



Differently-Abled Not Disabled



- Over a billion people live with some form of disability. This corresponds to about **15% of Population** and its increasing continuously.
- **Lower income countries** have a higher prevalence of disability than higher income countries.
- **Half of the differently abled people** can not afford health care and they are 4 times more likely to report being treated badly.
- In OECD countries, **employment rate of differently abled was 44%**, only slightly over half that for everyone else (75%)

A close-up photograph of a person's hand and arm in a light blue long-sleeved shirt, pushing a black wheelchair. The hand is gripping the black frame of the wheelchair. The background is blurred, showing an indoor setting with large windows.

Dis-ability in the Workplace

The Triggers

Conscience Capitalism

Amid rising inequality, single minded pursuit of profits has become a dirty word. Hiring persons with disabilities adds a positive touch.

Brand Boost

Employing people who are marginalized socially due to their disabilities has a great rub-off on the brand, the company and the customers.

Low Attrition

PwDs are loyal workers and a big edge in high attrition sectors like hospitality.

Productivity Edge

PwDs, often socially ignore and even ill-treated, are less distracted and have low absenteeism

Dis-ability in the Workplace

The Hurdles

Low Income Backgrounds

Many people come from economically-weaker families with low education or skill levels with poor access to jobs in the corporate world

Ill Equipped Public Spaces

From public transport to Malls, Pakistan is poorly equipped to cater to the needs of PwDs, thereby worsening their mobility and handicaps.

Mindset Issues

Protective parents, who treat them as special case all their lives, find it difficult to let go and expose them to mainstream.

Cultural Acceptance

Often the resistance comes from worker who fear PwDs colleagues may be a drag on the team.





کانٹوں میں گھرے پھول کو چوم آئے گی لیکن
تنتلی کے پروں کو کبھی چھلتے نہیں دیکھا



The moon stays bright when it doesn't avoid the night - Rumi



Few out of the many International heroes
who turned their disability into Ability.

Oscar Pistorius is called Blade Runner, because he doesn't have legs. Both of his legs were amputated from the knee at a small age of 11 months due to a disease. Being handicapped, he never lost hope and still gave his best to fulfill his aim.



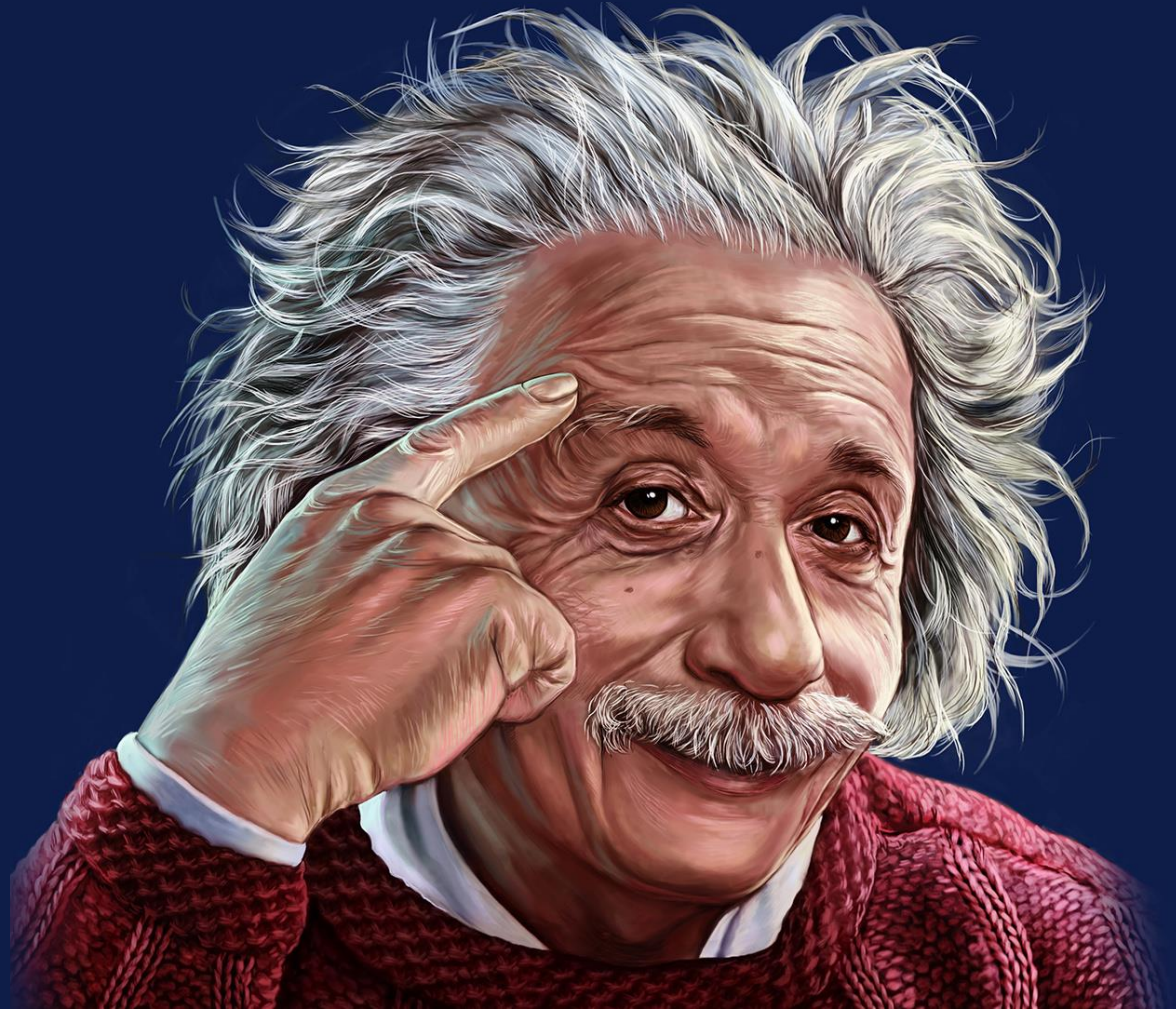
He is now a well-known athlete, and has been bagging Golds and Silvers in various events at the Olympics, Paralympics and other such occasions.

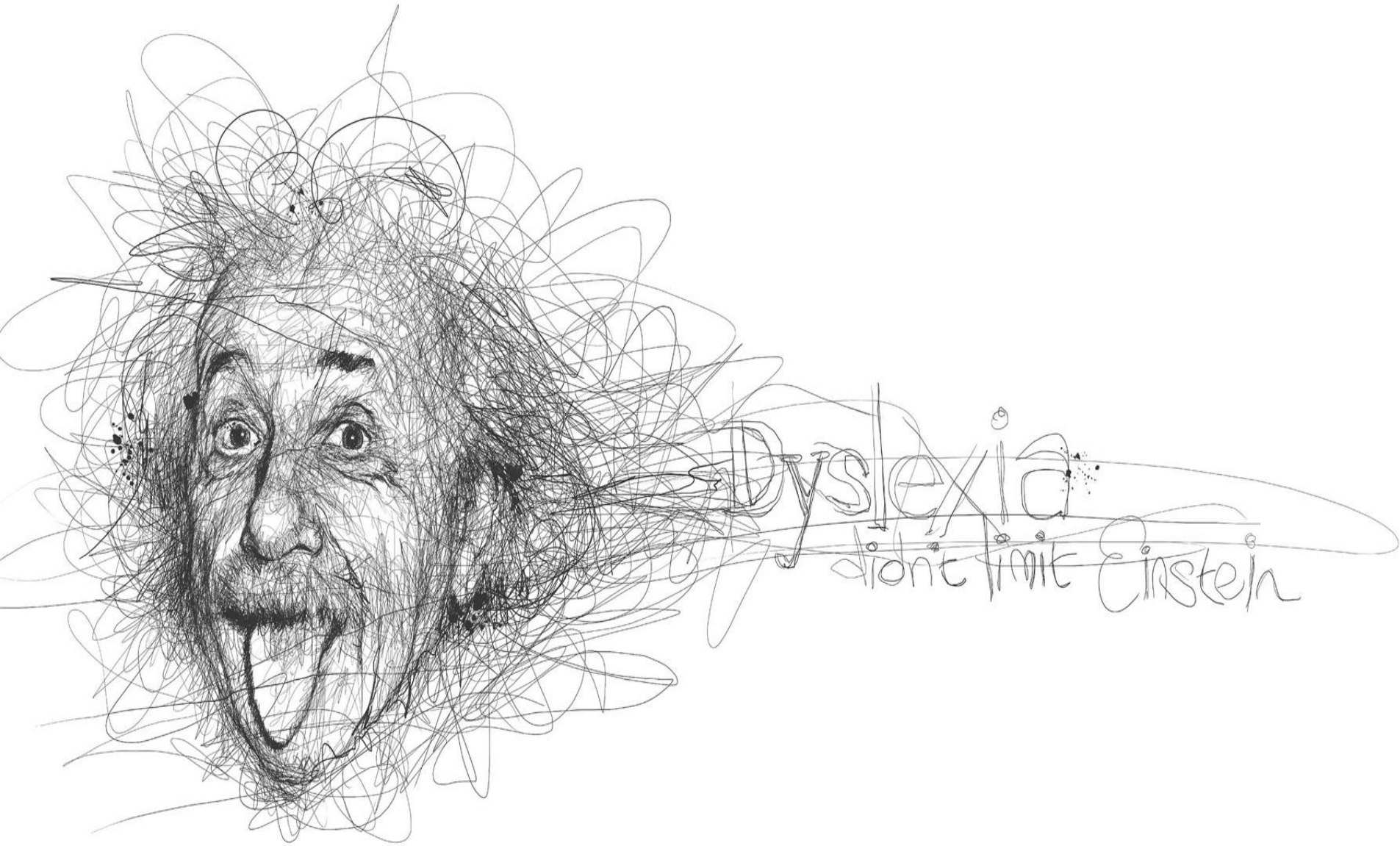
It is told that Albert Einstein had learning disability in his childhood.

Could not talk until age 4

Could not read until age 8

His teachers considered him mentally slow, unsociable and a dreamer





Having dyslexia doesn't mean your child has a disability. Or that he can't grow up normally like other children. Dare we say, he's certainly not doomed for failure. Beneath every dyslexic child is a potential waiting to be uncovered. Log on to www.dyslexiamalaysia.org.my and let us help you help him overcome it.

Louis Braille

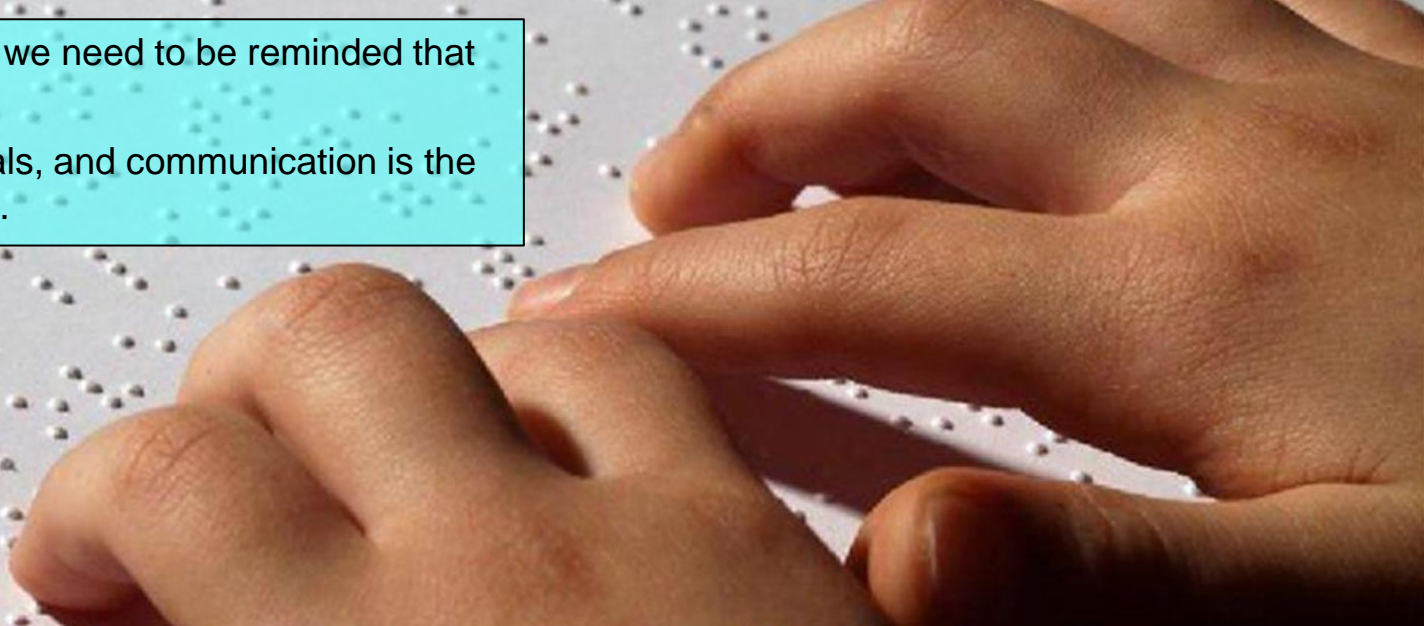
was visually impaired.

But his creation Braille, enabled blind people worldwide to read and write.



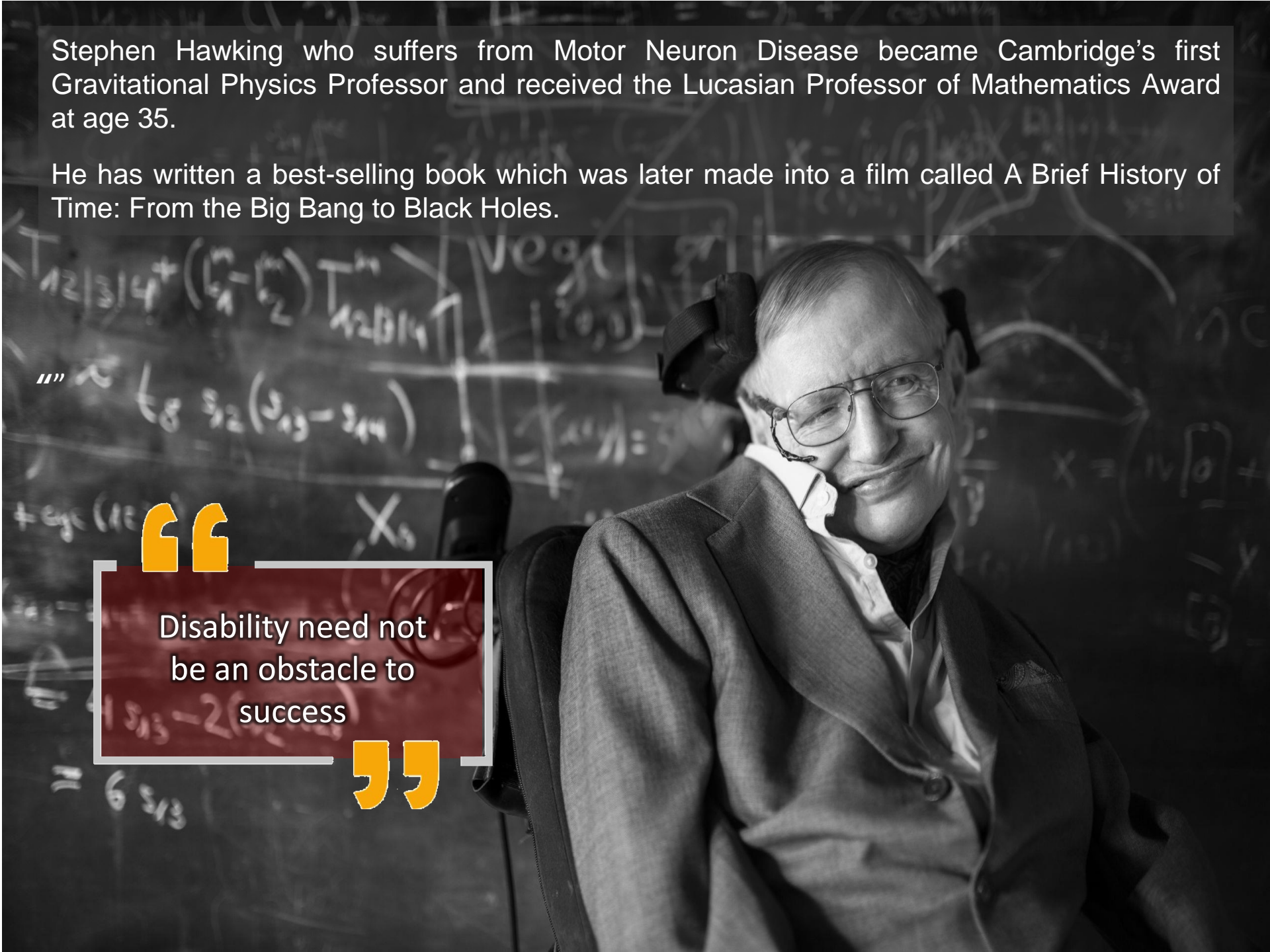
We do not need pity, nor do we need to be reminded that we are vulnerable.

We must be treated as equals, and communication is the way we can bring this about.



Stephen Hawking who suffers from Motor Neuron Disease became Cambridge's first Gravitational Physics Professor and received the Lucasian Professor of Mathematics Award at age 35.

He has written a best-selling book which was later made into a film called A Brief History of Time: From the Big Bang to Black Holes.



Disability need not
be an obstacle to
success

Helen Keller

“

The only thing worse
than being blind is
having sight but no
VISION

”



Tom Cruise is unable to read due to severe dyslexia. He memorizes his lines by listening to them on tape.

“

*When you have to COPE
with a lot of PROBLEMS,
you're either going to SINK
or you're going to SWIM.*

”

میرے پختہ ارادے خود میری تقدیر بدلیں گے
میری قسمت محتاج نہیں ہاتھوں کی لکیروں کی



Pakistan has more than One Million Differently-abled



FATIMA HASSAN

A Differently Abled
Pakistani Graphic Designer

- At the age of 10, she was afflicted with a rare a neuromuscular disease named “**Dystonia**” which affected her trunk, neck, and left leg.
- The disease traveled to her vocal cords; she developed “**Dysphonia**” and almost lost her voice.
- She communicates with people by writing on her iPad or her cell phone.
- Today Fatima is selected as an inspiring woman for UN Women Pakistan’s recent campaign.



- He was diagnosed with muscular **dystrophy** at the age of 7 – a rare disease, where a person cannot move a single part of his body without help.
- He also started his own welfare trust to help other differently abled people.
- With the moral support of his mother, he started his own homemade Food business & came up with his **website Rasoi.pk**
- Rasoi.pk has turned into a successful business with a lot of clients from various places.
- He currently has 5 people working with him, including himself and his mother.

A black and white portrait of a man with glasses, looking slightly to the left. The image is partially obscured by a large white curved shape on the left side, which contains a list of bullet points. The man's face is the central focus of the image.

ABDUL MUEED

**A DIFFERENTLY ABLED
PAKISTANI ENTREPRENEUR**

- **Moiz Shaukat** is a physically disabled teenager from Pakistan.
- He is a Motivational Speaker, Writer, Author, and chairman of Dream Builders.
- Moiz also has a number of awards to his name including Pakistan's Youngest Inspirational Award.
- He is also a Brand Ambassador at "Peace Without Borders."



TE
x = ind

A woman with long dark hair, wearing a white button-down shirt and blue jeans, is sitting in a wheelchair. She is smiling and looking towards the camera. The background is a blurred indoor setting with a wooden railing and large windows showing greenery outside. The quote is overlaid on the right side of the image.

“

I couldn't find a
Hero in my life
so I became one

– Muniba Mazari

”

“

Martina Navratilova

Disability is a matter of
perception.

If you can do just one thing well,
you're needed by someone

”

”

رہنے دے آسمان، زمین کی تلاش کر
سب کچھ یہیں ہے، کہیں اور نہ تلاش کر
ہر آرزو پوری ہو تو جینے کا کیا مزا
جینے کیلئے بس، ایک خوبصورت وجہ کی تلاش کر



علم کا ایک قطرہ جہالت کے سمندر سے بہتر ہے
اور عمل کا ایک قطرہ علم کے سمندر سے بہتر ہے

(حضرت علی)



employee
volunteering



"The best way to find yourself is to
lose yourself in the service of others"

Launching Ceremony of





Behind The Lens

MARKAZ-E-UMMAH
FOR AMAZING CHILDREN



KIS









MARKAZ-E-UMEEED FOR AMAZING CHILDREN



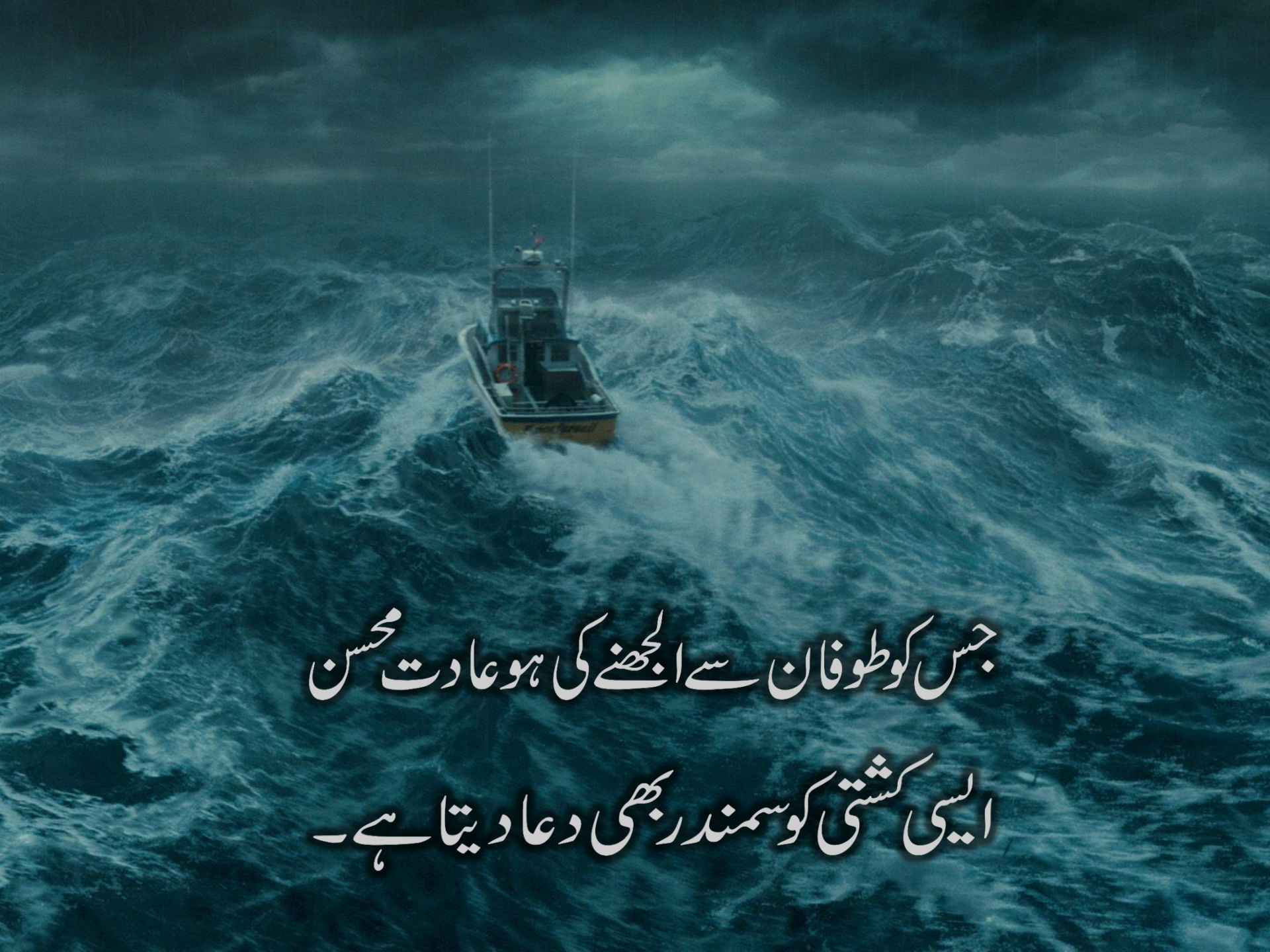
خواہش سے نہیں گرتے پھل جھولی میں
وقت کی شاخ کو میرے دوست ہلانا ہوگا
کچھ نہیں ہوگا اندھیروں کو برا کہنے سے
اپنے حصے کا دیا خود ہی جلانا ہوگا۔



**WHEN YOU FEEL LIKE
GIVING UP YOUR DREAM,
FORCE YOURSELF
TO WORK ANOTHER DAY,
ANOTHER WEEK, A YEAR.
YOU'LL BE AMAZED
WHAT HAPPENS WHEN
YOU DON'T GIVE UP.**

NICK VUJICIC





جس کو طوفان سے الجھنے کی ہو عادت محسن
ایسی کشتی کو سمندر بھی دعا دیتا ہے۔

**The tragedy of life is not that
it ends so soon, but that we
wait so long to begin it.**

W.M. Lewis





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Dare to be
DIFFERENT