

Employment of Persons with disabilities: how can we change society's view

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About IDDC

- A network of 32 member organisations working in over 150 countries worldwide



- Purpose: promoting **inclusive international development and humanitarian action** with a special focus on the full and effective enjoyment of human rights by all people with disabilities.
- To know more about IDDC: <https://iddcconsortium.net/>

Inclusive Development

Equity and equality

- Equality of opportunity with reasonable accommodations, with no discrimination.

Leaving no one behind

- Human rights are universal and apply to all, including marginalised groups, such as persons with disabilities.

Empowerment of persons with disabilities

- Enabling persons with disabilities to speak up for themselves at every level, within their family, their community, their country, or at an international level.
- Make sure that the motto of the disability movement 'nothing about us without us' is a reality.

Inclusive Development

Awareness raising and capacity building

- Ensuring that government ministers and civil servants know what disability is, what inclusion means, what their obligations are and how society benefits.
- Inclusive development cannot be achieved without the participation and engagement of everyone in the community.

Technical cooperation

- Donor countries should share experience, expertise and good practice with partner countries.

Coordination with all stakeholders

- Donors: ensure that development aid does not create undue barriers or finance inaccessible or discriminatory projects
- Partner countries: make sure that policies are actually inclusive and that civil servants and administrations are implementing policies effectively.
- Coordinating with civil society, private sector, and DPOs

Leaving No One Behind: access to employment and decent work

- **Article 27 of the UNCRPD** “recognizes the right of persons with disabilities to work, on an equal basis with others” and it prohibits discrimination on the basis of disability with regard to all matters concerning all forms of employment.
- **SDG 8 on Decent Work and Economic Growth** calls on Member States to “achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”
- Key figures:
 - 1 billion people have a disability, i.e. nearly 15% of the world’s population (source WHO)
 - In developing countries, 80% to 90% of persons with disabilities of working age are unemployed, especially women with disabilities (source: UN)
 - Global economic loss related to the exclusion of persons with disabilities: at least up to 7% of GDP (source: ILO)

Leaving No One Behind: access to employment and decent work

Employment-related risks faced by persons with disabilities

- Exclusion from employment may lead to lower income for persons with disabilities and therefore increase their risk of poverty.
- Discriminatory wage gaps.
- Precarious or unstable work such as in the informal sector or part-time work, making persons with disabilities more vulnerable to exploitative arrangements and unsafe working conditions.

Barriers in accessing productive and decent work

- High levels of prejudice, stigma and stereotypes facing persons with disabilities, contribute to discriminatory hiring practices
- Interplay between a lack of education and training opportunities
- Lack of reasonable accommodation in the workplace
- Inadequate laws and policies

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What can be done to change the view of society on persons with disabilities in the field of employment ?

Changing the view of society

Main challenge: prevailing disability stigmas in attitudes and perceptions

Example: Inclusion International reports that a lack of exposure to people with intellectual disabilities in workplaces has led to a broad assumption that people with intellectual disabilities are incapable of formal sector employment or have qualities that make them unsuitable for wage employment.

Leadership and participation of Disabled People's Organisations (DPOs) and persons with disabilities must be central to all initiatives/programmes. People with disabilities who operate successful enterprises in their local communities are the best advocates for change!

Advocacy and campaigning towards government, civil servants, employers. Advocate for the development and implementation of laws and policies that contains the CRPD paradigm and promote inclusive skills development, formal and informal employment on equitable basis for persons with disabilities.

Conduct training and develop resources for employers and other actors in the private sector to provide information about people with disabilities, including intellectual disabilities.

Share best practices and role models. Recognise employers who have employed persons with disabilities and highlight exceptional performers with disabilities during public functions and in the media.

Project 'Inclusion Works!'

- Funded by DFID (UK)
- Consortium includes 4 IDDC members: Sightsavers (Consortium's leader), ADD International, Humanity & Inclusion, and Inclusion International
- Purpose: understand how supply chains and mechanisms can be influenced, at different levels, for greater disability inclusion in the formal and informal employment sectors.
- Target countries: Bangladesh, Kenya, Uganda and Nigeria
- Timeframe: July 2019 – July 2022
- **Phase 1: Labour Market Assessment in each country**

[More information](#)



Sightsavers



International



Inclusion
international

Project 'Inclusion Works!'

Results from the Labour market assessments

- Emerging interest from employers to be inclusive of disability in their workforces, particularly those with measured diversity and inclusion imperatives, and even more particularly those which are learning from relative successes in gender diversity and extending that to disability inclusion.
- Barriers in accessing information on employment opportunity, whether that be physical barriers or technological
- Need to go beyond jobs and consider livelihood aspirations
- Consistent voicing of challenges in attracting applications from persons with disabilities, despite efforts to reach out to them.
 1. Employers lacking disability employment confidence
 2. Job seekers lacking employment readiness and self-confidence
- Labour market systems miss a capacity building intermediary capable of overcoming the employer/job seekers disconnection. One of the pillars of Inclusion Works will be to test solutions to solve this "missing middle".



Sightsavers



hi
humanity
& inclusion



Inclusion
international



What are the key elements of success?

Programme of Independence and Economic Empowerment of persons with disabilities - PIEE

- Disability Partnership Finland and its local Ethiopian partner, the Disability Development Initiative (DDI)
- Ethiopia, from 2013 to 2019
- Small scale vocational education and creation of small businesses for unemployed persons with physical disabilities in city of Addis Abeba. Small micro loans to allow the participants starting their business.
- **Results: around 75 % of the participants have a sustainable business. Participants show more self-confidence and wellbeing, have more social contacts and are more independent economically compared to their earlier life situation.**
- Challenges: almost totally inaccessible physical environment and the poor availability of adequate mobility aids and maintenance services in Addis Abeba



[More information](#)

Access to Livelihoods (A2L)



- Leonard Cheshire (funded by Accenture)
- Began in 2008 with pilots in 4 countries
- Support people with disabilities to improve their employability, secure a job or start a business and increase their earnings.
- **Access to Livelihoods model:** individually tailored package of support to reflect people's individual needs, skills and ambitions through Livelihood Resource Centres (LRCs). Advocacy and campaigning to drive forward change in the policy and practice of local employers and governments. Partnerships with employers and local providers to maximise the impact and cost efficiency of the programme. Use of technology and innovation to enhance the reach and sustainability of the programme.
- **Results: Support to 28,029 people with disabilities. 18,374 persons supported into either waged or self-employed work. Work with over 3000 employers. Creation of Jobability.org is an online portal which matches job seekers with accessible employment opportunities, and provides useful resources and inspiring success stories. Model replicated in several other countries in Africa and Asia**

[Read Saritha's success story](#)

Programme ÁGORA

- ONCE Foundation for Latin America
- 14 Latin American countries
- Promote training for the employment of people with a visual impairment and their inclusion in the labour market.
- Initiative delivered in partnership with public and private bodies in each country and CSOs from the field of visual impairment.
- Activities: Employment and carrier guidance, Training courses and workshops, Employment opportunities, through work intermediation with organisations offering employment, Professional internships, Support of the basic adaptation needs of jobs, Venture support, from design stage to search for financing and follow-up of the early stages of the business.
- Results: the programme has already secured employment for many people with a visual impairment.

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MAKE 12.4% WORK



- Light for the World
- Uganda, since 2017
- Generate commitment and action from livelihood actors across government, the private sector and civil society
- **Initiative driven and led by young persons with disabilities:** they take the lead in approaching employers, development organisations and companies to pitch the initiative and establish a working relationship that develops into disability awareness sessions or advice on disability inclusive programming.
- **Work placements and internships for youth with disabilities:** so far, 15 interns have been placed with 11 member organisations and companies. 10 have either been retained by the organisation, found other training opportunities or secured employment outside
- **Multimedia approach and documentation of best practices:** Stories of change and progress are regularly documented and highlighted



MAKE
12.4%
WORK

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APDK Mombasa - Jemimah Kutata

- CBM International and the Association for the Physically Disabled of Kenya (APDK)
- Community-Based Rehabilitation Programme 'APDK Mombasa' – Bombolulu workshop
- Jemimah has paralyzed legs after injection, she walks with aid of two elbow crutches and a caliper on right leg. Thanks to the support of her parents, she went to school (primary and secondary)
- Joined Bombolulu in 1994 as a trainee in the tailoring and dressmaking workshop.
- However **her dream was to do an administrative course**. After completing the tailoring course, she managed to go back to college with CBM support to do full secretarial course with computer.
- After college, she is recruited by the Bombolulu workshops as a receptionist. In 2000, she joined APDK executive office, and climbed the ladder: reception, executive secretary, personal assistant to the executive officer, acting coordinator for microfinance
- Apart from her office work, Jemimah does a lot of advocacy for disability issues and for raising awareness about disability rights



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Key cross-projects elements of success

Empower Persons with Disabilities and DPOs, including in the projects/programmes implementation

- Best advocates for change

Rely on the families and communities

- Supporting family members of people in understanding employment rights and advocacy

Ensure access to education, skills development, including soft skills, and vocational training

- Enabling persons with disabilities to acquire market based skills that increase job opportunities

Career counselling and Family based planning

- Ensure that persons with disabilities choose a career path that is suitable and viable and take their interest and market opportunities into consideration

Collaboration with and training of employers

- Change happens less because of confrontation and much more because of collaboration and the application of coaching approaches at each level of the system.

Share best practices and inspirational stories

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What could be changed in the existing framework to make it more effective?

Lessons learned from projects

Invest in applied research, documenting and sharing of evidence based good practice

- Assist in scaling up successful interventions.

Develop and enforce CRPD compliant legislation and employment policies

Promote supported employment and corporate social responsibility

- Quotas, subsidies, tax breaks, preferential conditions in public procurement processes

Shift the perception of reasonable accommodation

- From solely costly renovations and assistive technology to a more holistic approach to accommodation that includes adaptations to the way that employers and employees work and communicate

Ensure that donors have a clear policy on disability inclusion

- Organisations receiving funding from donors that have no clear policies on disability inclusion are more hesitant or resistant to the idea of actively seeking out and including persons with disabilities in their programs and services.

Ensure flexibility and adaptability in donors' aids to help efforts on disability inclusion

IDDC Recommendations

1. Include persons with disabilities and their representative organisations in any discussion centred on the economy, technology and global wellbeing.
2. Ensure that national legislation protects persons with disabilities from discrimination on the basis of disability in all matters of employment, vocational training and access to entrepreneurship.
3. Consider a flexible combination of income security and disability-related support to promote labour market participation of persons with disabilities and create a positive link between employment and social protection schemes on disability.
4. Provide incentives, support and guidance to employers including on accessibility, reasonable accommodation and awareness.
5. Promote inclusive vocational skills development systems, including technical vocational education, training systems, programmes and other skills development programmes.
6. Support self-employment by persons with disabilities by strengthening access to entrepreneurship, skills development and financial services.
7. Gather systematic labour data disaggregated by disability, analyse and utilise it to develop and implement disability-inclusive policies and practices and connect data with policymakers.

[More information](#)



THANK YOU FOR YOUR ATTENTION

Angélique HARDY

Coordinator

Skype: [iddc.coordinator](#)

Follow us on [Twitter](#) & [Facebook](#)

Rue de l'Industrie 10 - 1000 Brussels – belgium

coordinator@iddcconsortium.net

WWW.IDDCCONSORTIUM.NET