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Bridging the Gap II (BtG-II)

Learning Spaces (LS) 2018-2019

Webinar N.8 – Universal Access to Employment

25 March, 2019 at 2:30 pm CET Brussels Time (English session)

1 – TOPIC

Universal Access to Employment: mainstreaming disability inclusion to ensure the right to work and employment of persons with disabilities.

2 – TARGET AUDIENCES

The webinar cycle is addressed to the three target groups of the project, namely:

1. Development practitioners (for instance: agencies, EU delegations)
2. National institutions of the partner countries of Bridging the Gap II (Burkina Faso, Ecuador, Ethiopia, Paraguay and Sudan)
3. National organisations of persons with disabilities

3 – SESSION'S CONTENT, SEQUENCE AND DURATION

According to the Convention on the Rights of Persons with Disabilities (CRPD), persons with disabilities have the right to work on an equal basis with others. Article 27¹ of the CRPD requires States parties to take adequate measures to safeguard and promote the realisation of the right to work of persons with disabilities, including prohibiting discrimination on the basis of disability with regards to all matters concerning employment.

Employment is crucial to sustain livelihoods as well as a crucial factor for inclusion in societies. Having a job is an essential feature of human existence and in many societies the ability to work is viewed as one of the most important ways in which people can make their individual contributions to their communities². Persons with disabilities face barriers in the form of inaccessibility of information and of the physical environment, including transportation, housing and workplaces. Employers also often assume that the costs of implementing reasonable accommodation for employees with disabilities are prohibitively expensive.

¹ [Article 27 of the CRPD](#)

² [United Nations Disability and Employment.](#)



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Even though existing national, regional and international laws, and despite the commitment of international bodies and Disabled Peoples' Organizations (DPOs), persons with disabilities throughout the world continue too often to be denied the right to work. Statistics indicate that the rates of unemployment, underemployment and economic inactivity among persons with disabilities tend to be much higher than those of other workers³.

In addition, the cost of exclusion bears on societies as a whole, first and foremost in terms of diversity losses, with significant impacts on the economy. A study by the International Labour Organization in 2009 estimated that the cost of excluding persons with disabilities could amount to between 1 and 7 per cent of a country's gross domestic product⁴.

Mainstreaming disability inclusion strategies into existing development processes is a way of ensuring the rights of persons with disabilities in terms of work and employment. Beyond legislation, realisation of the right of persons with disabilities to work can be pursued through a number of approaches, including through policy formation, specific programmes, inclusive and accessible financial services, ensuring accessibility, and awareness-raising.

The webinar will highlight the barriers facing persons with disabilities in their access to work, such as lack of equal educational and training opportunities, cultural stereotypes, and inaccessibility of information and of the physical environment. The session will also explore disability-inclusive strategies and measures that can be taken to promote employment opportunities and career advancement for persons with disabilities. These include mainstreaming disability in national development plans, setting up of supported employment programmes, micro-financing, and ensuring accessibility to information, ICTs, public services, facilities and transportation.

Sequence of the session

- **Introduction to the session** 5/10 mins
- **Presentation** 40/50 mins
- **Questions & answers** 30/40 mins – Q&A plenary session – Debate

The webinar will last approximately 1.5 hours.

³ United Nations, Department for Economic and Social Affairs: [Disability and Employment factsheet](#).

⁴ Sebastian Buckup, "The price of exclusion: the economic consequences of excluding people with disabilities from the world of work", International Labour Organization Employment Working Paper No. 43 (2009)



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4 – SUGGESTED READINGS AND LEARNING MATERIAL FOR PARTICIPANTS

- [Sebastian Buckup, “The price of exclusion: the economic consequences of excluding people with disabilities from the world of work”, International Labour Organization Employment Working Paper No. 43 \(2009\) \(English only\)](#)
- 2014 International Labour Organisation (ILO): [Achieving equal employment opportunities for people with disabilities through legislation: Guidelines. \(French, Spanish\)](#)
- 2014 International Labour Organisation (ILO): [Business as unusual: Making workplaces inclusive of people with disabilities. \(English only\)](#)
- 2015 International Labour Organisation (ILO): [Decent work for persons with disabilities: promoting rights in the global development agenda. \(French, Spanish\)](#)
- 2017 European Commission: [Progress Report on the implementation of the European Disability Strategy \(2010 - 2020\). \(English only\)](#)
- 2018 European Commission, DG Employment, Social Affairs and Inclusion: [Peer Review on “Work-capacity assessment and employment of people with disabilities”. \(English only\)](#)
- 2018 European Commission, DG Employment, Social Affairs and Inclusion: [The role of targeted employment services for people with disability. \(English only\)](#)
- United Nations: [Toolkit on disability for Africa: The Right of Persons with Disability to work. \(French and English only\)](#)
- United Nations Easy-to-Read Version: [A report on the right of persons with disabilities to work. \(English Only\)](#)

5 - LEARNING OBJECTIVES (SKILLS, KNOWLEDGE, ATTITUDES)

At the end of this session the participants are expected to have a solid understanding of the right to work and employment of persons with disabilities and of practical tools to address barriers and promote strategies for inclusion.

The webinar training-cycle issues a Certificate of Attendance only those whom will attend at least 75% of the webinars (i.e. 9 out of 12 webinars) and respond to the evaluation survey.

6 – LANGUAGES AND SCHEDULES

The webinar will be conducted in English, French and Spanish in separate sessions:





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Language	Date and time	Speaker	Moderator
English	March 25 2019 at 2:30 pm CET (Brussels Time)	Stefan TRÖMEL , Senior Disability Specialist ILO	Alessia Rogai , BtG-II Knowledge Management and Learning Coordinator
Spanish	March 25 2019 at 4:00pm CET (Brussels Time)	Sabina LOBATO , Director of Employment, Training, Projects and Agreements, ONCE Foundation	Carmen Serrano , BtG-II Communication Officer
French	March 27 2019 at 11:30 am CET (Brussels time)	Francesca RANDAZZO , Référénte technique emploi et insertion économique, HI	Federico Martire , BtG-II Director

7 – REGISTRATION

To register to the English session please [click here](#).

Once registered, you will receive a confirmation email with the link to join the session at the specified time and date. Registration is limited to 100 participants on a first come, first served basis.

Participants can use the landline call to join the session:

United Kingdom: **+44 330 221 9922**

Audio PIN: Shown after joining the webinar

Webinar ID: 895-026-531

You can also join the session through the smartphone or table free application.

You can download the application by [clicking here](#).

8 – ACCESSIBILITY

The webinar is live captioned. The link to access the captioning page will be shared together in two reminder emails (respectively 1 day and 1 hour before the session) and in the chat box at the beginning of the webinar.

To improve the visual accessibility of the online training platform GoToWebinar, we recommend to download the smartphone or tablet free application by [clicking here](#).



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9 - WHAT IS BRIDGING THE GAP?

Bridging the Gap II (BtG-II) is an initiative funded by the European Union coordinated by the International and Ibero-American Foundation for Administration and Public Policies (FIIAPP) in partnership with the Spanish Agency for Development Cooperation (AECID), the Austrian Development Agency (ADA), the Italian Agency for Development Cooperation (IADC), the European Disability Forum (EDF) and the International Disability and Development Consortium (IDDC). It aims to contribute to the socio-economic inclusion, equality and non-discrimination of persons with disabilities through more inclusive and accountable institutions and policies.

Bridging the Gap is a targeted thematic response to the requirement to make development cooperation accessible to and inclusive of persons with disabilities, which is an obligation for the European Union (EU) and Member States as parties to the Convention on the Rights of Persons with Disabilities (CRPD) and which can have a significant impact in improving the social inclusion and promoting the rights of persons with disabilities.

BtG-II supports the mainstreaming of disability in international cooperation and the efforts of five partner countries (Burkina Faso, Ecuador, Ethiopia, Paraguay and Sudan) in planning and implementing inclusive public policies and services.

This project is funded by the EU under the Development Cooperation Instrument (DCI), Thematic Programme “Global Public Goods and Challenges” and it is in line with the European Consensus on Development “Our World, Our Dignity, Our Future”.

Discover more about BtG-II:

[BtG-II Web site](#)

[BtG-II Facebook page](#)

[BtG-II Twitter page](#)

[BtG-II YouTube channel](#)

[BtG-II on Flickr](#)

All the recordings of the previous webinars are available on our [YouTube Channel](#). You can find them in [English](#), [French](#) and [Spanish](#).

For further information, please contact:

Federico Martire, Project Director

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