



CURRENT CHALLENGES

In recent years, Robert has worked on the first floor of the workplace, but the canteen is on the fourth floor. Unfortunately the elevator has repeatedly broken down, which has caused him great inconvenience and discomfort. He has sometimes felt that he is a bit of a bother because his co-workers have had to bring him food when the elevator wasn't working. He has also found that his co-workers support him and that they are annoyed on his behalf.

Currently, a job is being advertised in the accounting department, which is on the 3rd floor, where wheelchair access is not quite good enough.

He is a little hesitant to apply for the position because he knows that the elevator would have to be fixed properly and that the work facilities on the 3rd floor would have to be improved if he were to get the job. Also, some colleagues would have to move so that he would have easier access to the work facilities.

Are the managers ready to start remodeling for him? He feels anxious and a little irritated that this is bothering him so much and that he might be overlooked because of this.

He also wonders if colleagues will feel he is being favoured.

ROBERT

Project Manager

AGE	45
GENDER	Male
NATIONALITY	Welsh
FAMILY SITUATION	Married with two primary school children
JOB/CAREER	Project Manager

PERSONAL THOUGHTS ON GENDER EQUALITY Very knowledgeable on human rights and gender equality and always supports others to reach their full potential. He is also very knowledgeable on disability rights to support others but sometimes overlooks his own rights.

ATTITUDES AND EMOTIONS

- Robert has a very positive attitude and he is a great colleague and employee. Others have described him as very helpful and easy to reach out to.
- He tends to get a little anxious, especially in situations where attention is focused on his disability. Like when he has been stuck on the first floor when the elevator is broken.

MOTIVATIONS

- He would like to change position in the company and have the opportunity to utilise his education more. Get suitable projects and more responsibility.
- He doesn't want to let his disability stop him from applying for a job that suits him perfectly, just because the elevator is regularly breaking down, something that should be easy to fix once and for all.
- He also wants to show his children a good example, that you can do anything you set your mind to, even if there are obstacles on the way.

WORK SITUATION

- Robert is very happy at work and has done his job extremely well. His colleagues can turn to him with their problems and regularly receive help from him.
- Robert has been considering applying for a job in the accounting department of the company, but that office is located on the 3rd floor, and it bothers him how often the elevator has been breaking down and how long it takes to respond to it.
- He has perfectly suited for that job and knows he can do it well. He knows that he is well liked and that he would have a good chance of getting the job, but he is a little afraid that the managers in that department will see it as a hassle to have to rearrange the work space to accommodate his needs.
- Also, others might have to move between workplaces to facilitate his access.

Manager's questions

- Should I encourage Robert to apply to accounting?
- Would it be possible to move his workplace to the first floor?
- When does the tender for a new lift end?
- I am responsible for the access issues being in order.

Peers/colleagues' questions

- Can we still reach out to Robert for help if he goes to accounting?
- How can the workplace take so long to fix the elevator?
- What more needs to be fixed for him to move between departments?



Individual's questions

- Are managers willing to remodel and do repairs for me?
- Will I be overlooked because of my disability and the implications of hiring me?
- Will colleagues be willing to relocate?
- Will others feel I am being favoured?

Policymakers' questions

- How are accessibility issues at the workplace in general?
- Where could we do better?
- Are there other obstacles we don't see?
- Have we sought advice so that the workplace meets the demands for accessibility that laws and regulations, and we ourselves, make of us?

