



PAKISTAN  
BUSINESS &  
DISABILITY  
NETWORK

SUCCESS  
STORIES

# SHAHMEER

## Soorty Enterprises - Karachi

Shahmeer, originally from Punjab, now thriving in Karachi, works as an operator in the dry processing department at Soorty Enterprises since 2020.

His role is particularly unique, as he works in a high-noise environment, handling tasks like grinding and distortion - tasks that might be challenging for those without hearing impairments but are a perfect fit for him.

Shahmeer's success is closely tied to the Phase 1 of the PRISM project, an initiative by Soorty Enterprises in collaboration with NOWPDP, which focuses on disability inclusion through education and economic empowerment. To create an inclusive workplace, Soorty identified suitable job roles and placements for hearing-impaired individuals like Shahmeer and trained its support staff and supervisors in sign language, ensuring a smooth integration for Shahmeer and his colleagues.

With the support of a buddy system and direct assistance from his supervisor, Shahmeer feels supported in his role. This environment not only values his abilities but also flips what might have been barriers into strengths, allowing Shahmeer to thrive in his position.

