Workplace Accessibility in Pakistan

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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
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.

As of 2017...
Changing attitudes does not remove the disability but it does remove the perception of being disabled”

– Imran Ghanchi

Successful Interventions

• Employment
• Skills Development
• Khud Mukhtar
• Accessible Cycle Project
• The Rickshaw Project
• SCNIC Camps
• Campaign for Inclusion
• Wondertree
• Artpreneurs for Change

“Life is an everyday struggle. You need to be positive and do your best and one day you will be a champion”

– Atif Jilany
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\textsuperscript{st} Tier cities to 2\textsuperscript{nd} Tier cities
- Targeting large, medium & small scale organizations
Thank you!

For More Information
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