



**EMPLOYERS'  
FEDERATION  
OF PAKISTAN**  
The Apex Body of Employers

**Pakistan Business  
and Disability  
Network**



# EVENT REPORT

Leadership Meetup for Strategic  
Integration on Disability Inclusion

Organized by Employers' Federation of Pakistan – Pakistan Business and Disability Network (EFP-PBDN) in collaboration with Sightsavers



# Background and Context

The Leadership Meetup for Strategic Integration on Disability Inclusion was conceived as a result of EFP-PBDN's continuous engagement with senior business leaders and its ongoing efforts to move disability inclusion from a compliance-based approach to a strategic leadership priority. Through regular consultations, accessibility assessments, and employer dialogues, EFP-PBDN identified a strong need for a dedicated leadership-level platform where CEOs and senior executives could openly discuss challenges, share best practices, and commit to actionable steps for integrating disability inclusion into core business strategies.

Responding to this need, EFP-PBDN organized the Leadership Meetup on 11 December 2025, bringing together around twenty-five (25) CEOs and senior leaders from diverse sectors to collectively reflect on the business case, practical pathways, and leadership responsibility for advancing inclusive employment for persons with disabilities. *List of participants is attached in Annexure-A.*

# Importance of the Event

The event was significant for several reasons:

- It elevated disability inclusion to a **CEO-level strategic discussion**, reinforcing that inclusive employment is not merely an HR or CSR function but a leadership and governance priority.
- It provided a **safe and solution-oriented space** for business leaders to candidly discuss perceived barriers, operational constraints, and opportunities related to hiring and retaining persons with disabilities.
- It strengthened **public-private and peer learning collaboration**, enabling organizations to learn directly from the experiences of fellow employers who are already practicing inclusive hiring.
- It translated dialogue into **clear commitments and recommendations**, demonstrating leadership ownership and accountability.



The meetup reaffirmed EFP-PBDN's role as a critical platform for convening employers and catalyzing collective action toward disability-inclusive workplaces across Pakistan.

# Key Contributions and Leadership Commitments

The leadership discussion reflected a shared understanding that disability inclusion must move beyond intent toward practical and scalable action. CEOs and senior leaders emphasized that systemic approaches, skills development, and sustained mindset change are critical to creating meaningful and long-term employment opportunities for persons with disabilities.



In this context, Mr. Shehzad Shahid, CEO of TPS, underscored the importance of establishing structured mechanisms to enable inclusive hiring. He recommended the development of a centralized and accessible databank of persons with disabilities that employers could use as a reliable recruitment resource. Drawing from TPS's experience, he shared that persons with disabilities in his organization have demonstrated strong productivity and commitment, reaffirming that inclusion is not charity but a strategic business decision that strengthens organizational performance.



Extending the discussion toward skills and workforce readiness, Mr. Tariq Habib of Arena Multimedia highlighted the need for industry-aligned training to support sustainable inclusion. He announced his organization's commitment to train persons with disabilities in graphic design, filmmaking, and animation, while also emphasizing that these efforts would be directly linked to employment, as Arena Multimedia intends to hire trained participants upon completion of the programs.



Fractical guidance on disability inclusion.

From an implementation perspective, Mr. Rizwan Dalia of K-Electric added that while not all organizations may have the capacity to conduct in-house training, employers can still contribute meaningfully by partnering with specialized training institutions for persons with disabilities. He stressed the importance of clearly communicating skill requirements so that training aligns with industry needs, enabling employers to hire qualified persons with disabilities through a demand-driven and sustainable model.

Reflecting on broader barriers to inclusion, Col. Farrukh Mirza from English Biscuit Manufacturers noted that the most significant challenge lies not in physical accessibility but in prevailing mindsets and assumptions about thinking capacity. He emphasized that addressing these perceptions can unlock progress across multiple areas and commended EFP-PBDN for its critical role in shifting employer mindsets and providing



# Key Recommendations from the Meetup

Based on the discussions and leadership inputs, the following key recommendations emerged:

1. Develop a centralized, accessible hiring databank for persons with disabilities to facilitate employer access to skilled talent.
2. Strengthen industry-led training programs that align market needs with the skills of persons with disabilities.
3. Build partnerships with training institutions for persons with disabilities to create clear pathways from training to employment.
4. Address mindset and perception barriers through leadership advocacy and disability confidence initiatives.

## Conclusion

The Leadership Meetup on Strategic Integration on Disability Inclusion marked an important step in advancing employer-led action on inclusive employment in Pakistan. The candid discussions, strong leadership endorsements, and concrete commitments demonstrated that CEOs recognize disability inclusion as both a moral imperative and a strategic business opportunity.

EFP-PBDN will continue to build on the momentum generated by this meetup by supporting employers in translating these commitments into measurable actions, fostering collaboration, and promoting sustainable employment opportunities for persons with disabilities across the country.