



Voices from the Field:

Presentation on 'Accessibility and Reasonable Accommodation for Disability Inclusion and Intersectionality' by Nazma Ara Begum, Project Support Officer of UN Women Bangladesh Country Office

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| NAZMA ARA BEGUM IN UN WOMEN BANGLADESH

Nazma Ara Begum Poppy is a National Project Support Officer working with UN Women for the UNPRPD Multi-Partner Trust Fund.

Growing up, Nazma faced negative attitudes, inaccessible infrastructure and systems that overlooked the needs of persons with disabilities, especially women and girls.

So, after completing her master's degree in Sociology, Nazma started working with the National Forum of Organisations advocating for stronger disability inclusion in the laws and policies, better social protection and inclusive education opportunities for women and girls with disabilities.

A lifelong activist for disability rights, she is working with UN Women to build capacities of women-led organisations for persons with disabilities and to advocate for the integration of disability issues into the programme and practices.

To learn more about Nazma, click [here](#).

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KEY RESULTS UNDER UNPRPD MPTF PROJECT

Support disability movement, for effective and meaningful engagement in development, and implementation of disability inclusive data system, law reform advocacy, improved coordination, inclusive skill development and monitoring of CRPD reporting.

- Partnership with Women with Disabilities Development Foundation (WDDF) as a Responsible Party to implement national and sub-national level activities.
- Organizational capacity assessment of OPDs focused on women and underrepresented groups for meaningful engagement with relevant key government ministries and with service providers.
- Capacity building of 20 OPD representatives from national and hard-to-reach groups, women and underrepresented groups, on inclusive policy advocacy, communication and coordination, monitoring and reporting of CRPD report.
- Development of policy advocacy strategy for OPDs on law reform and coordination among the GO-NGO service providers.

Strengthen evidence-based knowledge generation to better advocate for disability-inclusive policies, laws, and programmes.

- Participatory research on root causes of discrimination, stigma and violence faced by women with disabilities and the underrepresented PWDs.
- Gender-responsive analysis of existing legislation and gaps in implementation of the National Disability Act 2013, National Action Plan 2019 and CRPD.
- Organise consultation meetings with MoSW on recommendations from the two researchers to address the issues of women with th disabilities.
- Disseminate the learnings within UN in Bangladesh, OPD network members, and relevant government bodies.

Improve capacity of Government coordinating bodies, line ministries, Bangladesh Bureau of Statistics for effective coordination mechanisms and implementation of disability inclusive policies, laws, data system, and CRPD reporting processes

- Capacity-building workshops on the implementation of disability-inclusive legislation and governance for the MoWCA, MoSW, and relevant line ministries
- Organize advocacy dialogues between OPDs and key government ministries for prioritization of policy reform.

| REASONABLE ACCOMMODATION AND ACCESSIBILITY IN UN WOMEN

Internal prioritization of institutional transformation

In 2022, UN Women conducted an Accessibility Audit for inclusive infrastructures.

Organized workshops on intersectionality and disability inclusion for all employees.

Provides reasonable accommodation with need-based requirement and JAWS software during recruitment and employment.

Participates in global task team which has become a channel for knowledge, information exchange, and the latest materials, tools, and cross-country learnings from the country offices, HQ and UN agencies.

Promotes inclusion and intersectionality externally

Promote disability inclusion in UN HR Open Day in August 2023 through the Gender Equality Theme Group and Human Resource Working Group as per .

Advocate with RC Office for inclusion of voices of WWDs during high level dialogues.

Coordinate with other implementing UN agencies to establish a functional UN Task Team for UN in Bangladesh.
