

# Workplace Accessibility in Pakistan

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**NOWPDP**

**Pakistan**

**Parallel Session: Business Services**





from sympathy to

**EMPATHY**

# NOWPDP & Accessibility

Prevailing status of disability in Pakistan:

Lack of  
Awareness

Barriers to  
Entry

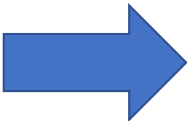
Absence of  
Advocacy

No Access to  
Opportunities  
& Services

Hence, NOWPDP and Institute of Architects Pakistan (IAP) conducted:

- ✓ Researched building by-laws and accessibility codes
- ✓ Developed the premise of a project that studies accessibility

# Nominated Practice

- Accessibility Code of Pakistan, 2006
- Model Accessible Workplace
- 4-Pronged Disability Inclusion 

1) Infrastructural Accessibility & Reasonable Accommodations

2) Attitudinal Acceptance Through Sensitization

3) Employment of persons with disabilities

4) Sustaining Inclusion Practices

# Innovation

Establishment of Accessible Utilities, Banks and Educational Institutions

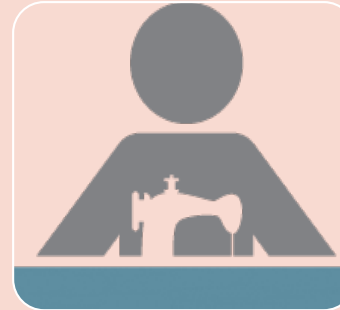
Focus on: Infrastructure, Attitudinal, Policy/Procedural Changes and Equal Opportunity Employment.

Collaborations with Local Governments & Institute of Architects Pakistan (IAP)\*

Customized and Unconventional Infrastructure Accessibility Solutions – For Example, Aluminum Tactile Flooring

Sustainable Solutions

As of 2017...



**Reviewed  
100+  
locations for  
accessibility**

**Workshops  
and  
sessions  
given to  
250+ people  
with  
disabilities.**

**Laid the  
basis for a  
self-  
employment  
center for  
persons with  
disabilities**

**Trained  
750+  
children and  
adults with  
disabilities  
in various  
skills**

**Placed 350+  
persons  
with  
disabilities  
in jobs and  
internships**



# Financing Issues, Challenges, Sustainability

## Financing Issues

- Project Based
- Corporate Funding
- Costly supplies for solutions not easily available in Pakistan
- Third Party Fee

## Challenges

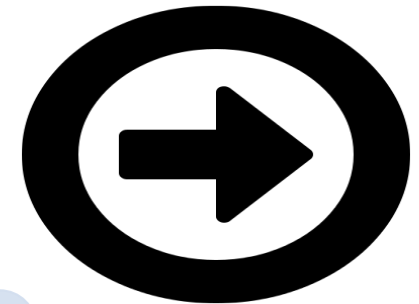
- Desensitized Mindsets
- Inaccessible Building Structures
- Ignorance of accessible solutions
- High costs of implementation
- Lack of by-laws & enforcement
- Underrepresentation

## Sustainability

- 3-phase process
- Accessible Infrastructure
- Disability equality trainings
- Equal Opportunity Policy
- Disability Advocates/ Champions
- Information Resource Hub
- Provision of accessible amenities and utilities



# The Next Steps



## Step 1

- Awareness of Accessible Solution
- Advocacy for Rights of Persons with Disabilities

## Step 2

- Accessibility of Public Spaces & Utility Providers

## Step 3

- Shift focus from 1<sup>st</sup> Tier cities to 2<sup>nd</sup> Tier cities
- Targeting large, medium & small scale organizations

Thank you!

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