights
- run Disability Advocacy campaign for gender mainstreaming and disability awareness
- Reduce the existing disability discrimination and increase social recognition of PWDs
- mobilize home-confined PWDs and take initiatives for their Empowerment
- establish at the least one IL center in every district of Pakistan
- take initiatives to improve the healthcare facilities for PWDs
- Assistive Devices, advanced prosthetics and mobility solutions
- Endeavour for inclusive education and Non-Formal Education program for overage students with DISABILITIES
- plan frequent outreach activities and special sports for participation of PWDs in everyday activities
- need based assistance to the PWDs belonging to financially struggling families

DWA's Offices and Centers across Pakistan

Head Office: The head office of DWA is located in the heart Karachi in Saddar, near Numaish. This head office of DWA is actually a four storied building in Jacob Lines area. This building is the hub of all the major activities and services of DWA. The ground floor is shared by Pakistan Independent Living Center (PILC) Network and DWA's head office. The second floor is consumed as 'Residential hostel' to provide temporary accommodation to the trainees from the regions other than Karachi. On the second floor, there is Physiotherapy and CP facilitation center. On third Floor, DWA has established 'Mini Garment Factory and the fourth floor is the flourished studio of Wings of the Wheels Web Channel of DWA.

Other Official Locations of DWA inside Karachi: DWA owns following more offices in different location of Karachi.

- i- **IL Center, Manghopir , 2019**
- ii- **Fun Café building:** WOW channel office, Inclusive Computer Institute and Madressah are housed in that building. Mobility Workshop, 2020
- iii- **New Office at Jacob Lines-** The construction work is about to complete and DWA would plan some new initiatives in this office, 2023
- iv- **Mobility Workshop-** Fully equipped workshop for manufacturing customized Tri-Motorbikes and other repair works. The uniqueness of the workshop lies in the fact that majority of its trained specialists are PWDs themselves.

Offices outside Karachi: DWA has played a major role in establishing IL centers in other districts of Pakistan under the umbrella of PILC Network. The Names of these IL centers is given here along with the location

- I. **HANDS IL center Hyderabad, 2021**
- II. **Multan IL center, 2021**
- III. **IL center Skurdu**
- IV. **IL center Gilgit Baltistan**
- V. **Quetta Independent Living, 202**

Scope of DWA

DWA has adopted the dynamic scope. It has a multi-dimensional approach toward its areas of services and expertise and contributes significantly to strengthening the public and private sectors for taking initiatives for PWDs in Sindh. With claims for ensuring the quality life of PWDs, the purpose of DWA and its scope is automatically broadened. DWA has taken initiatives in the following sectors.

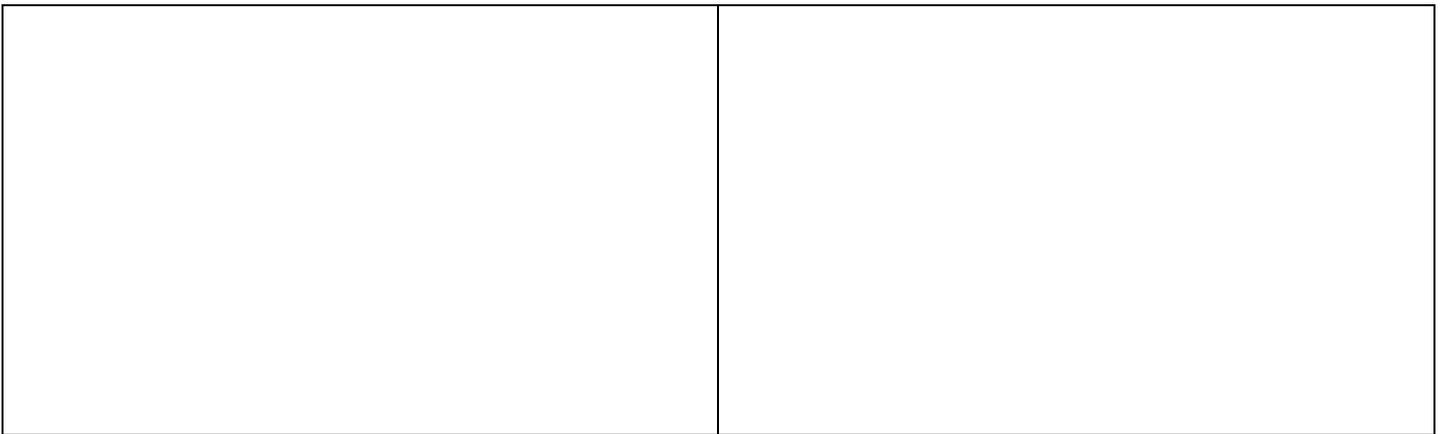
1. Legislation and policy making (Partner organization of Govt. of Sindh);
2. Disability Advocacy and Gender Mainstreaming
3. Healthcare,
4. Rehabilitation and Care giving
5. Education
6. Capacity building/ vocational training,
7. Entrepreneurship and Job placement of PWDs
8. Mobility Solutions and Advanced Robotic Prosthetics
9. Mobilization of Home-confined PWDs from urban slums and rural regions of Sindh
10. Media Exposure for dignity and image building of PWDs
11. Sports Rehabilitation

12. Social acceptance of PWDs via outreach activities
13. Inclusion and barrier-free society
14. Social Model of Disability with Right Based Approach;
15. Need-Based Assistance for deserving families of PWDs

DWA has been striving for accelerating the pace of inclusion of PWDs in the mainstream society. Therefore, DWA has been involved in almost every segment of the society to gain access and acceptance for PWDs.

Awards 2022-2023

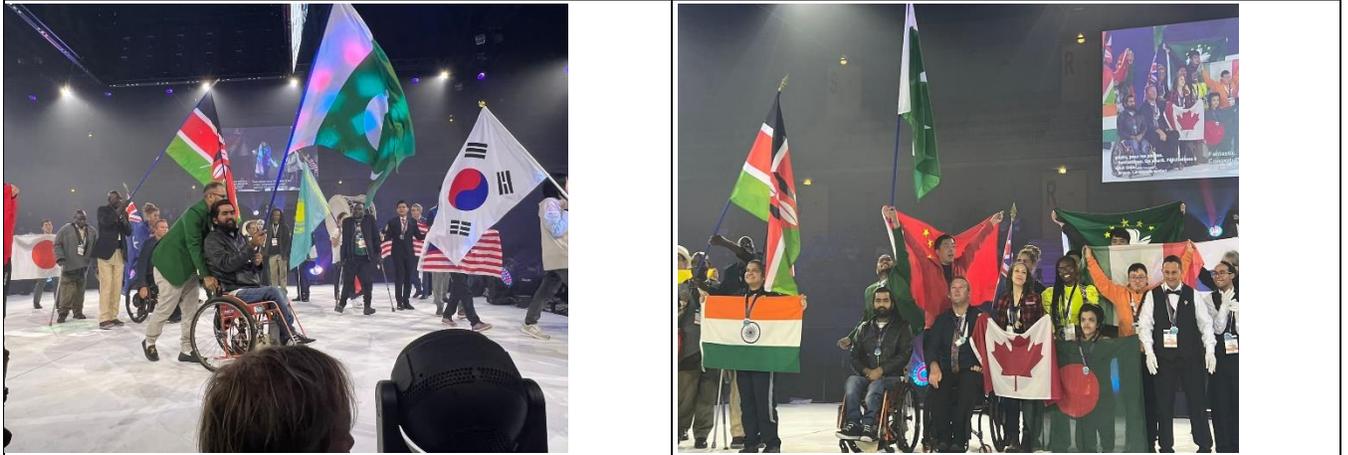
Winner of 'I am the change (IATC), 2022: Award r. Jawaid Rais won the runner's up prize in Engro Foundation's prestigious 'I am the change (IATC), 2022' Award in 'serving the humanity' category.



Ms.Saima Ali, President of DWA received a shield in recognition of her exemplary services: Honorable Sadiq Ali Memon, assistant to chief minster awarded a shield to our most dedicated president Ms. Saima Ali for her dedication to the cause of PWDs. He also distributed certificates among our Persons with disabilities in an event held at Mazar –e- Quaid on the eve of Independence Day, 2022



DWA won the grand honour to represent Pakistan in 10th Abilympics that were held in Matz, France. DWA won two medals and represented Pakistan among the winners with Pakistan's flag. Pakistan's winner, Mr. shakeel khan was escorted by the winners from India and Canada.



NEPRA CSR's Second Prize: DWA won Nepra's CSR Award in Dec, 2023. Mr. Shakeel Khan, general secretary of DWA received that award in Islamabad



- Ms. Shaheena Ali, president Women Wing of DWA, won internationally renowned 'Henry Viscardi Award, 2022', USA for her praiseworthy contributions and exhibition of matchless courage. She has been shown top-listed among all the winners of Henry Viscardi Award, 2022 on their official Website.



Milestones of DWA

July 2022 – June 2023

July, 2022

Panelist at an Awareness Program: Mr. Jawaid Rais Founder of Disabled Welfare Association, Karachi and PILC Network Pakistan, was honoured as one of the panelists at ReLAB-HS Pakistan's panel discussion on "Creating Enabling Environment for Rehabilitation and AT Provision" in Karachi.



<https://www.facebook.com/ReLABHSPakistan/photos/a.129084096468212/134149812628307/>

Success Story of Empowerment of a girl from rural region of Waziristan: A very inspiring and brave girl Muqqadas, from Waziristan, was provided with a brain-controlled prosthetic arm to her with the collaboration of DWA and PSO. She lost her arm in bomb blast.



<https://www.facebook.com/disabledwelfareassociation/videos/371108191601597>

August 22:

Inclusive Computer Institute: DWA's crossed another milestone for establishing the first 'inclusive Computer Institute' to impart computer education to the students with visual impairments. Previously this 'Inclusive Computer Institute' was serving the cause of students with disabilities and the students belonging to financially struggling families residing in surrounding urban slums of Saddar, Karachi.



DWA's Opinion and Consultation for WHO's Report on Global Health: DWA and its team provided consultation and meaningful suggestions to the representative team of Sight savers for compilation of the final draft of 'WHO's' Report on 'Health equity for Persons with Disabilities' in Sindh. It was a National level initiative and DWA was chosen to suggest 'experts' opinion' for taking initiatives to ensure equity in health services in future across Sindh.



September, 22

Flood Relief Services: The flooding in Sind and Baluchistan during 2022 were declared as the worst flooding of 21st century DWA took multiple initiatives to provide relief to the flood victims of Sindh and Baluchistan are enlisted here

- Distribution of Rashaan bags and Assistive Devices among more than 3000 flood affected families of Persons with Disabilities of Sindh.



- Distribution of Rashaan bags, Assistive Devices, medicines, tent Mosquittoe net, hygiene kits and cash support among more than 1500 flood affected families of Persons with Disabilities of Balochistan Sindh



- DWA arranged three free medical camps in three interior districts of Sindh for flood affected victims of Sindh.





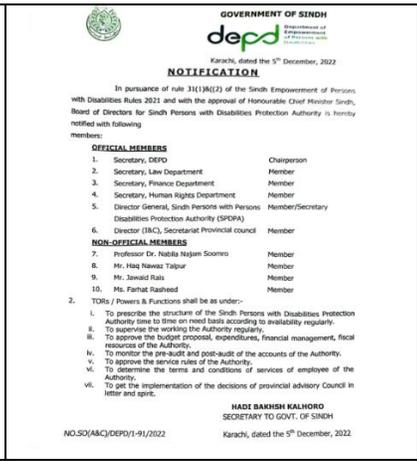
October, 2022

Impact of the Collaboration: Soneri bank shortlisted the applicants and offered it's on job training to five PWDs recommended by DWA. They had to complete one month internship program prior to their appointment. Later the duration of internship was extended to two months. After the completion of the internship period, two internees with disabilities were finally appointed by Soneri Bank.



November, 2022

Board Member of Provincial Advisory Council of PWDs: Mr. Jawaid Rais, founder of DWA and PILC Network, was declared as the board member of the Advisory Council of PWDs, Department for Empowerment of Persons with Disabilities (DEPD), government of Sindh. It's a matter of grand pride for DWA as the selfless and devoted services of Mr. Jawaid Rais has been recognized at provincial level. The vision of Mr. Jawaid Rais is futuristic and offers SMART solution for the integration and inclusion of PWDs.



Oath taking Ceremony for Inclusion with key decision makers of the Society: DWA successfully engaged more than 150 disability stakeholders, CEOs, CSRs and HRs heads from all the renowned corporate sector organizations in a history making ‘Oath taking Ceremony’ for making joint efforts to create an inclusive society in Pakistan.



December

- DWA Inaugurated Asia’s First Accessible ports Complex on the eve of International Day of Persons with Disabilities. The theme of the event was ‘Transformative Solutions for Inclusive Development: The role of innovation in Fueling an accessible and equitable World’.



April, 2023

Annual Need Based Assistance, 2023:

DWA provided need based assistance to more than 2500 PWDs during the holy month of Ramadan.

Rashan Support



Wheelchair Distribution



Cash Support as Eidi



'Eid Dresses and Shoes



May, 2023

- Another history making initiative of DWA is to formulate and compile the final draft of 'Business Rules' of 'Baluchistan Disability Act, 20818'. DWA's leading team of legislative consultants on disability assigned the compilation of this draft of business rules considering their experience for compilation of 'Business rules' Sind Empowerment of Persons with Disabilities Act, 2018.



DWA promoted Special sports by participating in 24th National Games, Quetta, 2023



June, 2023

PILC Network Platform of DWA crossed another milestone by establishing an IL center in Quetta. DWA team has organized a professional training for its eight members' team about wheelchair assembling and accurate measurement of wheelchair user in order to recommend the wheelchair of an accurate size. This helps the wheelchair user to maintain the shape and right posture of the body.



Initiatives for Inclusion in the Society

2022-2023

Promoting Inclusion and Diversity: Celebrating Diamond Jubilee of Pakistan, DWA team was cordially invited in a campaign "Green Karachi" at Mazar-e-Quaid., which was organized by Binae Education Foundation, Quaid-e-Azam Management Board, Zaamin Builders and determined Pakistan for the awareness about plantation among visually impaired, hearing impaired, physically impaired, neurodiversity people to promote inclusion and diversity. Our persons with disabilities planted trees and sang the national anthem. The forces of Mazar-e- Quaid especially did parade in front of our persons with disabilities.



Jobs in Inclusive and more competitive Working environment: Great initiative was taken by DWA in collaboration or our very sincere stakeholder and philanthropist Dr. Mohsin of **ED lab Pakistan**. He offered the job opportunities to our persons with disabilities in IT sector.



Awareness Maneuvering In Saddar for Disability Acceptance in the Society: DWA organized maneuvering of wheelchairs from DWA's head office at Numaish to Mazar e quaid for recognition of the rights of PWDs among the masses in the society.



Inclusion of PWDs at National events: Disabled Welfare Association in collaboration with Ocean Mall celebrated 75th Independence Day of Pakistan at Ocean Mall. In this event, the work of our users was displayed and they also performed live singing. Audience enjoyed Live Singing, sketching, embroidery and baking by our users of HANDS DWA ILC. We also sensitized audience regarding persons with disability rights. Audience really appreciated the efforts of our team and persons with disabilities work. Mr. Salman A. Siddiqui (Head of Corporate Communication and Spokesperson of SSGC) visited our stall and appreciated the work of our users.



Recognition of Disability Rights for Enjoying Life: Mr. Asad, owner of Haveli Restaurant, organized a complementary dinner for PWDs in recognition of their rights. PWDs have full rights to enjoy life like others.



MoUs for Inclusive Development in the society : DWA believes in making collaborative effort to maximize the impact and for sharing the opportunity with the majority of PWDs. During the year 2022-2023, DWA has signed MoUs with Soorty Foundation, KE, Soneri Bank, Bioniks, ASWD and STEP for taking life changing initiatives for PWDs.



Programs of DWA for Empowerment of PWDs

DWA is delighted to share that all of its major activities have gained sustainability and these initiatives have become the programs of DWA. They will be continued until may Allah forbids some uncertain happening that may result in closing these program/s. Having a very dynamic and future forwarded approach, DWA's programs are reflective of its sheer commitment and devotion to the PWDs. All these sustainable programs of DWA are enlisted here.

1. Disability certificates and CNICs
2. Advocacy And Disability Awareness Program to implement rules based on Sindh Empowerment of PWDs for Inclusive Development
3. PILC Program
4. Gender Main streaming
5. WOW Channel and Social Media Programs to create awareness for Inclusion
6. Motivation And Mobilization Program Of DWA
7. Healthcare Programs of DWA
8. Educational Programs of DWA
9. Inclusive Working Environment in Public and Private organizations
10. Empowerment of Youth with Disabilities Program
11. Promotion of Special Sports
12. Need Based Assistance for PWDs

1. Advocacy and Disability Awareness Program to implement rules based on Sindh Empowerment of PWDs for Inclusive Development

Inclusion of PWD in the main stream society is the ultimate dream of DWA Since its inception in 2003, DWA has been a strong advocacy group for recognition of equity and disability rights in the society. DWA takes several collaborative initiatives as part of its Disability Advocacy and Awareness program to ensure inclusion in the mainstream society. These activities include meetings with stakeholders, decision makers and ministries, disability awareness walks, seminars and press conferences etc.

Initiatives for implementation on Sindh Disability Act: DWA conducts consultancy sessions with the government representatives, ministers and key representatives to take measures for implementation on the rules based on Sindh Empowerment of Persons with Disabilities Act, 2021.

During 2022-23 DWA conducted meetings with the government officials, secretary of special education, director of DEPD and many other ministers. The accounts of such



Meetings with CSRs and HRs of public and private organizations for implementation on 5% disability quota: DWA does correspondence with the public and private sector organizations emphasizing the crucial need of implementation of 5% quota. DWA also provides consultancy services and disability awareness training to sensitize their CSR and HR teams and their staff as well.



Initiatives for Inclusive Education: DWA has been striving for inclusive education as students with disabilities have got the right to acquire education from mainstream school. DWA has also initiated Non formal Education program to bridge the learning gap of PWDs DWA is also helping the enthusiastic students with disability by offering them tutorial for acquiring distance learning education qualification program of Allama Iqbal Open University (AIU), Pakistan.



<https://www.facebook.com/profile/100077360468156/search/?q=Meeting>

Job placement of PWDs in the mainstream public and private organizations: DWA team holds meetings frequently with public and private sector organization for job placement of qualified, capable and intelligent youth with disabilities either on merit or on allocated five percent employment quota for PWDs. DWA also takes the consent from the executive body of the organization by signing MoUs with for ensuring equity and accessible working environment.



Video link of Signing MoU

<https://www.facebook.com/profile/100064041284342/search/?q=Soneri%20bank>

Accessibility Assessment of Public/Private Sector Offices: DWA has a team of access audit specialist, who have experience of more than ten years on their credit organizations and individuals contact them for creating an accessible work/home environment **DISABLED WELFARE ASSOCIATION**



2. PAKISTAN INDEPENDENT LIVING CENTRE (PILC) NETWORK: PILC Network has been the most dynamic and futuristic program of DWA. PILC Network has coordinated with HANDS, Pakistan to establish at least one IL center in every district of Pakistan. By now, DWA has establishes seven IL centers under the umbrella of PILC.

<p>IL center, Numaish Karachi</p> 	<p>IL center, Manghopir, Karachi</p> 	<p>IL center, Hyderabad</p> 
<p>IL center Gilgit Baltistan</p> 	<p>IL center, Skurdu</p> 	<p>IL Center, Quetta</p> 

Mainstreaming

Henry Viscardi Award: Ms Shaheena Ali has won an enormous pride for all the WWDs of Pakistan after claiming Henry Viscardi Achievement Award. She has won this award on exhibiting exemplary courage and sheer dedication to change the fate not only of herself but also of many countless and helpless WWDs who were compelled to live a miserable life. Ms. Shaheena has helped them to lead a quality life with dignity.



Empowerment of WWDs: Ms. Faryal came here as a user or a beneficiary four years back. With time, she groomed herself by acquiring education and professional skill. As a result of her dedication and hard work, she got employment as DWA staff. Now she has been proving herself a good addition among the staff of DWA.



Empowerment of Home-Confined WWDs from Urban slums and rural regions of Sindh: Ms. Shaheena Ali, the winner of the Khatija-tul-Kubra Awards, has taken the lead for running a campaign in rural regions and urban slums to Sindh to identify WWDs and convince them to join IL rehabilitation program of DWA for their mobilization and empowerment.



Entrepreneurship programs for WWDs: Another praiseworthy initiative of DWA was to engage more than 50 WWDs in entrepreneurship program. WWDs were taught the skill of professional baking and frozen items so that they can start earning respectfully from their homes.



Capacity Building training for Young WWDs: DWA initiated a very unique capacity building training program for WWDs that was led to empowerment of twenty WWDs via entrepreneurship program.
<https://www.facebook.com/profile/100077360468156/search/?q=UNwomen%20training>



Professional Development Program for WWDs: DWA has offered fully sponsored courses of professional development to WWDs. Ms. Javeriya Hanif got the opportunity to enroll in one year diploma program at a prestigious computer institute of Karachi.



Advocacy and Awareness Session on PSEA: DWA has been very strict in its gender policy. DWA has always taken the strict action against those who dare to violate its gender policy. DWA also frequently conduct Advocacy and awareness sessions on Protection Against Sexual Abuse and Exploitation (PSEA) and End Violence against Women (EVAW).

<https://www.facebook.com/profile/100077360468156/search/?q=Violance>



Promotion of Special Sports for WWDs: DWA has always supported WWDs to participate in all the activities in Life. DWA has been a pioneer for introducing and promoting women wheelchair cricket. DWA has also organized many event of wheelchair race for WWDs in various regions in Pakistan.



Media Exposure of female Role models with disabilities: DWA has been promoting the skilled and talented WWDs by giving exposure through media coverage. DWA has been sending WWDs consistently to participate in morning shows and FM radio channel. Many WWDs have been interviewed by regional channels and publications.



Outreach Activities for WWDs: DWA primarily aims to instill confidence among WWDs. Therefore DWA gives shopping opportunity once every month to WWDs at a prestigious mall. DWA also arranges annual dinner of WWDs at Haveli Restaurant every years. There are double benefits of this activity. First, WWDs learn to conduct themselves with disability acceptance in public by overcoming their fear or shyness. The second benefit is to demonstrate to the public that WWDs can also participate in every activity of life including social gatherings, ceremonies and festivals. They should never be left back at homes, considering that their mobility is bothersome.



4. Routine Services of IL Program

ASSISTANCE FOR ISSUANCE OF DISABILITY CERTIFICATES: DWA assists in medical examination of PWDs to assess the severity level of their disabilities. The issuance of the disability certificates is based this medical assessment.



ASSISTANCE FOR ISSUANCE OF SCNIC: After securing disability certificates, DWA provides assistance to PWDs for the issuance of CNICs. CNICs entitle PWDs to avail various complementary facilities and specified services.



PEER COUNSELING: Peer counseling is the part of IL program. It plays a crucial role in assisting new members to learn to lead their lives with disability acceptance. Senior member having the similar disability fully guides and prepares the newly registered member to cope in life with confidence. Peer counseling aims to help PWDs to overcome their self-pity and become more confident. It also prepares them to cope in life with disability acceptance satisfactorily.



FREE PICK AND DROP SERVICE: Realizing the fact that transport is the biggest barrier in the lives of PWDs. Therefore, free pick and drop service to the beneficiaries is the highly commendable and essential program of DWA.



FREE LUNCH + TEA: DWA is justly considered a second home to its members, users and staff altogether. They spend the whole day with close family like ties. DWA provides lunch and tea to all of them.



PERSONAL CARE ATTENDANT SERVICE: DWA provides fully trained staff of personal care attendants to persons having mild, average or severe disabilities, who are in need of assistance in personal care on daily basis.



5. WOW Channel and Social Media Programs to create awareness for Inclusion

WINGS ON WHEELS WOW TV : A history making WEB TV Channel of DWA that shows interviews, documentaries, songs, sitcoms, shorts-films and news to disseminate disability awareness among the masses.



6. MOTIVATION AND MOBILIZATION Program of DWA

Baseline surveys for community Development: DWA has always supported youth with disabilities in every possible manner. DWA conducts surveys for their identification and mobilization and engages them in education or skill training



Capacity Building, IL and Leadership Training Program for Youth with disabilities: DWA frequently offers such training to its young members with disabilities so that they become able to cope with the professional challenges in life and gain empowerment.



7. Healthcare Programs of DWA

PHYSIOTHERAPY UNIT, ILC, MANGHOPIR: Manghopir is the one the most under developed slums of Karachi and the disability rate is much higher there. DWA has established a physiotherapy unit offering free of cost services



CERBRAL PALCY REHABILITATION CENTER: DWA offers free of cost therapy for its users with cerebral palsy. PWD having CP needs frequent therapy as their muscles get stiff if they are denied of any treatment for long.
DISABLED WELFARE ASSOCIATION



MONTHLY MEDICAL SUPPLIES: Needy persons with severe disabilities are provided with the monthly medical supplies along with recommendation medicines so that they can maintain hygiene for healthy lifestyle.



Mental Health Camp: A mental health camp has been organized by Disabled Welfare Association with the collaboration of Charter For Compassion - Pakistan and Ruhbaru on 23 August 2022, 2pm to 5pm at Disabled Welfare Association center.



MENTAL HEALTH SESSIONS FOR PWDs: Considering the tensed life of PWDs for bearing all sorts of disability challenges, DWA conducts frequent mental health Sessions to guide PWDs to avoid depression and stressful life.



Sponsored Medical And Surgical Treatment: On receiving requests from the deserving families of person with disabilities, DWA arranges sponsored medication, lab tests, medical and surgical treatment for the ailing PWDs.



8. Educational Programs of DWA

LEARN AND FUN Non-Formal Educational Program: A replicable initiative of DWA for bridging the learning gap of students with disabilities who were either "out of school" and preparing them for distance learning degree qualification.



AIOU TUTORIAL PROGRAM: Since 2016, DWA has been offering assistance to the desirous students with disabilities for acquiring distance learning academic qualification (Matriculation/Intermediate and Graduation programs) through its AIOU Tutorial Programs.



9. Inclusive Working Environment in Public and Private Organizations

Job placement of PWDs in Soneri Bank: DWA signed an MoU with Soneri bank to make their HR policies flexible in order to employ PWDs. In connection to this initiatives, DWA recommended five qualified young PWDs for on job training on probation period of two months. After the completion of two months, two PWDs were declared successful for continuing jobs in the banks. Three remaining PWDs are in the pending list. Soneri Bank has recommended them to complete their required academic qualification and then re-apply for the job again after six months or a year.

10. Empowerment of Youth with Disabilities Program

Inclusive Computer Institute: In 2021, DWA has established its unique fully accessible computer institute that has been offering computer courses to other needy students of the surrounding slums exemplifying the an inspiring model of inclusive learning and education.



English Language Institutes: DWA offers English Language course to its beneficiaries with disabilities. They learn English language in order to pursue their education and profession with ease.



Accessible Mini Garment Factory: DWA has established an accessible 'Mini Garment Factory' on the second floor of its four storied building. This factory is a hub of entrepreneurship activities related to garment industry.



Mobility Workshop: DWA has established its 'Mobility Workshop' in 2007. This workshop won international recognition for DWA and for Pakistan. Most of the technicians and mechanics are persons with disabilities. DWA's mobility workshop is fully equipped and it is fully capable of manufacturing, modifying and altering mobility workshop. It gets the orders from the persons with disabilities to manufacture or modify tricycles, Tri-Motorbikes and wheelchairs. The workshop is fully equipped to repair electric wheelchairs.



Industrial Skills Training

DWA's HR team makes connection with the CSRs of industries, which can employ their workforce having disabilities. DWA ensures that the chosen industry and its trade is feasible, safe and risk free for employees with disabilities. After successful discussions, an MoU is signed on the basis of the strategic planning for engaging PWDs in the industrial skills training that lead to their employment in the same industry.



9. Special SPORTS

Outdoor Special Sports: DWA has its due for launching "inclusive Sports" and Tournaments at provincial and national level. DWA can be justly credited for introducing wheelchair cricket, basketball and tennis etc.



FUN CAFE AND GAMING ZONE: Another setup for DWA for WOW TV web Channel's live streaming and video editing is located near DWA's Head Office. Adjacent corporate office is reserved for official meetings. Open area is used for indoor games and evening gatherings.



10. Need Based Assistance for PWDs

Rashan Distribution: DWA distributes Rashan Bags by ensuring the dignity of beneficiaries with disabilities during Eids or in case of natural calamity or emergency situation like floods etc. There are many needy families of PWDs are getting Rashan Support throughout the years



Assistive Devices Distribution: DWA distributes free of cost assistive devices to PWDs as without assistive devices life becomes meaningless for PWDs.



Sponsored Medical and Surgical Treatment of PWDs: On receiving requests from the deserving families of person with disabilities, DWA arranges sponsored medication, lab tests, medical and surgical treatment for the ailing PWDs.



<https://www.facebook.com/profile/100077360468156/search/?q=Hospital>

Projects of DWA

2022-2023

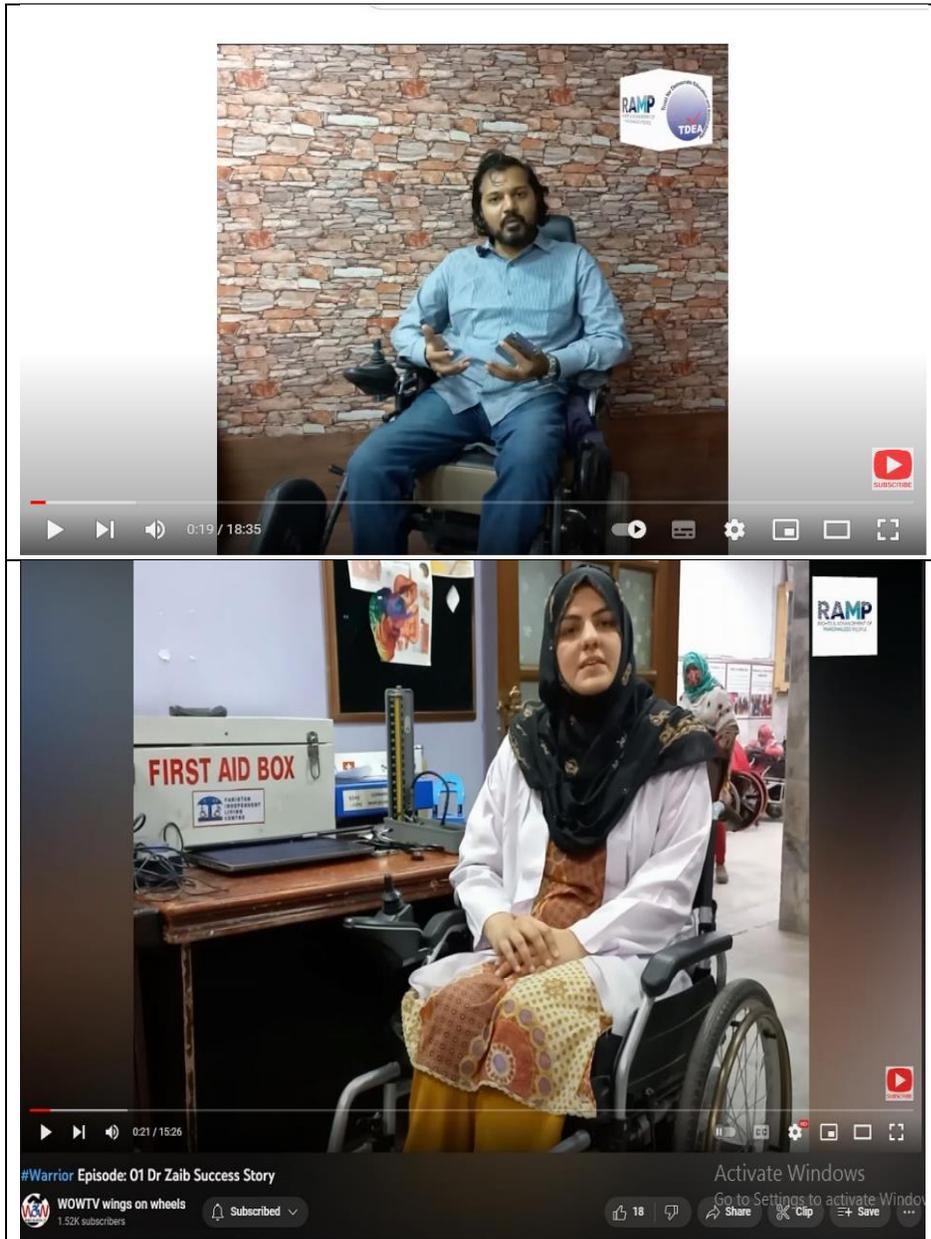
RAMP Project: DWA won TDEA's 'Rights and Advancement of Marginalized People (RAMP), Project on improving the turnover of the voters and the participation of PWDs in the electoral Process. DWA was assigned three activities for improving and increasing the participation of PWDs in the next elections.

Activity 1: DWA made a public awareness ad of three minute duration to deliver the message that PWDs can participate in local elections as an electoral candidate. This ad also delivers the message that the votes of PWDs are equally important and these votes can alter the final result for the winning candidates. WOW channels frequently runs this ad on its live streaming.



<https://www.youtube.com/watch?v=RJhAwclQ1dg&t=51s>

Activity 2: DWA ran an advocacy campaign on its Wing on Wheels WOW channel for increasing the awareness among the masses that PWDs can also lead a very successful and quality life if the circumstances are in their favour and they are given appropriate opportunities in every segment of the society to play their part. WOW Channel has interviewed thirty successful PWDs who are the role models and an enormous source of inspiration for PWDs. These role models are given the title of 'Real life warriors'.



Activity 3: WOW Channel presented a talk show of seven episodes to suggest smart solutions to resolve the prevailing issues of PWDs in the seven districts of Karachi. Representatives of PWDs from one district were invited in each episode.



Impact of this Project: The project was successful in terms of the participation of PWDs in election as electoral candidates. Two PWDs, Mr. Arif Ghouri and Mr. Sikandar Ahmed participated in local election with support of DWA. They could not win elections but they took the revolutionary initiative for PWDs in the future elections.



DWA Won IEEE’s Project ‘Combating Disabilities with Independent Living Training of Persons with Physical challenges’ as a result of the combined efforts with the faculty of Hamdard University. The duration of the project is six month and the fundamental aim of the project is to implement sustainable solutions to resolve disability issues in one of the remotest regions of Karachi, i-e Manghopir.





Events 2022-2023

‘(The Unseen) Diversity and Inclusion Symposium’: There is nothing wrong to declare this mega event of DWA as the biggest achievement during this decade across Pakistan. In connection with ‘International Day of Persons with Disabilities (IDPWDs), DWA organized the most amazing event on 30th November, 2022 at Beach Luxury Hotel, Karachi. The sole purpose of this event is to involve the key decision makers of every segment of the society in the inclusive development of Pakistan. The theme of the event was ‘Transformative Solutions for Inclusive Development: The role of innovation in Fuelling an accessible and equitable World’.



DWA Demonstrated Interfaith harmony and solidarity by organizing a remarkable event 'New year, Interfaith Christmas and Basant Festival 2022' in December at Kashmir Park.



Inauguration Ceremony of IEEE Project at Manghopir



First National Conference of WWDs in Sindh, 2023 DWA organized Sindh's First Ever National Conference of Women with Disabilities at Beach Luxury Hotel on 21st Feb, 2023. Renowned female leaders with disabilities from across Pakistan participated in this mega event.



Outreach activities 2022-2023

Outreach activities are very significant and purposeful for PWDs. PWDs get highly excited to be the part of outreach activities. These outreach activities not only alleviate the confidence level among the PWDs but also give them new hopes for leading a happy life. They enjoy a lot and they ambitiously aspire to more outreach activities. Apart from the benefits for PWDs as individuals, there are a lot more benefits of outreach activities.

Outreach activities are also the fundamental part of the advocacy campaign for inclusion of PWDs in the society. When the public observe PWDs doing shopping, eating out and getting entertained in amusement parks, beaches and other recreational places, their mind set is changed. They are convinced that PWDs can also lead a healthy, happy and active life.





Monthly Shopping Opportunities: DWA sent PWDs on monthly shopping every month at a renowned mall in Karachi and the coverage of this shopping is highlighted on Facebook and other social media platforms.



Annual Dinner at Haveli: DWA has been very thankful to Haveli Restaurant for sponsoring annual dinner for PWDs, twice a year. Once, Women with Disabilities were sponsored and then men with disabilities were sponsored by Haveli restaurant.



Annual Picnic at Karachi Beach: DWA organized annual picnic every year. On ___ Apri, 2023 DWA took PWDs for annual picnic at the beach. PWDs spent a whole day at the beach. Such days are memorable and PWDs cherish the beautiful memories until next year's picnic and new memories fades the previous memories.



Summary of Statistical Impact (KPIs) of DWA's Programs and Projects (2023)

KPIs of DWA Programs and Projects	Number of Beneficiaries												
	July-22	Aug-22	Sept-22	Oct-22	Nov-22	Dec-22	Jan 23	Feb-23	March-23	Apr-23	May-23	Jun-23	2022-2023
Routine Services of IL center													
Issuance of special CNIC	23	17	21	15	12	20	25	36	19	31	22	44	285
Issuance of Disability Certificate	22	20	18	36	20	51	23	21	19	-	18	21	269
Users IL C	150	150	150	150	150	150	150	150	150	150	150	150	150
Provision of Free Transport and lunch	58	60	62	64	64	72	85	85	85	85	85	85	890
Users (home based)	42	42	42	42	42	42	42	42	42	42	42	42	42
DWA's IL Center's Institutional Residence	42	42	42	42	42	42	42	42	42	42	42	42	42
Consultancy for Needs Assessment	11	9	13	17	15	19	17	20	32	49	14	16	232
Peer Counselling	47	43	46	41	48	46	44	47	33	5	37	48	485
Consultancy sessions for parents	51	54	50	53	47	55	51	45	52	55	51	57	621
Consultancy for disability and Inclusive Development	9	11	7	3	4	5	6	7	4	-	3	5	64
Personal Attendant Care	110	170	180	132	197	450	115	180	172	185	125	144	2265
Outreach activities	59	53	57	54	52	54	47	53	49	-	58	53	589
MOTIVATION AND MOBILIZATION Program of DWA													
Motivation	33	39	52	45	48	43	32	39	35	-	30	34	430
Mobilization of PWDs through Surveys	65	78	46	51	45	67	59	43	47	42	34	63	540
IL Trainings	500	220	60	90	58	53	50	120	67	45	30	232	1595

Leadership Training	43	45	35	32	28	32	32	27	30	29	25	32	400
Skill Oriented Training	77			82			90			91			340
Empowerment of Youth with Disabilities Program													
Entrepreneurship Training	20			20			20			60			
Inclusive Computer Institute	48						54						54
Mini Garment Factory	25			25			25			25			100
Vocational Skill training	35			30			32			22			119
Job Placement of PWDs	21	15	8	14	6	8	12	5	7	10	5	11	122
Mobility workshop	12			15			25			25			
Rickshaw Delivery to PWDs	-2	-	-	-	-	-	-	-	-	-	3	-	3
Support for Small business for PWDs	5	6	4	5	5	7	5	5	5	10	5	5	67
Sponsored Computer Diploma													7
Healthcare Programs of DWA													
Physiotherapy Units and Services DWA ILC (Numaish)	65	63	60	61	62	56	57	64	59	25	56	52	680
Physiotherapy Unit, ILC, (Manghopir)	110	106	108	104	111	108	106	108	110	110	110	135	1326
Physiotherapy Unit HAND ILC (Hyderabad)	90	90	90	90	90	90	102	102	102	70	102	102	102
DWA's Cerebral Palsy Rehabilitation Unit	111	111	111	111	111	111	111	111	152	45	152	152	152
Tibbi - Medical	36	35	29	31	34	38	32	35	33	28	32	36	399

sahul iyaat Bara ye Mazo oree n	Treat ment Medi cal Suppl ies	332	335	338	338	340	342	344	341	350	380	345	340	4130
Educational Programs of DWA														
Learn and Fun School Project for Informal Educational Program		230	230	230	230	230	280	280	280	280	280	280	280	280
AIOU Tutorial Program		55	55	55	55	55	63	63	63	63	63	63	63	63
Job Portal System		7	5	9	5	7	9	10	6	10	8	7	6	89
Need Based Assistance for PWDs														
Matrimonial Services		3	5	1	2	2	1	3	5	4	-	3	3	32
Distribution of Assistive Devices		52	46	49	44	48	46	44	50	42	365	59	45	890
Ration Distribution		1550	120	980	200	780	150	148 2	90	15	250	76	450	6143
Financial Support		25	45	88	75	95	120	36	54	60	17	85	39	689
Special Sports														
Special Sport Events of Inclusiveness		45	38	33	41	39	30	28	32	42	-	45	50	423
Total														25194

KPIs of DWA Programs and Projects (2023)

Details of Mobilization and Empowerment Program

MOBILIZATION Program of DWA				
Description	S.No.	Date of the session	No. of Beneficiaries	Impact
Motivation Session	1.	6 th July,22	15	-These session strengthen the belief of PWDs that they can also big things in life
	2.	20 th July, 22	18	

	3.	12 th Aug, 22	24	<p>-They get enormous encouragement from these sessions</p> <p>-They learn to cope in life with disability acceptance.</p> <p>-Overall they become ready to face challenges in life.</p>	
	4.	30 th Aug, 22	15		
	5.	14 th Sept, 22	27		
	6.	28 th Sept, 22	25		
	7.	5 th Oct, 22	21		
	8.	26 th Oct, 22	24		
	9.	15 th Nov, 22	22		
	10.	29 th Nov, 22	26		
	11.	15 th Dec, 22	19		
	12.	29 th Dec, 22	24		
	13.	10 th Jan, 23	15		
	14.	25 th Jan, 23	17		
	15.	14 th Feb, 23	23		
	16.	28 th Feb, 23	16		
	17.	15 th March, 23	20		
	18.	29 th March, 23	15		
	19.	13 th May, 23	15		
	20.	28 th May, 23	15		
	21.	11 th June	15		
	22.	27 th June	19		
Total	22	-	430		
Mobilization of PWDs through Surveys					
Survey in Jacob lines	1.	July, 2	65	-Database of PWDs is collected from urban slums of Karachi.	
	2.	Aug, 22	78		
Survey in Orangi Town	3.	Sept, 22	46		
	4.	Oct, 22	51		

Survey in Lyari Town	5.	Nov, 22	45	<p>-Many PWDS get the chance to be a productive members of the society.</p> <p>-Parents and guardians get the proper guideline for improved and better care for their relatives with disabilities</p> <p>-Many PWD get rid of home confinement and they get mobilized.</p>	
	6.	Dec, 22	67		
Surveys in Manghopir	7.	Jan, 23	59		
	8.	Feb, 23	43		
	9.	March,23	47		
	10.	April	42		
Surveys in Korangi	11.	May	34		
Survey in Manghopir	12.	June	63		
Total	12	-			
IL Trainings					
2 days IL Trainings at IL center Numaish	1.	6 th July-7 th July,22	58		<p>Impact</p> <p>-IL training is a completer awareness programs to give the guideline to PWDs for long term disability management.</p> <p>-IL enables PWDs to lead the life quite independently</p> <p>-IL program prepares PWDs to find mobility solutions. They stop becoming a complainant.</p> <p>-IL training teaches precautionary measures to avoid muscular contractions, bed sores and other risk factors.</p>
	2.	12 th July-13 th July, 22	57		
	3.	18 th July-19 th July , 22	60		
	4.	20 th July-21 st July, 22	59		
1 day IL training at IL center Numaish	5.	26 th July,	61		
	6.	29 th July, 22	55		
2 days IL training at DWA- IL center Manghopir	7.	14 th -15 th July, 22	45		
	8.	22 nd -23 rd July, 22	48		
	9.	26 th -27 th July, 22	57		
1 day IL training at IL center Numaish	10.	4 th Aug, 22	48		
	11.	19 th Aug, 22	50		
	12.	24 th Aug, 22	46		
2 days IL training at DWA- IL center Manghopir	13.	17 th -18 th Aug, 22	51		
	14.	30 th – 31 st Aug, 22	55		

2 days IL Trainings at IL center Numaish	15.	15 th -16 th Sept, 22	30		
	16.	21 st -22 nd Sept	30		
2 days IL training at IL center Numaish	17.	5 th -6 th Oct, 22	44		
2 days IL training at DWA IL center Manghopir	18.	26 th -27 th Oct, 22	46		
3 days IL training at DWA IL center Manghopir	19.	17 th Nov-19 th , 22	58		
2 days IL training at DWA IL center Manghopir	20.	23 rd - 24 th Dec, 22	53		
3 days IL training at DWA IL center Manghopir	21.	Jan, 23	50		
3 Months IEEE IL training Project	22.	Feb- April, 23	232		
3 days IL training at DWA IL center Numaish	23.	11 th -13 th May,23	30		
1 day IL training at DWA IL center Numaish	24.	9 th June, 23	54		
1 day IL training at DWA IL center Numaish	25.	16 th June, 23	58		
1 day IL training at DWA IL center Numaish	26.	23 rd June, 23	52		
1 day IL training at DWA IL center Manghopir	27.	14 th June	53		
1 day IL training at DWA IL center Manghopir	28.	28 th June	55		
Total	31	-	1595		
Leadership Skills					
1 day Leadership Skills training at DWA IL center Numaish	1.	18 th July , 22	43		Impact -PWDs learn to take the lead in their lives.
	2.	22 nd Aug, 22	45		
	3.	19 th Sept, 22	35		

	4.	17 th Oct, 22	32	<p>-Leadership skills help PWDs to make better decisions in life.</p> <p>-PWDs learn to cooperate and coordinate with other PWDs for sharing responsibilities.</p> <p>-Leadership skills also boost the confidence of PWDs.</p>	
	5.	21 st Nov, 22	28		
	6.	19 th Dec, 22	32		
	7.	16 th Jan, 23	32		
	8.	20 th Feb, 23	27		
	9.	20 th March,23	30		
	10.	17 th April, 23	39		
	11.	22 nd May, 23	25		
	12.	19 th June, 23	32		
Total	12	-	400		
Skill Oriented Training					
English language course	1.	July – Sept 22	77	Impact: English language helps PWDs in their academic and professional life.	
Online training Courses	2.	Oct -Dec, 22	82	Impact: Online Training courses empower PWDs in their later lives.	
Dress making, Cutting, embroidery and handicrafts	3.	Jan – March , 23	90	Impact: PWD become able to earn respectfully from their homes.	
Computer and other professional skills	4.	April- June, 23	91	Impact: PWDs become able to secure jobs in corporate sector.	
Total	4	-	400		
Empowerment of Youth with Disabilities Program					
Baking, Cooking and Frozen items	1.	July,22	20	Impact -PWDs become entrepreneurs after acquiring the trade	
		Aug, 22			
		Sept, 22			
		Oct, 22			
Wheelchair Assembling Training	2.	Nov, 22	20		-Business training helps them to promote their business on social media
		Dec, 22			
		Jan, 23			
		Feb, 23			

Business training in any trade of the choice of PWDs	3.	March,23	20	
		April		
		May		
		June		
Total	3		60	
Inclusive Computer Institute				
One year diploma course in continuation	1	July - Dec, 22	48	Impact -PWDs become competent to do jobs in more competitive environment.
Web Development, Ms. Office, Graphic designing, Digital Marketing and AI	2	Jan - June ,23	54	Impact -PWDs improve their skills for their professional lives.
Total	2		102	
Mini Garment Factory				
Dress making + Cutting + stitching and embroidery	1	July -Sept, 22	25	Impact -PWDs earn respectfully from their homes after acquiring complete dress making and dress designing skills. -They get orders for dress making from the contacts of Mini Garment Factory.
Dress making + Cutting + stitching and embroidery	2	Oct -Dec, 22	25	
Dress making + Cutting + stitching and embroidery	3	Jan - March,23	25	
Dress making + Cutting + stitching and embroidery	4	April- June,	25	
Total	4	-	100	
Vocational Skill training				
Packaging training	1	July,22 Aug, 22 Sept, 22	35	Impact -PWDs learn the skills to do jobs in industrial sector
Garment Industry skills	2	Oct, 22 Nov, 22 Dec, 22	30	

Social Media training	3	Jan, 23 Feb, 23 March,23	32	-PWDs start earing online with the help of social media training
Tri-Motorbike Riding training	4	April May June	22	
Total	4		119	
Job Placement of PWDs				
As IT specialists, developer, Computer Operator, teachers, receptionist, office Assistant, Call Center Agent, Marketing executive, Designer, Virtual assistant, Banker, factory worker in packaging and other feasible factory jobs	1.	July,22	21	Impact -PWDs acquire jobs in a disabled friendly environment. -They get equitable benefits from their employers. -PWDs get a chance to prove their professional skills. -PWDs become independent to lead a quality life.
	2.	Aug, 22	15	
	3.	Sept, 22	8	
	4.	Oct, 22	14	
	5.	Nov, 22	6	
	6.	Dec, 22	8	
	7.	Jan, 23	12	
	8.	Feb, 23	5	
	9.	March,23	7	
	10.	April, 23	10	
	11.	May,23	5	
	12.	June,23	11	
Total	12	1	122	
Mobility workshop				
Customized Tri Motorbikes + wheelchair repairing + Vehicle Maintenance + car wash +	1	July -Oct, 22	12	Impact -PWDs get customized vehicles to resolve their transport issues -The team of technicians with disabilities become able to support their families.
	2	Nov -Feb, 23	15	
	3	March - June,23	25	
Total	3	-	25	
Rickshaw Delivery to PWDs				
Provision of Rickshaws for	3	May, 23	3	Impact

dignified earnings				-3 PWDs are earning respectfully to run their families.
Support for Small business for PWDs				
Cash support for tuck shop, cabin shop, puncture shop, garments, printing press, hardware, baking and other home businesses	1.	July,22	5	Impact -Many families of PWDs are empowered through this successful program. -More than 50 PWDs are empowered through this dynamic approach.
	2.	Aug, 22	6	
	3.	Sept, 22	4	
	4.	Oct, 22	5	
	5.	Nov, 22	5	
	6.	Dec, 22	7	
	7.	Jan, 23	5	
	8.	Feb, 23	5	
	9.	March,23	5	
	10.	April, 23	10	
	11.	May, 23	5	
	12.	June,23	5	
Total	12		67	
Sponsored Computer Diploma				
Sponsored Computer Courses	7	July,22- June,23	7	Impact -Students will be capable to secure jobs in more competent environment.

Challenges and Lesson Learnt

Challenges	Lesson Learnt
<p>Heavy Influx of PWDs: After gaining fame and recognition among the community of PWDs, DWA gets the heavy influx of PWDs every year. DWA has taken initiatives in almost every segment of the society for integration of PWDs. Therefore the expectations of PWDs are high from DWA. It becomes a real challenged for DWA to cater the needs of all the newly registered PWDs. Thousands of PWDs living in home-confinement are expecting the similar support for themselves from DWA. With regrets, DWA has compiled a waiting list of PWDs and DWA team has been striving very hard to cater the needs of PWDs waiting for their turn.</p>	<ul style="list-style-type: none"> -DWA been strengthening its terms with likeminded organization, stakeholders and CSRs of public and private organizations. -DWA has been seeking collaborations for taking initiatives for their integration in an inclusive society -DWA conducts consultancy session with the stakeholders and key decision makers of the society to contribute effectively for inclusive development in Pakistan.
<p>Accessibility: Accessibility is the major issue of PWDs globally. Pakistan is not an exception. Being a developing country, the accessibility issue in Pakistan is rather more serious and severe both. The accessibility issue is prevailing not only in infrastructure but also persists in availing the resources, facilities and services for PWDs. PWDs have to face denials and they are legged behind because there visibility is missing. They are not part of the big picture. They are sidelined only because of the accessibility barriers.</p>	<ul style="list-style-type: none"> -DWA conducts meetings with the ministers and government official to implement the business rules of Sind ‘Empowerment of Persons with Disabilities Act, 2018 in order to remove barriers in the physical infra-structure of the society. - DWA has been striving hard for inclusive education for PWDs in the mainstream schools of the society. For ‘out of school’ students with disabilities, DWA runs its ‘Non Formal Education (NFE) Program. - DWA does correspondence with public and private sector organizations for implementation of 5% job quota allocated for qualified and talented youth with disabilities. - DWA conducts meetings with CSR and HR heads of public and private sector organizations for flexibility in their employment policies to employ PWDs on disability quota and ensure them a fully accessible and disabled friendly environment. - DWA also strives for ensuring accessibility in banks, post offices, ceremonial halls, prayer places, shopping mall, eating outlets and utility service centers.
<p>Legislation and Policy Making: DWA has successfully played its significant role for the</p>	<p>-DWA holds frequent meetings with the key stakeholders and heads of government</p>

<p>approval of Sindh 'Empowerment of Persons with Disabilities Act, 2018 and its business rules 2021. Now, there is a dire need to implement on its business rules. DWA has been making every effort to implement these rules in every segment of the society.</p>	<p>institutions to ensure implementation of these rules of business (2021) of Sindh Empowerment of Persons with Disabilities Act, 2018.</p> <ul style="list-style-type: none"> -DWA's efforts are gaining visibility and every segment of the society has started showing concerns explicitly for inclusive development in Pakistan. -DWA offers its consultancy services to corporate sector organization to assist them in designing their policies for employees with disabilities.
<p>Limited Opportunities for Empowerment and Participation: DWA has observed the reluctance of family members of PWDs for their participation social or family gatherings. In the similar manner, the educational institutions and vocational training centers are also the least bothered to educate and train PWDs in particular vocational skills. Public never appreciates the independence of PWDs and often discourages them for doing their chores. They strongly recommend that the family members of PWDs should come forward to do the chores on behalf of their family members with disabilities. In short, our society is not fully ready yet for inclusion. As a result the pace of inclusive development is very less.</p>	<p>-DWA frequently conducts outreach activities and DWA gives shopping opportunities to PWDs every month. DWA also organizes annual picnic and annual dinner a renowned restaurant. DWA also celebrates the birthdays of its members. The purpose of these outreach activities is to deliver the message of integration of PWDs in the society. DWA successfully exhibits that PWDs can participate in every segment of the society like any other individual.</p>
<p>Self-Stigma and Discrimination: In the beginning, every PWD comes with depressed mood, having no faith on their worth and capabilities. They have no hopes for their future and they are extremely disheartened after bearing discrimination and negative behavior of the people in their close surroundings. They often show annoyance and refuse to believe or cooperate with the IL program staff.</p>	<ul style="list-style-type: none"> -DWA helps PWD to overcome their inner fear and self-stigma. DWA encourages them to move forward in life. They can also learn the life-skills with disability acceptance. -DWA develops disability acceptance among PWDs so that they become able to cope with the existing and the coming challenges in life. -DWA's WOW Web Channel has been consistently striving to mitigate the existing the discrimination against PWDs through its programs.

Feedback from the Beneficiaries of DWA

Beneficiaries	Feedback from Beneficiaries
1-Ghulam Murtaza- Received brain-Controlled Prosthetic Hands from DWA	
	<p>“I have no words to express my gratitude to team DWA, who have resolved my problem and enabled me do things on my own. My new hands are a wonderful gift as I have started enjoying life with new passion and excitement. The freedom and the transformation of life from dependence to independence is the most wonderful experience and I will be thankful to DWA for this forever.”</p>
2- Joshua Acquiring advanced Computer skill and assigned to handle Social Media posts (Twitter)	
	<p>“I have been active member of DWA since 2019 it’s been 4 years I joined DWA. My journey here has been surprisingly awesome. I didn’t had much knowledge about my disability and also, I didn’t had any path in my life. So when I joined Disabled Welfare Association for some counseling. I learned a lot about myself and my disability, and how unique and amazing work I can do for the community. I am delighted to share my heartfelt experience with DWA, a remarkable organization dedicated to empowering persons with disabilities. This organization has not only changed countless lives but has also played an amazing role in my personal journey of growth and self-discovery.”</p>
3-Faryal Got Employment in DWA	
	<p>“DWA has supported me like my second mother. If I will not get this platform, then I will still be wandering in sheer darkness. DWA has taught me to cope in life with the acceptance of disability. I came here with no passion in life. DWA encouraged me to complete my education and teach me computer skills. After that I got employment at DWA. I am very thankful to DWA for empowering me and I will owe to DWA for lifetime. “</p>
4-Momina Acquiring education and gained empowerment	
	<p>“I joined DWA few months ago, I’m really thankful to DWA for changing my life completely in just few months. I used to be very shy and unconfident but after joining DWA I am the most confident and proud of myself. They also gave me the training of digital marketing. Now, I am earning on my own and supporting my family. DWA is doing very great job for PWDs. I am very lucky to be here.”</p>

5-Sehar



"DWA is symbolic of hope for many PWDs who are bound to live in home-confinement for many years. I was unable to find a rehab center for my daughter, Tehreem, who contracted CP and partial visual impairment since her birth. At DWA, Tehreem got a very caring companions and she enjoys spending time at DWA. I would like to express my gratitude for availing the double benefits from DWA. The first is my job as a teacher and the second is the provision of free rehab services for Tehreem, my eight years old daughter. I am very thankful Sir Jawaid and Ma'am Saima Ali for being considerate by employing me in Non-Formal Education Program of DWA."

6-Javeria Hanif



"DWA has enlightened my life and gave the confidence to handle the challenges in life. Sir Jawaid has been a great mentor who has taught me the skills to lead a satisfactory life with disability acceptance. I have completed professional computer courses from a renowned institute as a regular student. It was only a dream. DWA mobilized me and turned this dream into a reality for me. After completing my academic and professional education I am looking forward for starting a sound career in a more competitive working environment. I strongly feel that my social and professional survival is indebted to DWA. Thank you Ms. Saima and Thank you DWA."

7-Urooj (Employed at DWA)



"After joining DWA, I have gained a lot of confidence. I made connections with people. I continued my academic journey again and I now I have passed matriculation. I got the support from DWA team to make You tube channel. Now I upload videos frequently on my channel. I am striving to win fame through my You tube channel. Sir Jawaid is my ideal and I want to follow the footsteps of Sir Jawaid to serve my community of PWDs. I love DWA and my life."

Future Plans -Holistic Rehabilitation through IL Program

Activities (2022-23)

Major Programs in continuation

DWA has been successfully crossing milestones through its major programs. Therefore these programs will be in continuation during the fiscal year of 2023-2024.

- 1. Advocacy And Disability Awareness Program to implement rules based on Sindh Empowerment of PWDs for Inclusive Development**
- 2. PILC Network Program**
- 3. Gender Mainstreaming**
- 4. Routine Services of IL Program**
- 5. WOW Channel and Social Media Programs to create awareness for Inclusion**
- 6. Motivation And Mobilization Program Of DWA**
- 7. Healthcare Programs of DWA**
- 8. Educational Programs of DWA**
- 9. Inclusive Working Environment in Public and Private organizations**
- 10. Empowerment of Youth with Disabilities Program**
- 11. Promotion of Special Sports**
- 12. Need Based Assistance for PWDs**

New Initiatives during (2023-2024)

Initiatives for

- 1. Advocacy for social, professional and academic inclusion of PWDs in the mainstream society**
- 2. Research and Development to identify mobility solutions for PWDS**
- 3. Establishment of New IL centers in other districts of Pakistan**
- 4. Promotion of Inclusive education in the mainstream educational institutions of Pakistan**
- 5. Ensuring job placement in renowned organizations for PWDs in fully accessible and congenial environment**
- 6. Opportunities of vocational skills training for PWDs**
- 7. Provision of accessible, equitable and quality healthcare services for PWDs in all the public healthcare facilities**
- 8. Promotion of inclusive healthcare services in private clinics and hospitals**
- 9. Removing disability barriers in physical infrastructures of Public places**
- 10. Accessible Banking services for PWDS**
- 11. Accessible and inclusive recreational places including Water parks, Amusement parks, museums, picnic places and eating outlets.**
- 12. Need bases assistance for PWDs in terms of monetary assistance, free assistive devices, rashan support and healthcare services.**

DWA fundamentally aims to resolve all the issues of PWDs related to every segment of society. PWDs deserve equality and equity rights, enabling them to lead a quality life with dignity.

