**CDPF On-line Disability Equality Capacity Building Course Book**

**Module 5: Trade- Improving Livelihoods and Employment**

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# i) Introduction

Disabled people in all countries, especially in Low and Middle Income Countries are likely to be found amongst the poorest. A vicious cycle of barriers of exclusion, isolation, lack of education training, work or livelihood reinforce the disadvantaged position disabled people experience. Governments, to abide by the treaties they have sign and ratified such as UNCRPD Article 27 and the SDG 8, have to legislate, provide welfare, education, training, raise awareness and ensure employers including themselves are effectively addressing barriers to equalise the position of disabled people.

The loss of livelihood to the individual and to the economies of their countries by the non-engagement of disabled people is both an ongoing human rights abuse and economic loss.

A sense of achievement is important to all human beings and we know that with reasonable accommodations and support, disabled employees are as productive and effective as anyone and are often more reliable than non-disabled employees.

Microfinance and organisation like cooperatives in agriculture and other self-employed activities, alongside assistive devices, can make all the difference to self-employed disabled people and their families.

As we demonstrate all arguments and barriers that hinder the employment of disabled people can be addressed and the actions to address the current employment gaps and challenges are well known and have been shown to be effective. What is needed is a major renewed effort on behalf of States parties, employers and civil society to implement the commitment already made.

# ii) The Language we use

**Disabled people:** Why we still choose to call ourselves ‘disabled people’: In the Commonwealth Disabled People’s Forum (CDPF) we call ourselves ‘**disabled people’** because of the development of the **‘social model of disability’.** In the C19th and C20th, a disabled person’s medical condition was thought to be the root cause of their exclusion from society, an approach now referred to as the **‘medical or individual model’** of disability. We use the **‘social model of disability’,** where the barriers of environment, attitude and organisation are what disable people with impairments and lead to prejudice and discrimination.So to call ourselves ‘persons with disabilities’ is to accept that we are objects and powerless.We also view ourselves as united by a common oppression so are proud to identify as ‘**disabled people’** rather than **‘people with disabilities’. When we are talking about the UN Convention on the Rights of Persons with Disabilities** we will use **‘people or persons with disabilities’.**

# iii) Livelihood, Poverty and Hunger SDG 1 and SDG 2 and social Protection measures under Article 28 UNCRPD.

In a Systematic Review on Disability and Poverty[[1]](#footnote-1), 97 studies from (Low and Middle Income Countries) LMICs that examined the relationship between disability and poverty were included in the systematic review.

* The majority of studies (78 of 97, 80%) found a positive, statistically significant association between disability and economic poverty.
* This relationship was found across age groups, location, disability types and study designs.
* For studies that also measured the relationship between disability and unemployment, 12 of 17 (71%) found a statistically significant, positive relationship. With 80% of studies reporting a link between poverty and disability, the results of this systematic review provide a robust empirical basis to support the theorized disability-poverty link.

Disabled people are more likely to live in poverty than non-disabled people due to barriers in society such as discrimination, limited access to education and employment and lack of inclusion in livelihood and other social programmes. National data on income poverty disaggregated by disability remain scarce, but available data show that the proportion of disabled people living under the national or international poverty line is higher, and in some countries double, than that of non-disabled people. Regarding food security, in developed countries, available data shows that the average percentage of disabled people who are unable to afford a meal with protein every second day is almost double that of non-disabled people. More disabled women than disabled men are in such a situation, and the gender gap between women and men in terms of access to meals with protein is wider among disabled people. In developing countries, data shows that disabled people and their households are more likely to not always have food to eat, than non-disabled people and their households. While financial inclusion can help disabled people out of poverty, access to financial services such as banks remains restricted by the lack of physical and virtual accessibility of these services. In some countries, disabled people find that more than 30 per cent of banks are not accessible. The 2030 Agenda for Sustainable Development and its 17 SDGs provide a powerful framework to guide local communities, countries and the international community toward the achievement of disability-inclusive development. The 2030 Agenda pledges to leave no one behind, including disabled people and other disadvantaged groups, and recognizes disability as a cross-cutting issue to be considered in the implementation of all of its goals. The Agenda also includes 7 targets and 11 indicators explicitly referencing disabled people.

Social protection programmes for disabled people, which can be vital in facilitating an escape from poverty, have been adopted in many countries. At least 168 countries have disability schemes that provide periodic cash benefits to disabled people, while lump-sum benefits are provided in 11 countries. In half of the countries with periodic benefits, these benefits cover mainly workers and their families in the formal economy, excluding disabled children and disabled people who have not had the opportunity to contribute to social insurance for a sufficient period to be eligible for benefits. In 87 other countries however, schemes are fully or partially financed through taxes and have improved coverage. In only one third of these countries, schemes cover all disabled people with assessed impairments regardless of their income status. In the rest of the countries, programmes cover only persons or households whose economic means fall below a certain threshold. Despite their existence, many disabled people are not able to access social protection. In some countries, more than 80 per cent of disabled people who need welfare services cannot receive them.

Actions to end poverty and hunger for all disabled people:-

• Design social protection policies and programmes to include disabled people.

• Remove barriers that disabled people face in accessing and fully benefiting from social protection on an equal basis with others.

• Sensitize personnel of grant offices about barriers experienced by disabled people to access social protection and approaches to overcome these barriers.

• Improve access to and accessibility of banking and other financial services, including mobile banking.

• Disaggregate data on poverty and hunger by disability status.

• Establish national monitoring and evaluation systems that periodically assess all social protection programmes regarding inclusion and impact on the situation of disabled people[[2]](#footnote-2).

## **Yet Article 28 of UNCRPD is clear ‘Adequate standard of living and social protection’ is required.**

  “1. States Parties recognize **the right** of persons with disabilities to an adequate standard of living for themselves and their families, including adequate food, clothing and housing, and to the continuous improvement of living conditions, and **shall take appropriate steps to safeguard and promote the realization of this right without discrimination on the basis of disability.**

2. States Parties recognize the right of persons with disabilities to social protection and to the enjoyment of that right without discrimination on the basis of disability, and shall take appropriate steps to safeguard and promote the realization of this right, including measures:

a) To ensure equal access by persons with disabilities to clean water services, and to ensure access to appropriate and affordable services, devices and other assistance for disability-related needs;

b) To ensure access by persons with disabilities, in particular women and girls with disabilities and older persons with disabilities, to social protection programmes and poverty reduction programmes;

c) To ensure access by persons with disabilities and their families living in situations of poverty **to assistance from the State with disability-related expenses**, including adequate training, counselling, financial assistance and respite care;

d) To ensure **access** by persons with disabilities **to public housing programmes**;

e) To ensure **equal access** by persons with disabilities **to retirement benefits and programmes**”.

Disabled People comprise an estimated 15 per cent of the world’s population, or one billion people, of whom 80 per cent live in developing countries and are overrepresented among those living in absolute poverty. Disabled people often encounter discrimination and exclusion on a daily basis. This means, in particular, pervasive exclusion from development programmes and funds, as well as all areas of economic, political, social, civil and cultural life, including employment, education and healthcare.

Disabled people were not referenced in the Millennium Development Goals (MDGs) and as a result were excluded from many important development initiatives and funding streams around the world. The 2030 Agenda for Sustainable Development includes disabled people and has thus opened doors for their participation and recognition as active contributing members of society, who must not face any discrimination or be left out or behind.

Disabled People should be recognized as equal partners, and be consulted by Governments, the UN system, civil society and other stakeholders. Out of the 169 targets across the 17 Goals, 7 targets have an explicit reference to persons with disabilities. Further, all Goals and targets are applicable to persons with disabilities by simple virtue of universality, which applies to all persons, and the overarching principle of "leave no one behind."

**Disabled people strongly believe that only by utilizing the UN Convention on the Rights of Persons with Disabilities (CRPD) as a guiding framework in implementing the SDGs, will it be ensured that exclusion and inequality are not created or perpetuated.** This includes institutional, attitudinal, physical and legal barriers, and barriers to information and communication, among other such barriers.

The aim of creating the SDGs was to take on the unfinished work of the MDGs, but go much further in aspiration. In particular, SDGs 1 to 2 address the most fundamental issues in a person’s life: the basic needs which all people require, are enshrined in human rights laws and inherent to every human being for a dignified life. Statistics show that denial and exclusion of these rights leaves disabled people disproportionately affected. We are more likely to experience adverse socioeconomic outcomes than non-disabled peers, higher poverty rates.

The UN has acknowledged the links between poverty and disability. Poverty may increase the risk of disability through malnutrition and inadequate access to education and health care. Poverty is also both a cause and outcome of institutionalization and forced treatment, and of denial of the right and opportunity to make large and small decisions in one’s own life. Disabled People may face barriers to accessing social protection when information is inadequate, inaccessible or not shared, welfare offices are physically or sensorially inaccessible, or design features of particular programmes do not take into account necessary reasonable accommodations. Therefore countries must :-

Introduce measures and policies to ensure that disabled people, including women, children, youth, older persons and indigenous disabled people, are protected from poverty and benefit equally from mainstream poverty alleviation and wealth-creation programmes, which should contribute to the implementation of disability-inclusive social protection systems and measures in line with the CRPD;

Eliminate laws, policies and practices such as institutionalization, forced treatment and denial of legal capacity that segregate disabled people, as well as those from underrepresented groups, from society, and reinforce such persons’ personal and economic dependency on others;

Making all levels of social protection systems inclusive, and public healthcare policies, programmes, facilities and information accessible by disabled people, and based entirely on the free and informed consent of the person concerned, including provision of disability-related extra costs, financial risk protection, access to quality essential healthcare services and access to safe, effective and affordable medicine, assistive products and vaccines. [[3]](#footnote-3)

**The Economic Costs of Exclusion and Gains of Inclusion of Disabled People**

Exclusion from education leads to lower earnings. In Bangladesh, reductions in wage earnings attributed to lower levels of education among disabled people and their child caregivers were estimated to cost the economy US$54 million per year and estimates indicated that exclusion of disabled people from the labour market results in a total loss of US$891 million/year; income losses among adult caregivers adds an additional loss of US$234 million/year.[[4]](#footnote-4)

In South Africa, lost earnings averaged US$4,798 per adult with severe depression or anxiety disorder per year (about half of GDP per capita) totalling US$3.6 billion when aggregated to the national level[[5]](#footnote-5).

However, inclusion could lead to substantial gains:

In Pakistan, it was estimated that rehabilitating people with incurable blindness would lead to gross aggregate gains in household earnings of US$71.8 million per year[[6]](#footnote-6).

Excess unemployment among people with disabilities, combined with unaccommodated attitudinal, physical and communication barriers that lead to lower job productivity, can affect the GDP of a country:

• Metts (2000) calculated that economic losses from lower productivity among people with disabilities across all LMICs amounted to between US$473.9-672.2 billion a year.[[7]](#footnote-7)

• Buckup (2009) estimated that costs from lower labour productivity amounted to approximately 1-7% of GDP in 10 LMICs.[[8]](#footnote-8)

• Smith (1996) et al calculated global annual productivity cost of blindness was $168 billion in 1993.[[9]](#footnote-9)

• Frick et al (2003) estimated that globally, unaccommodated blindness and low vision cost $42 billion in 2000. Including productivity loss from caregivers of blind individuals increased the total by $10 billion[[10]](#footnote-10).

**To break the vicious cycle of poverty and disability, improve the quality of life of disabled people and to bring about economic gains for society there are compelling reasons to dramatically improve the employment situation of disabled people. So what do SDGs and UNCRPD say?**

***Follow Up Activity 5.1,5.2,5.3***

***5.1 Write a letter to your member of Parliament giving the main arguments why disabled people and their families should be entitled to social protection measures and benefits whether they have worked or not.***

***5.2 What is the vicious cycle of poverty for disabled people and their families in Low and Middle Income countries?***

***5.3 In what ways could the cycle be broken both by Government measures and measures from DPOs and Civil Society?***

# iv) Work, employment and disabled people

**SDG 8,** “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” explicitly refers to persons with disabilities in its target 8.5 which aims to, by 2030, achieve full and productive employment and decent work for all women and men, including for persons with disabilities, and equal pay for work of equal value.

State parties will not make progress for disabled people on this target unless there is a sustained effort in every country to develop the approaches outlined in Article 27 of the UNCRDP and tackle the barriers there identified in a systematic manner.

**The Right to Work** is established as a human right. “All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity. The attainment of the conditions in which this shall be possible must constitute the central aim of all national and international policy*”[[11]](#footnote-11).*

Yet around the world most disabled people are not in work, with women more significantly effected and impoverished as a result. A recent report identified the following barriers that must be addressed if the right to work is to become a reality for the majority of disabled people.

**Current challenges to labour inclusion of Disabled People**

# a) Lack of an enabling environment

* Accessibility barriers in built environments, transport, products and services
* Badly designed disability benefits, often leading to poverty of disabled people
* Insufficient support services and lack of transferability of these from one country to another
* Non-inclusive education and vocational training leading to lower levels of education and training among disabled people
* Inadequate support for disabled youth in transition from school to work
* Low level of capacity of public employment services to support disabled people into work
* General lack of compliance with employment quotas, where these exist

# b) Employers (public and private)

* General lack of awareness and confidence on how to include disabled people in the workplace
* Inaccessible work premises and work tools, including Information and Communication Technologies (ICT)
* Inadequate provision of workplace adjustments
* Lack of support for disabled people to maintain employment and explore career development
* Lack of targeted support for SMEs regarding employment of disabled people.

# c) Trade Unions & Employers’ Associations

* Insufficient level of attention to disabled people, both those in employment and those seeking to enter the labour market.
* The UK Trade Union Congress over the last 30 years has established disabled workers’ conference and affiliated unions have been encouraged to set up disabled sections and conferences.

# d) General Society

* Disabled people are often faced with hard to dislodge stigma and stereotypes in society.
* Discrimination and higher exposure to situations of violence and harassment, also in the workplace[[12]](#footnote-12).

The UN **Convention on the Rights of Persons with Disabilities** (CRPD), adopted in 2006 and rapidly ratified by a majority of countries (182/194), reflects the fundamental shift that is taking place in how disability is regarded in international and national policies. Disabled people are increasingly regarded as citizens and as rights holders, rather than as objects of social welfare or charity. The CRPD provides fresh impetus to International Labour Organisation and State Parties activities to promote equal opportunities for persons with disabilities in training, employment and occupation.

This shift, however, is not yet fully reflected in the labour market where equal employment opportunities for women and men with disabilities largely remain an aspiration. People with disabilities have lower employment rates, higher unemployment rates and are more likely to be economically inactive than non-disabled persons. When in employment they are more likely to be in low-paid jobs with poor career prospects and working conditions. Throughout the world there is an undeniable link between disability, poverty and exclusion. The lack of equal employment opportunities for people with disabilities forms one of the root causes of the poverty and exclusion of many members of this group[[13]](#footnote-13).

**Article 27** of UNCRPD reinforces previous international treaties on confirming the right to work for disabled people

“States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities”.[[14]](#footnote-14)

States Parties to the Convention have general as well as specific obligations. General obligations laid down in Article 4 include the following:

“• to adopt all appropriate legislative, administrative and other measures for the implementation of the rights recognized in the Convention;

* to take into account the protection and promotion of the human rights of persons with disabilities in all policies and programmes;
* to ensure that public authorities and institutions act in conformity with the Convention;
* to take all appropriate measures to eliminate discrimination on the basis of disability by any person, organization or private enterprise; and
* to promote the training of professionals and staff working with persons with disabilities in the rights recognized in the Convention. Requirements in respect of rehabilitation include taking effective measures”.

The Convention’s many other Articles and rights impact on Article 27- Employment and Work, in particular [Equality and Non-Discrimination](http://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/article-5-equality-and-non-discrimination.html) (5), Women (6), Accessibility (9), Education (24), Rehabilitation (26) and Adequate Standard of living and Livelihood (28).

# CRPD Article 27 Work and Employment full text

“1. States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia:

a) prohibit discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions;

b) protect the rights of persons with disabilities, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions, including protection from harassment, and the redress of grievances; c) ensure that persons with disabilities are able to exercise their labour and trade union rights on an equal basis with others; d) enable persons with disabilities to have effective access to general technical and vocational guidance programmes, placement services and vocational and continuing training; e) promote employment opportunities and career advancement for persons with disabilities in the labour market, as well as assistance in finding, obtaining, maintaining and returning to employment; f) promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one’s own business; g) employ persons with disabilities in the public sector; h) promote the employment of persons with disabilities in the private sector through appropriate policies and measures, which may include affirmative action programmes, incentives and other measures; i) ensure that reasonable accommodation is provided to persons with disabilities in the workplace; j) promote the acquisition by persons with disabilities of work experience in the open labour market; k) promote vocational and professional rehabilitation, job retention and return to-work programmes for persons with disabilities.

2. States Parties shall ensure that persons with disabilities are not held in slavery or servitude, and are protected, on an equal basis with others, from forced or compulsory labour”.

Article 27 is specifically devoted to work and employment and is quoted in full above. Discrimination on the basis of disability/impairment is prohibited in all forms of employment. States Parties are called upon to open-up opportunities in mainstream workplaces, both in the public and private sectors. To facilitate this, the Convention promotes the access of disabled persons to freely chosen work, general technical and vocational guidance programmes, placement services and vocational and continuing training, as well as vocational rehabilitation, job retention and return-to work programmes. The provisions cover disabled people seeking employment, advancing in employment and those who acquire an impairment while in employment and who wish to retain their jobs. The Convention also recognizes that for many disabled people in developing countries, self-employment or micro business may be the first option, and in some cases, the only option.

States Parties are called on to promote such opportunities. The right to exercise labour and trade union rights is promoted. States Parties are also called on to ensure that disabled people are not held in slavery or servitude and are protected on an equal basis with others from forced or compulsory labour.

**a) The position of disabled people in self employment**

‘Barriers to self-employment/informal labour. In developing countries, 80% of people with disabilities who are working are self-employed, almost entirely in the informal sector.[[15]](#footnote-15) Self-employment in this context is a broad term, encompassing a wide-range of livelihoods engaging in activities such as farming, agriculture, shop keeping and small-scale production of a variety of goods and services, where remuneration may be in cash or kind. Though it should not be promoted as the only option for economic inclusion, self-employment can be a good alternative, particularly in LMICs where there is a general shortage of opportunities for formal sector jobs. A key requirement to successful entrepreneurship is access to credit. However, potential lenders frequently are reluctant to loan to disabled people, as they are perceived to be high risk clients: as they also tend to be poor, they often lack collateral, guarantors or records of past repayments that are traditionally needed to satisfy more formal lending agreements.[[16]](#footnote-16)

Disabled people are often also excluded from microfinance schemes, whose purpose is to extend credit and other financial services to low-income individuals or those barred from more formal banking institutions.**[[17]](#footnote-17)** In a multi-country study conducted by Handicap International of over 100 microfinance organizations, people with disabilities made up on average only 0- 0.5% of clientele. Given the disproportionately high rates of poverty and the fact that self-employment is often the only option for disabled people in LMICs to earn a sustainable livelihood, these figures represent a gross underrepresentation from an avenue that has proved effective in mitigating poverty for millions of individuals. Self-exclusion, negative attitudes of staff and inaccessible facilities were cited as major contributors. As with individuals in formal employment, disabled people in self-employment and informal work may require supports such as assistive devices, social protection programmes and vocational training and rehabilitation to succeed. In addition to the previously mentioned physical, communication, attitudinal and economic barriers that can impede access, many self-employed individuals with disabilities may encounter further barriers due to their lack of legal standing. As legislative reforms rarely cover the informal sector, disabled people may be excluded from beneficial policies and programs**[[18]](#footnote-18)** For example, insurance programs can help individuals maintain stability during an economic shock and allow entrepreneurs to take some calculated risks necessary to grow their enterprise. Exclusion from such protection programmes leaves individuals vulnerable to financial ruin and can stifle potentially profit-generating innovations’**[[19]](#footnote-19)**. Supporting entrepreneurship and self-employment can work well for disabled people. In Uganda, the Association of Microfinance Institutions has taken measures to create equal opportunities for disabled people to access their financial services, with particular focus on sensitizing its staff on disability rights.

# b) The situation of disabled people and employment

According to global estimates, disabled people constitute some 15 % of the world’s population. Between 785 million and 975 million of them are of working age (15 years or older)[[20]](#footnote-20)with most living in developing countries, where the informal economy employs a substantial proportion of the labour force. The labour force participation rate of disabled people is low in many countries. Recent figures for members of the Organization for Economic Co-operation and Development (OECD) indicate that slightly less than half of working-age persons with disabilities were economically inactive compared to one in five non-disabled people of working age.[[21]](#footnote-21)

Lower rates of employment have been persistently observed for disabled people. Across eight geographical regions, the employment to population ratio (EPR) for disabled people aged 15 years and older is 36 per cent on average, whereas the EPR for non-disabled people is 60%.

Table: Employment to population ratios for persons aged 15 years and over, by disability status, by geographical region, in 2006-2016 (based on 91 countries)

|  |  |  |  |
| --- | --- | --- | --- |
| **Region** | **Disabled people** | **Non Disabled People** | **GAP** |
| **Sub Saharan Africa** | **34%** | **53%** | **19** |
| **Oceania** | **47%** | **66%** | **19** |
| **North Africa Western Asia** | **25%** | **51%** | **26** |
| **Eastern & SE Asia** | **36%** | **61%** | **25** |
| **Latin America & Caribbean** | **31%** | **58%** | **27** |
| **Europe** | **44%** | **67%** | **23** |
| **Central and Southern Asia** | **28%** | **51%** | **23** |
| **North America** | **30%** | **69%** | **39** |
| **Average** | **36%** | **60%** | **24** |

**Barriers to formal employment** Exclusion from employment is often indicative of exclusion in other downstream areas. B**arriers to participation in education and training** prevent the acquisition of skills needed for many jobs. In the formal sector of most LMICs’ economies, limited opportunities leads to high competition; consequently low-skilled workers are at disadvantage and few are able to access the typically higher paying, more stable formal sector jobs. However, even when disabled individuals have the requisite skills for successful employment, other factors significantly hinder participation. T**he social isolation of disabled people** limits the development of networks, which can be helpful in finding jobs and career advancement. **Discriminatory attitudes and misconceptions create significant barriers.** This includes the belief among employers that an employee with a disability will be less productive and less qualified than one without a disability. **Prejudice towards disability typically varies by impairment type**, with those with mental health conditions experiencing the most disadvantage. For example, in a 27 country study, almost a third of individuals with schizophrenia reported discrimination in finding or retaining a job[[22]](#footnote-22). **Disabled people themselves and their families may have low expectations** of their capabilities and employability, discouraging them from seeking work altogether. Inaccessible work environments and lack of accommodations can also bar inclusion in employment. Physical and communication barriers at vocational services, during interviews, in the work setting and at social events with colleagues can impede disabled individuals from obtaining a job or reaching their maximum potential once hired. These challenges can be overcome with appropriate accommodations – often at low or no cost, **employers may not implement the necessary adjustments due to incorrect overestimation of costs, lack of information or genuinely limited resources.** Certain laws may hinder inclusion. Sometimes legislation openly discriminates against disabled people, such as in Cambodia, where individuals with any type of impairment are prohibited from becoming teachers. Even when policies are well-meaning, they can sometimes create disincentives to work. For example, if disability benefits – available in some MICs but rarely in LICs – are tied to unemployment and are greater or equal to the value of expected wages, disabled people may not be allowed to work or choose not to work in order to maintain this source of steady income.

**Gender differences**

A direct result of limited access to education among disabled women is their significant disadvantage upon entering the job market, in comparison with disabled men, also with non-disabled women and men. According to evidence from six regions, disabled women are less likely to be employed than disabled men and non-disabled people in all Regions. The ratios for disabled women are lowest in Northern Africa and Western Asia (14%) and highest in Europe (42%). In Northern Africa and Western Asia, disabled women are 5 times less likely to be employed as disabled men, in Europe they are 2 times less likely. The gap between disabled women and men varies between 6 percentage points in Europe to 26 percentage points in Central and Southern Asia.

**Average employment-to-population ratios, for persons aged 15 years and over, by disability status and sex, in 6 regions, 2006-2016[[23]](#footnote-23)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Region | Men | Women | Disabled Men | Disabled Women |
| Sub Saharan Africa | 56% | 34% | 32% | 20% |
| Oceania | 67% | 54% | 51% | 40% |
| North Africa Western Asia | 68% | 29% | 32% | 14% |
| Eastern &SE Asia | 71% | 51% | 48% | 29% |
| Latin America& Caribbean | 72% | 50% | 44% | 32% |
| Europe | 73% | 62% | 48% | 42% |
| Central and Southern Asia | 77% | 39% | 44% | 18% |
| Average | 70% | 50% | 43% | 32% |

In many countries, laws regulating labour still miss protections against discrimination on the ground of disability (see section on SDG 8). Due to these obstacles, many disabled people who are able to work are not able to secure a job and remain an underutilized segment in the labour force. The percentage of disabled people who reported that their workplace is hindering or not accessible around 2013, was Lesotho 53%, Cameroon 50%, Sri Lanka 45%, Mozambique 18%, Malawi 17% and South Africa 11%. **We all need to be campaigning for legislation and its full implementation in our countries.** [See Appendix 1 for a range of Legislation in Commonwealth Countries]

# c) Does disability stop people working? Can disabled people work?

Many disabled people, with all types of impairments and even when they are seen as “severe”, can and do work productively in both developed and developing economies. Some disabled workers are very high performers; some are not. In this way they are also like any other population group. The idea of “disability” is not the same as “incapacity to work”. In many contexts, these two things have been treated as the same – either in people’s ideas, or in the way social services and policy have been designed or provided.

Part of the paradigm shift on disability means seeing these two issues separately. It is true that not every single disabled person can or wants to work. There are also many non-disabled persons who might not want or be able to work. In some cases, it is possible to see that it is the impairment that is the reason someone cannot work. It should be remembered that disability is made up of the impairment and the social and environmental factors it interacts with; someone with a similar impairment but in different social or work situation might be able to work effectively. **The question should move away from why someone “cannot” work to which barriers can be removed and what support can be provided, so that disabled people are enabled to work effectively.** The reason the social conditions are important is that often it is these factors that stop disabled people working, not the impairments they have. Low expectations of what they can do often prevents disabled people from finding opportunities or thriving in them when they are in work. These combine with the exclusion disabled people face more widely in society, and in areas necessary for professional development, such as education and skills development[[24]](#footnote-24).

**Reasonable Accommodations** allow workers and their employers to take advantage of their full professional potential and thereby contribute to business success. The purpose of a reasonable accommodation at work is not to unduly burden an employer, nor is it to grant one employee an unfair benefit or advantage over another. Reasonable accommodation in the workplace means providing one or more modifications or adjustments that are appropriate and necessary to accommodate a worker or job candidate’s individual characteristics or differences so that he or she may enjoy the same rights as others. Often a reasonable accommodation may be made at little or no cost to an employer, and results in concrete benefits to both the employer and the worker. Failure to consider a reasonable accommodation is disability discrimination.

Reasonable accommodations used at workplaces vary from no-tech solutions which cost little or no money (like additional preparation time for an individual, or implementing a color-coded filing system), to accommodations that are technologically simple or unsophisticated (e.g. replacing a door knob with an accessible door handle or providing a magnifier) to accommodations that use advanced or sophisticated assistive technology (such as use of screen reading software with synthesized speech). Advanced assistive technology is often costly and less available e.g. in Sri Lanka in 2015 8% of employed disabled people did not need assistive products at work, while 54% use them and need more assistive products at work. Reasonable accommodations can also apply to people with HIV/AIDs, Pregnant Women and Families, for religious observance.

**Why the inclusion of disabled people in the workforce is good for your business in South Africa:[[25]](#footnote-25)**

**1. Gives a competitive edge.** In a highly competitive and rapidly changing business environment, the ability to hire, retain and develop a diverse workforce gives business a competitive edge as it allows businesses to be more creative and more responsive to the diverse needs of a rapidly changing market.

**2.Creates new business opportunities**. Disabled people represent a potentially lucrative market in South Africa. The inclusion of disabled people in the workforce improves understanding of how disabled customers think, what drives their spending habits, and how to access this market which previously has not been effectively tapped into. Employing disabled people will help business to connect to this client base and build strong customer relations, as well as improve the overall service for disabled customers. This is because people in general prefer to deal with businesses whose workforce reflects their customer base.

**3. Develops new products and services.** Disabled employees can help in developing products, product modifications and services that will appeal to the disability market as they have valuable personal insight into the needs of disabled customers. Many products developed for the disability market also have considerable value in mainstream markets. Some of the most in-demand products available today have evolved from disability-based research, such as: »

* Voice command technology, first developed for disabled people, is now used in GPS navigational devices, cars, computers, and hands-free phones.
* Apple’s I-Phone shuffle, built with a hands-free, voice control interface, is a prime example of a device originally designed for persons with vision impairments that now has huge global appeal.
* Predictive text software was intended to help disabled peole communicate. Today it is used extensively in search engines and email programs to improve communication for all.
* A popular captioning tool that is used around the globe to add captions in 50 languages to uploaded videos, was originally intended to help people with hearing impairments watch YouTube videos.
* Mind control technology is now the basis for innovative games and toys controlled by brainwaves. This unique technology was developed to help people with severe physical disabilities control electronic devices with brain impulses.

**4. Improves opportunities to do business with the government.** As a State Party to the CRPD, the South African government will increasingly be looking to do business with companies that they know are acting in accordance with the CRPD. Thus being an enterprise inclusive and accessible to disabled people means having a competitive advantage. For instance, the Preferential Procurement Policy Framework of South Africa awards contracts to enterprises based on a preferential points system which features disability inclusion as one of the areas that positively impact the company’s overall rating. Not being inclusive may even affect business’s ability to get operating licences from the state in future.

**5. Meets legal obligations and manages risk.** All employers are obliged to comply with national and international labour legislation and regulations. By complying with labour provisions that provide for the rights of disabled persons, businesses avoid being in contravention of the law and can avoid receiving a complaint alleging unlawful disability discrimination. Employing disabled people with can assist the business to meet its Employment Equity targets, Corporate Social Responsibility Initiatives (CSRI) and Broad-Based Black Economic Empowerment (B-BBEE) targets.

**6. Creates good public relations**. Including disabled people and accommodating their impairment related needs are important as this helps the business to develop a stronger, more positive corporate identity, earning it a positive reputation as a socially-responsible business. Hiring disabled people can increase a company’s brand image with consumers. Research shows that consumers are becoming increasingly sophisticated and more selective in their purchasing decisions and are more favourably disposed to brands that are responsible and ethical. Consequently, consumers have been shown to have a positive attitude and favourable impressions towards businesses that hire disabled individuals and prefer to give their business to such companies. Investors are also more willing to invest in socially aware and responsible companies who practise diversity and inclusion.

**7. Maximises savings and reduce costs.** Contrary to common misconceptions, employing disabled people outweighs the costs of any reasonable accommodation that the employer may need to make along the way. It in effect lowers costs over time by maximising savings and reducing costs. The reality is that many employees acquire their impairment during their working lives. Retaining employees who become disabled and providing reasonable accommodation to continue work can allow employers to retain their valuable skills and experience, while maintaining maximum productivity. Not retaining an employee who becomes disabled means:

» losing good employees which means losing the return on the human resources (HR) investment in training and management the business would have made

» incurring recruiting, hiring, training costs plus lower productivity of new staff and

» productivity losses incurred from unfilled positions.

**8. Improves work morale**. An inclusive workforce has also been shown to have a positive impact on workplace morale and improve overall job satisfaction. This has a ripple effect because when employees are happier at work, customer satisfaction also improves, solidifying profits and customer loyalty.

**9. Creates financial incentives** Employers can benefit from a number of government incentives – financial incentives, training support, and workplace modification support from the government aimed at encouraging the employment of disabled people. For instance, the employer can claim tax deductions from the South African Revenue Services (SARS) for a learner with disability during learnership.

**10. Enhances creativity** Research has shown that diverse work teams are more innovative and creative and less inclined to a unilateral view. This is an asset. Employing disabled people brings a fresh perspective to the decision-making process. The viewpoints expressed by disabled employees often reflect their unique and – often unheard – life experiences. This in turn challenges assumptions and stimulates a higher level of critical analysis of business decisions, strategies, and processes, and fuels creativity. Research has shown that disabled people make good employees, contrary to prejudicial beliefs. Disabled people bring something fresh to the table:

* have personal traits that are valuable in the marketplace. Initiative, perseverance, adaptability, goal-oriented, problem-solvers – these are characteristics people with disabilities develop to overcome barriers to their success in their everyday lives. More importantly, these are the characteristics businesses need to help grow their business, get around obstacles, and achieve their goals.
* think outside the box. Every day, disabled people use creative thinking to tackle challenges and get things done. At work, this translates into original ideas, inventive solutions, and the flexibility to consider a variety of options at once.
* have fewer absences and stay in their jobs longer. The tenure of disabled employees is generally greater than other employees; this is because disabled people have to work very hard to get a job and when they do get one, it is precious to them and they are very unlikely to resign or move to another company.

**11. Creating a business case for employing disabled people.** The best business cases are those that are customised and able to transform as the organisation changes. In creating an effective business case it is useful to consider the key challenges facing the business and how creating an equal opportunity workplace might help to address them. For instance, an organisation that needs to overcome a skills shortage to achieve its growth objective can become inclusive and accessible making it easier to find new talent. It is also important for the employer to assess the contribution that disabled people are making over time in order to substantiate their business case by setting up some qualitative and/or quantitative indicators.

This SAHRC document very usefully also lays out **a Human resource employment checklist for hiring persons with disabilities. Don’ts /Do’s[[26]](#footnote-26)**

|  |  |
| --- | --- |
| **Don’ts** | **Do’s** |
| Don’t assume that disabled people are unemployable. | Do learn where to contact and recruit disabled people. |
| Don’t assume that disabled people lack the necessary education and training for employment. | Do learn how to communicate with disabled people. |
| Don’t assume that disabled people do not want to work. | Do ensure that your applications and other company forms do not ask disability related questions and that they are in formats that are accessible to disabled people. |
| Don’t ask if a person has a disability during an employment interview. | Do consider having written job descriptions that identify the essential functions of the job. |
| Don’t assume that certain jobs are more suited to disabled people. | Do ensure that requirements for medical examinations do not discriminate and eliminate disabled applicants. |
| Don’t assume that disabled people can’t do a certain job | Do provide reasonable accommodations that the qualified applicant will need to compete for the job. |
| Don’t assume that your current management will need special training to learn how to work with disabled people. | Do treat disabled people the same way you would treat any applicant or employee |
| Don’t assume that the cost of business insurance will increase as a result of hiring disabled people. | Do relax and make the disabled applicant feel comfortable. |
| Don’t assume that the work environment will be unsafe if you employ disabled people or an employee sustains a impairment on the job. | Do develop procedures for maintaining and protecting confidential medical records. |
| Don’t assume that reasonable accommodations are expensive. | Do train supervisors about how to make reasonable accommodations. |
| Don’t make medical judgments. |  |
| Don’t assume that your workplace is accessible. |  |

**d) Trade Unions and disability equality**

In the past and still in some parts of the world Trade Unions have fulfilled a narrow role of protecting the jobs of those already in work and have opposed dilution of the workforce. More and more these days trade unions use their collective strength to fight for equality and equal rights in the workplace and the wider society. This has included organising women to get equal conditions and pay, fighting racism which is seen as dividing the working class and organising disabled members.

A good illustration is the British Trade Union Movement that over the last 40 years has moved from being a break on the employment of disabled people to championing their equal treatment promoting workplace champions, collectivising disputes over reasonable accommodations and disability leave and protecting work place colleagues from harassment and pressure to sack them. Part of this is due to the changing human rights environment and legislation such as the Disability Discrimination Act (1995) and the Equality Act (2010) which place legally enforceable duties on employers to not discriminate against disabled employees and to make reasonable adjustments. The other factor is the growth of social trade unionism that seeks to influence and make happen progressive change in the wider society[[27]](#footnote-27). The Trade Unions have set up structures with democratically elected disabled member representative committees, annual conferences of disabled members, a TUC annual Disabled Workers’ Conference and a reserved seat on the TUC General Council. Unions by law have to produce material in accessible formats. This a good model to follow.

**e)** Special employment measures need to be compatible with the CRPD

In many, mostly developed, countries, there are special employment schemes targeting disabled people. These schemes vary greatly between one country and another and include workshops which provide very basic manual work (often without salary, as people would be receiving their disability benefits, or with extremely low, nominal “wages” that are far below the local minimum wage[[28]](#footnote-28) so called ‘sheltered’ workshops ) and companies, where the majority of staff are disabled, who pay market wages and provide jobs which are not different from those available in the general labour market.

In many countries there is also supported employment, which is based on support to disabled people, who so require, to be able to take up a job in a regular company. These can involve needs assessments, job placement, “on-the job” supports, such as a job coach who supports both the employer and the employee and follow up support and mentoring. Some public or private entities that do these, receive public funding and are not linked to “mainstream” employment services.

It is therefore not easy to make recommendations to such a diverse range of situations.

Article 27 of the CRPD does not specifically refer to any of these measures, but makes it clear in its paragraph 1 that the protection against discrimination needs to apply to all types of employment. It is therefore important that public authorities who finance and sometimes even manage these services, undertake a thorough revision of these services to ensure that they fully comply with the CRPD.

It also seems important that the independent authority that has the role of monitoring the implementation of the CRPD, according to paragraph 2 of article 33, pays special attention to the way in which these specialized employment services are being provided.

States shouldreview existing special employment measures to ensure their compliance with the CRPD and make mainstream employment measures inclusive of and accessible to persons with disabilities.

National monitoring mechanism established according to article 33 (2) are requested to pay special attention to specialized employment services and to help to facilitate links between[[29]](#footnote-29) organisations of persons with disabilities and trade unions who can provide additional expertise on fair wages and working conditions.

***Follow Up activities 5.4,5.5.5.6 & 5.7***

***5.4 ) There are many arguments from your local municipal officials about why they cannot give work to disabled people when there are so many family ‘breadwinners’ out of work. Develop 10 good arguments why they should create work and training opportunities for disabled people.***

***5.5 ) A local charity runs a sheltered workshop where the disabled employees are paid a very low rate of pay and have poor productivity. Develop a plan to change the sheltered workshop into a money making co-operative. Give the arguments you will use to convince a) the charity, b) existing workers c) local development bank of the viability of your plan.***

***5.6 ) Make a table of the costs and benefits to a regional government in your country of having a policy of doubling the number of disabled people in work in the next 5 years.***

***5.7 ) You have been given a brief by your country Government to develop a training policy and programme which is inclusive so at least 40 % of trainees are disabled people. What barriers do you identify currently and what solutions will you advance?***

**v)** Actions to address the current employment gaps, current challenges and realize SDG 8 and Article 27 for Disabled People:[[30]](#footnote-30)

**1) States should ensure that national legislation protects disabled people from discrimination on the basis of disability in all matters of employment and that it includes the denial of reasonable accommodation as a form of discrimination**. Reasonable accommodation in most cases does not incur costs or incurs just a minimal cost. It is important that States improve and standardize the support available for providing reasonable accommodation in the workplace.

**2) The public sector should lead by example by hiring disabled people and take affirmative actions to promote their initial employment and career development**. This will expand the opportunities for disabled people to work, create a model for other employers and increase the legitimacy and credibility of the public sector in terms of representing the whole population it is supposed to serve.

**3) Public procurement policies and systems should include provisions that encourage the employment of disabled people,** including by setting a clear goal on the proportion of procurement of services and products provided by disabled people.

**4) States should ensure that Public Employment Services (PES) are inclusive of disabled people, including through managing disability-disaggregated data, reducing disability-based bias in recruitment practices of employers and providing financial and technical assistance in making adjustments to the workplace.** Staff of PES who interact with disabled clients need to be sensitised about disability issues and disability-specific needs and should be enabled to read, interpret and develop labour market data in an efficient and effective manner and communicate it in a comprehensible way to disabled job seekers. Where disability-specific placement services exist, these should be well coordinated with the PES.

**5) Where employment quota legislation exists in the public and/or private sectors, the State should ensure its implementation with an effective evaluation system throughout the career development of disabled employees**. Quota systems should complement anti-discrimination legislation that ensure equal working condition for disabled people after being hired. On one hand, quota systems are more effective in getting disabled people into the labour market, but do not require employers to ensure equal opportunities for the career development of disabled employees. On the other hand, anti-discrimination legislation is less effective to facilitate the entry into the labour market, but it can be very effective in guaranteeing equal working conditions for disabled workers.

**6) Mainstream entrepreneurship development training and microfinance systems should include disabled people** by, inter alia, combatting stereotypes about disabled people’s entrepreneurial and financial abilities and facilitating access of current and potential disabled entrepreneurs to credit and financial services. To mainstream entrepreneurship development training, a first step could be ensuring that the trainings provide reasonable accommodation and when the courses are announced they refer to disabled entrepreneurs as welcomed participants.

**7) States should have policies in place that facilitate job retention and return to work for persons who acquire an impairment**, including for persons with mental health conditions, with the provision of disability benefits that are compatible with full or part time work. Programs designed to support the entry or re-entry into the labour market should ensure full inclusion. The International Social Security Association (ISSA) guidelines on job retention and return to work provide useful guidance on the different measures that need to be in place for this to happen.

**8) States should support disabled people in sheltered employment to benefit and enter the mainstream labour market.** While sheltered workshops have played a vital role in the employment of disabled people, there is a need to move towards a more inclusive model and improve the number of disabled employees that participate in the mainstream labour market. In addition, the reference to “all forms of employment” in paragraph 1 (a) of Article 27 of CRPD ensures that disabled people working in sheltered companies or workshops should also be protected from discrimination in all the matters covered by the article.

**9) States should pay particular attention to encouraging employment of disabled people in the private sector**, **both working on the demand side, supporting initiatives that will increase disability confidence among employers, as well as the supply side.** Ensuring better access of disabled people to education and vocational training, and by facilitating job placement services. Private sector involvement will need to be supported by Governments through improvements in legislation, policies and services, particularly those related to skills development and adequate placement services.

**10) Mainstream Technical Vocational Education and Training (TVET) systems and programmes and other skills development systems should have provisions to include disabled people.** For example, through building capacities of TVET staff’s in training disabled people, increasing the physical accessibility of TVET centres with a provision of reasonable accommodation, and conducting adaptations of entry criteria, teaching methods and materials as well as evaluation methods that consider disability. Disabled women should receive particular attention. In-house and online training can also increase the participation of disabled people. Mainstream workplace-learning, particularly apprenticeships should be made inclusive of disabled people. For instance, all federal and state employment and training services should be accessible to those with impairments.

**11) When designing and implementing social protection systems, States should consider a flexible combination of income security and disability-related support in a complementary way to promote the economic empowerment of disabled people.** Social protection systems can play a critical role in laying the foundation for many disabled people to enter and/or stay in employment. By ensuring that disabled people have income security, that their disability-related needs and extra costs are met and that they have effective access to health care services, these systems can significantly promote the participation of disabled people in the open labour market and in society at large.

**12) Build robust evaluation plans for the implementation of the programmes to improve the employment of disabled people.** The development, implementation and evaluation of national employment policies should include a rights-based disability perspective, including measures that effectively promote the employment of disabled people as well as a meaningful involvement of disabled people’s organisations (DPOs) at all stages. Disability-disaggregated indicators need to be included in the action plans for the implementation of policies to ensure that monitoring and evaluation effectively takes disability issues into account.

**13) States should ensure that a database of available information and disaggregated data on disability and employment is developed and available in an accessible format.** When reporting on the disability employment gap, it is important to go beyond the percentage of disabled people in employment to include breakdowns by status in employment, hours worked, and earnings to provide a fuller picture of the differences in employment between non-disabled and disabled people. Comparisons of employment profiles non-disabled and disabled people should also include disaggregation by other significant demographic, social and economic characteristics (such as gender, age, ethnicity, economic activity, occupation and level of education, amongst others), because of the interactive aspects of these characteristics with the impact of disability. Disaggregation should take a due regard to the need for confidentiality and statistical significance.

14 ) **Race and Intersectionality.** In employment or ‘the job market’ prejudice towards disabled people intersects with prejudice based on gender, race and ethnicity, with frequent reports from our member organisations in ethnically mixed societies of disabled people with equal qualifications and skills being denied opportunities. This strongly needs to be borne in mind by policy makers and employers.

***Follow Up Activities 5.8***

***Look in appendix at some examples of what is happening in terms of disability equality in the workplace in some Commonwealth countries then answer.***

***5.8 Find out what organisations of employers support greater disability equality in the work place in your country. Develop a plan for how to involve employers in your country in campaigning for greater disability equality in the workplace. Identify the different elements and how these should be implemented.***

# C. Implementation Strategies on Improving Livelihoods and Employment

i) Find out how enhanced efforts can be made through training and recruitment, with state incentives to get disabled people into skilled employment.

ii) Develop a strategy of how grants and training should be available for disabled people to start their own businesses and work cooperatives.

iii) There is huge human wastage from the lack of education and training for a large majority of disabled young people. Develop a strategy for your country to offer second chance skills and education for work to be made available to the millions of disabled young people who dropped out of school.

iv) Commonwealth Governments should encourage eco-friendly production and farming and cooperate in trading fair trade products, creating greater work opportunities for employing disabled workers. Work out and write a short policy document to convince your Government to implement this policy.

v) Develop a strategy based on the negative impact of Covid-19 on disabled peoples’ employment to take to Government to meet their commitments under international law.

# Appendix 1 Anti-Discrimination Legislation and Good Practices

Legislation is very important and an analysis from data compiled by The World Policy Centre on answers to the question[[31]](#footnote-31) ‘is discrimination in hiring and recruitment prohibited on the basis of disability, by law?’ finds that in 25 Commonwealth countries it is specifically prohibited. In 7 it is broadly prohibited and in 22 there is no prohibition. (Countries with no prohibition are Barbados, Belize, Botswana, Brunei, Dominica, Lesotho, Malaysia, Nauru, Pakistan (law passed in 2020), Papua New Guinea, Singapore, Solomon Isles, Sri Lanka, St Kitts and Nevis, St Vincent and the Grenadines, Swaziland, The Gambia, Tonga, Tuvalu, Uganda and Vanuatu.)

**Australia** has both national and state legislation to address discrimination against persons with disabilities (Harris, 1919; AHRC, 2007). The Commonwealth Disability Discrimination Act, 1992 overrides state legislation and prohibits discrimination on the ground of disability in work and employment as well as other areas, including education. The Act is administered by a Disability Discrimination Commissioner within the Human Rights and Equal Opportunity Commission, which investigates complaints of discrimination. The 1992 Act allows for the development by organizations of action plans which identify barriers for persons with disabilities within the organization and set out policies and programmes, with time frames, for addressing them. The benefits of developing a Disability Action Plan are threefold: it demonstrates a commitment to anti- discrimination principles, it can be given to the Human Rights and Equal Opportunity Commission to be taken into account if a complaint is made against the organization, and it provides a tool for change.

**Bangladesh** In Bangladesh some 3.2 million young people with disabilities lack the skills necessary to find employment. One reason is that Technical and Vocational Education and Training (TVET) institutions are unable to cater for the needs of those with disabilities. The Directorate of Technical Education (DTE), under Technical and Madrasa Education Division (TMED), Ministry of Education, has carried out a number of steps in collaboration with International Labour Organization (ILO) to make its 118 TVET institutes disability inclusive. This guide provides an overview of DTE’s approach to disability inclusion and provides practical advice which other departments and ministries can potentially follow and replicate. As a result of measures taken to enhance disability inclusion, enrolment of disabled students at DTE’s TVET institutes rose to 357 in the academic session 2015-16, significantly higher than the 56 students enrolled in 2014-2015 prior to DTE initiating these measures with ILO support. Nine TVET institutes have established partnerships with Disabled Persons Organisations (DPOs). Out of 118 TVET institutes under DTE, 99 now have an Annual Disability Inclusion Action Plan featuring a budget and time-line. Dissemination of DTE’s model of disability inclusion in TVET institutes. Inclusion of 12 different types of disabled people in their monitoring system[[32]](#footnote-32).

**Botswana** Despite not having signed the UNCRPD, in 2019 on the Commemoration of the National Day for Persons with Disabilities, most Disabled People’s Organisations were invited. The CEO of Deboswana Mining Company was invited as the Guest speaker. DPOs pleaded with her that her company should employer disabled people. After that, her company employed some of our disabled members, which is a milestone to us. Moreover, they are promising to continue to employ more disabled people. It is the biggest company in the country dealing with diamonds.

**Canada** Anti-discrimination measures in Canada take different forms. Section 15(1) of the 1982 Canadian Charter of Rights and Freedoms guarantees every individual “the right to equal protection and equal benefit of the law without discrimination” and covers discrimination based on mental or physical disability. The Canadian Human Rights Act, 1985 prohibits certain discriminatory practices and disability is included among the prohibited grounds (Section 3 (1)). Both the Charter (Section 15 (2)) and the Act (Section 16 (1)) allow for (but do not require) affirmative action to reduce disadvantages. While the Act did not originally require an employer to make “reasonable accommodation” to enable a disabled person to meet job requirements, amendments in 1998 added a duty to accommodate. The Legal and Legislative Affairs Division of Parliament explains: “Accommodation challenges employers, service providers, and other duty holders to go beyond treating all people the same and to recognize that people may in fact need to be treated differently in order to achieve true equality in a meaningful way.” The Employment Equity Act, 1995, Section 10 (1), also requires active measures to deal with disadvantage, including making reasonable accommodation. Disabled People are among those covered by the Act.

# Ghana Barriers to Creating Work in Farming for Disabled People

Agriculture has been described as the backbone of the economy and the main source of employment and livelihood for many. However, it appears that policymakers are yet to explore how agriculture could create sustainable employment opportunities for persons with disabilities. This study makes a major contribution to research on the eradication of poverty among persons with disabilities by exploring their participation and experiences in agriculture-related activities. One-on-one interviews and focus group discussions were conducted with 19 persons with disabilities from three communities in a district in Ghana. A recurrent theme was that agriculture was a way through which the Ghanaian government could create employment for persons with disabilities. However, the participants recounted formidable barriers that affect their participation in agriculture: lack of land, funds and farming tools, and negative attitudes. These findings highlight the need for policymakers to engage with persons with disabilities to identify possible ways to assist their participation in agriculture.[[33]](#footnote-33)

**India** In implementing its obligations under the Convention, India enacted the Rights of Persons with Disabilities Act, 2016 (the “New Act”) and the rules there under (the “Rules”), 2017. The New Act replaced the Persons with Disabilities (Equal Opportunity Protection of Rights and Full Participation) Act, 1995 (the ‘previous Act’), which covered only 7 impairments. The New Act covers more than 15 impairments including dwarfism, acid attack victims, intellectual disability and specific learning disability. It defines a ‘person with disability’ as someone with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his / her full and effective participation in society equally with others. This definition under the New Act has been formulated using the text in Article 1 of the Convention. Under the New Act, persons with at least 40% of a disability (referred to as “persons with benchmark disability”) are entitled to certain benefits. One such benefit is that at least 4% of the total number of vacancies in Indian Government establishments in specified categories (and 1% in certain others) are required to be reserved for their employment.

**Obligations on Private Establishments in India**. While Indian private establishments are exempt from reserving jobs for persons with disabilities, the New Act requires them to adhere to a slew of obligations. The term ‘private establishment’ has been very widely defined to include a company, firm, factory or such other establishment. This would include the Indian presence of any foreign company, be it a liaison office, branch, subsidiary or a joint venture. The New Act makes it unlawful for an establishment to discriminate against a person on the ground of his or her disability unless it can be proved that the discriminating act in question **is a proportionate means to a legitimate objective.** The Rules make the “head” of the establishment responsible for ensuring that this provision is enacted.

**India New Act is not misused to the detriment of disabled persons**. The New Act requires establishments to prepare and publish an Equal Opportunity Policy (the “EOP”) for persons with disabilities. A copy of the same is required to be registered with the State Commissioner or the Central Commissioner. The EOP must *inter alia* contain: (a) details regarding amenities and facilities put in place for persons with disabilities; (b) lists of posts identified for such persons; and (c) details of training, promotion, allotment of accommodation and provision of assistive devices and barrier free accessibility for such persons. Further, these establishments must appoint a liaison officer to look after the recruitment of persons with disabilities including the provisions and amenities for disabled employees. Such appointment is to be notified in the EOP. Furthermore, the establishments are required to maintain records relating to persons with disabilities enumerating the following:

* + the number of disabled persons employed and the date of commencement of their employment;
  + the name, gender and address of disabled employee(s);
  + the type of disability(*impairment*) that such employee(s) have
  + the nature of work being performed by such employee(s); and
  + the type of facilities being provided to the disabled employee(s).

The establishments are further required to produce the aforesaid records for inspection as and when called upon to do so by the relevant authorities.

The Rules prescribe adherence to standards concerning physical environment, transport and information and communication technology applicable to disabled employees[[34]](#footnote-34). There are an estimated 70 million disabled people in India (a gross underestimate), of whom only about 0.1% are employed currently in industries. The International Labour Organization's 2011 report on Persons with Disability (PWD) states that 73.6% of disabled people in India are still outside the labour force. Currently, available evidence shows that lack of employment opportunities is a significant problem, which causes concern among working-age disabled adults. This is despite the fact that most jobs can be performed equally well by disabled people. However, myths exist that disabled people are unable to work and that accommodating a disabled person in the workplace is expensive. The National Centre for Promotion of Employment for Disabled People (NCPEDP 2009)) reported that the average percentage of employment of disabled people in India was 0.54% in the public sector, 0.28% in the private sector, and 0.05% in multinational companies. For a country like India which is a growing economy, the low rate of employment of disabled people will be a critical determinant of growth.

A study was undertaken to ascertain both employee and employer perceptions on barriers existing among Information Technology (IT) and IT-enabled sectors to employ disabled people. Of the 147 interviewed physical access to and within the worksite was highlighted as a concern by 95% of respondents. The majority perceived that communication, attitude of people, discrimination, harassment at the workplace, and information were critical barriers. Only 3.8% of employers were aware that their company had a written policy on employing disabled people. Employers stated that commitment and perseverance were important facilitators among persons with disabilities.[[35]](#footnote-35)

**Jamaica** The Government of Jamaica has engaged in several initiatives to promote the employment and economic independence of disabled people. In 2008, for example, the government began reserving five per cent of all public sector jobs for qualified persons with disabilities. During 2008 and 2009, the government allocated $20 million towards a project intended to provide small loans to persons with disabilities who wished to start their own businesses. The Ministry of Labour and Social Security held a series of seminars to provide guidance to those who had received grants from the project. The Ministry also administers the National Vocational Rehabilitation Service, which provides vocational and other productive opportunities to the disabled community. It also holds annual employment expositions, as well as meetings with private sector representatives, to encourage businesses in the private sector to employ persons with disabilities.

The Ministry began creating a national skills bank of qualified disabled persons in 2008 in order to more easily connect them with potential employers. In addition to these initiatives, the National Youth Service manages the Information and Communication Technology (ICT) Training for Persons with Disabilities Programme. The programme trains persons with disabilities in: occupational health and safety procedures, 12 working effectively in a technology environment, communicating in the workplace, interacting with clients, operating a personal computer, accessing the Internet, using computer peripheral devices and operating a presentation package.[[36]](#footnote-36)

**Kenya** Various legal instruments and policies govern employment of disabled people all of which protect disabled people from marginalization in employment. Some of these include:

1. The Constitution of Kenya
2. Persons with Disabilities Act of 2003
3. Convention on the Rights of Persons with Disabilities
4. Kenya’s Public Service Commission Disability Policy
5. Kenya’s National Social Protection Policy
6. Kenya’s Vision 2030

# Kenya’s Public Service Commission:

**Public Officers’ Ethics Act** -The Public Officers’ Ethics Act of 2003 creates an environment that nurtures respect for diversity including disability. The Act demands of public officers to treat fellow public officers, including PWDs, with respect while discharging their mandate. **Public Service (Values and Principles) Act -**The Public Service (Values and Principles) Act of 2015 gives effect to Article 232 of the Constitution. The Act allows public institutions for purposes of ensuring representation of PWDs and other marginalized groups, not to unduly rely on merit in making appointments, which usually disadvantages PWDs.

**Employment Act** -The employment Act 2007 recognizes disability and outlaws discrimination on grounds of disability in employment both in public and private sectors. **Public Procurement and Disposal Act**- The Public Procurement and Disposal Act 2015 and Regulations 2006 reserves thirty percent of public procurement for women, youth and PWDs as a means of empowering them. **The PSC code of practice for mainstreaming disability in the Public Service**- The PSC Code of Practice for mainstreaming disability in the Public Service 2010 obligates public entities to reasonably accommodate the needs of PWDs in public service by retaining, retraining and deploying public servants who acquire disabilities in the course of duty. About 46 per cent of all Kenyans live below the poverty line while 19 per cent live in extreme poverty. This policy aims at cushioning the most vulnerable citizens against the ravages of poverty. The policy also identifies orphans and vulnerable children, persons with disabilities and older persons as the priority targets for social protection.

**Kenya Disability Act 2003 (Amendment Bill 2017)** This is a comprehensive law covering rights, rehabilitation and equal opportunities for people with disabilities. It creates the National Council of Persons with Disabilities as a statutory organ to oversee the welfare of persons with disabilities. The Law also requires that both public and private sector **employers reserve 5 per cent of jobs for disabled persons**.

**Kenya’s Vision 2030** This provides a long-term development framework and initiatives aimed at sustaining rapid economic growth and tackling poverty. The plan follows on the implementation of the Economic Recovery Strategy (ERS), 2003-2007. Under Vision 2030, Kenya hopes to become a globally competitive and prosperous nation with a high quality of life by 2030.

**Employment of Persons with Disabilities** Kenya conducted its census in 2019, however final data is not yet available thus unable to clearly state disaggregated data on employment of persons with disabilities in Kenya. However, public and private institutions are currently taking advantage of the incentives provided under the Disability Act on the progressive employment of 5% of persons with disabilities. A thorough report should be provided once Kenya National Bureau of Statistics releases the final report. [[37]](#footnote-37)

**Mauritius** The Training and Employment of Disabled Persons Act 1996 of contains an anti-discrimination provision which makes it an offence for an employer to discriminate against any disabled person in relation to advertisement of and recruitment for employment, and the determination or allocation of wages, salaries, pensions and other matters relating to employment. Any employer who discriminates against a disabled person shall be liable to compensatory payment or to imprisonment. Under this Act, no disabled person shall be employed on work which, with regard to the nature of the disability, is not suitable.

# Nigeria and Kenya Film on Getting and Keeping a Job as a Disabled Person

‘As part of the Inclusive Futures initiative, we asked jobseekers we were working with in Kenya, and employees of private sector companies partnering with us in Nigeria, to tell us about their experiences of seeking employment as a person with a disability, and some of the barriers they faced in establishing their careers across a variety of sectors. This film shares a snapshot of what they told us. For more information:

**Nigeria, Kaduna State self-help challenging begging.** In Nigeria, an estimated 20 million people have some kind of physical impairment. They have physical problems that make it difficult to find work and hold a job. Some of the disabled end up on city streets, asking strangers for help. But in Kaduna State, a group of **disabled** men has been persuading others to get off the street by offering them new skills. Our story begins outside the offices of a local charity. A group of men who are physically disabled wait there for food from the aid group. It may be the only meal they get that day. Because the men are disabled, most depend on **begging** in the streets to support themselves. Aliyu Yakubu is unlike those men. He is learning job skills to earn a living wage. He is being shown how to fix **tricycles** and do other metal work. The 18-year-old remembers when he decided to stop begging. He says, “My former class prefect saw me begging on the street and didn’t recognize me. He gave me some money. When I stretched my hand out to collect it, then he saw my face. I felt ashamed, and since then, I decided not to beg again.”

“Isiaka Maaji is also physically disabled. He helps people like Aliyu Yakubu get work, and get off the streets. He teaches them a trade. He learned his skills from a government-operated training program. The program has been teaching **vocational** work since 2002. Five years ago, Mr. Maaji started helping other disabled people to stop begging. He says, “We encourage people like us to learn skills they can do to become self-reliant to support themselves and their families because being in the streets as beggars is a **disgrace** to all of us”. To date, he has helped and trained 30 people. Some of them even have their own metal-working businesses now. They make tricycles and motor bikes designed for disabled individuals. They also make doors and windows to sell.

Ridwan Abdillahi is a member of the ‘Handicapped Association’ and a business owner. He says the group is making good quality products, but people are not buying. He says he believes many people think goods made by disabled people are not as good as those made by others. Disabled men waiting for a meal say this is one more barrier disabled people face. They say that with the help of the government and community, they will overcome it, by bringing people’s attention to their concerns”.[[38]](#footnote-38)

**The South African Constitution** contains a Bill of Rights, which “enshrines the rights of all people in our country and affirms the democratic values of human dignity, equality and freedom” (Act No. 108 of 1996, Ch. 2, clause 7). Clause 9 – Equality, which forms part of the chapter on the Bill of Rights, states that equality includes the full and equal enjoyment of all rights and freedoms, and that no person may be discriminated against directly or indirectly on the ground of disability or on any of the other grounds specified. Clause 9 also states that national legislation must be enacted to prevent or prohibit unfair discrimination. Measures to facilitate work and employment The Employment Equity Act (No. 55) was passed in 1998 to promote the constitutional right of equality, eliminate unfair discrimination in employment, ensure the implementation of employment equity to redress the effects of discrimination and to give effect to South Africa’s obligations as a member of the ILO (Preamble). The Act requires all employers to eliminate unfair discrimination, direct or indirect, in any employment policy or practice, on the basis of disability or other specified grounds (Ch. 2, section 6). It is not unfair discrimination if an employer takes affirmative action measures consistent with the purpose of the Act, or distinguishes, excludes or prefers any person on the basis of an inherent requirement of the job (Ch. 2, section 6 (2)). **The Employment Equity Act** defines affirmative action measures as “measures designed to ensure that suitably qualified people from designated groups have equal employment opportunities and are equitably represented in all occupational categories and levels in the workforce of a designated employer” (Ch. 3, section 15).

Affirmative action measures must include:

a) measures to identify and eliminate employment barriers which adversely affect people from designated groups;

b) measures to enhance diversity in the workplace based on equal dignity and respect; and

c) making reasonable accommodation for people from designated groups to ensure that they enjoy equal opportunities and are equitably represented in an employer’s workforce in all occupational categories and levels. The Act required 2% employment of persons with disabilities in public services. General Household Survey of 2016 shows that only in one province, Guateng, has this modest target been met. National Departments are at 1.14% and the other 8 provinces vary from 0.59 to 0.31%. Persons with disabilities represent 0.87% of the workforce. The unemployment rate is 36% for youth between the ages of 15 to 35, more than double the unemployment rate of the ages of 36 to 64.

# South Africa Good Practice

**Edu360** is a Vocational Academy that provides specialized care and educational training to neurodiverse students. The school offers two full time specialist vocational programs (Early Childhood Development and IT Technical Support) to replace Gr 10 – 12 and serve as an alternative curriculum for students with barriers to learning and SEN requirements. The school also employs these students in IT or as support facilitators. **Brownies & Downies**

A NGO coffee shop in Cape Town that trains and employ students with intellectual disabilities in the hospitality sector. The training of these students will help to break down stigmas in society.

**South Africa Comments on the State Employment Equity Report** 1. It is very disappointing that after nearly two decades, the public service has not yet achieved its very low target for employment of persons with disabilities of 2%. It is worth noting that the target dates have been moved three times, yet there are no obvious consequences for the failure to meet the targets. The disability sector has maintained for many years that the target of 2% is arbitrary and low. The 2016 household survey shows that the prevalence of disability could be as high as 7.5%. The minimum target should have been set at 4%.

2. Of the 9 provinces and national departments, only Gauteng met the target of 2%. All other provincial governments and national departments fell measurably short of the 2%.

3. Of the 10,254 public servants in Senior Management posts, only 150 were persons with disabilities. The report itself acknowledges that persons with disabilities were mainly employed at salary levels 5 to 8. It is unclear how this has changed over the years, but indications are that persons with disabilities are still confined to the switchboards and receptions.

4. The recommendations in the report are very high level and lack specificity. Having looked at them, I am convinced that all of them could be implemented successfully, but in ten years’ time the issues remain unresolved. The recommendations are not SMART. The sector should note the achievement by Gauteng of 2.22%. The province should be encouraged to pursue a representation of the TRUE disability proportion of 5% across its departments and State Owned Entities (SOEs). [[39]](#footnote-39)

**Sri Lanka** The EFC, with funding from the ILO, developed the Employers’ Network on Disability with the objective of facilitating employment and training opportunities in the private sector for job seekers with disabilities, which was officially launched in the year 2000. The object of forming the Network is to have a link between the business community and the organizations dealing with disability issues to facilitate mainstreaming its work. The Employers’ Network on Disability offers a broad spectrum of facilities including: ICT training, training persons with disabilities in Job seeking skills, Soft skills, Language skills, Job placement.[[40]](#footnote-40)In a recent blog the range of activities that Employers Network supported Network on Disabilities is clear.

Starting in 2000 “Today we have the support of 40 organizations and with their help, we have placed over 500 persons with disabilities in gainful employment”. Recent activities include: Supporting creative writing. The famous children’s book writer, Ms. Sybil Weththasinghe wrote the “Wonder Cristal”, “Puduma Paliguwa” which was a Guinness World record with the most number of endings written by children themselves. Children with disabilities were also included in this process. A group of persons with disabilities successfully completes a course of study in Microsoft Word at the Disability Resource Centre. A group of 8 persons with diverse disabilities (vision impaired, partially sighted and physical impaired) successfully completed a course of study in Microsoft Word. The UNDP organized the “National Youth Dialogue on Leadership Innovation and Entrepreneurship” to develop entrepreneurship skills of youth in Sri Lanka in February 2020 which included three disabled trainees from the centre. The Employers’ Federation of Ceylon, Specialised Training Camp; Disability Resource Centre implements several programmes to develop Entrepreneurship Skills of people with disabilities. The Training Centre started a new course of study in Cookery for Entrepreneurs with disabilities in February 2020. The trainings are conducted by Ms. Mahila Wickramasekera. Women with diverse disabilities (multiple disability and learning disability) will be trained in Cookery to start up their own businesses.”[[41]](#footnote-41)

**United Kingdom** Under the Disabled Persons’ (Employment) Act, 1944, the rights of disabled people to mainstream employment were to be achieved through a quota system. This required private employers with 20 or more employees to have at least 3 per cent of their workforce made up of registered disabled people, and through the Reserved Occupations Scheme, under which the two occupations of electric lift attendant and car park attendant were reserved for disabled people.

The quota system was abolished in 1996 (for further details see 3.6) when the Disability Discrimination Act 1995 came into force. The 1995 Act contained provisions making it unlawful to discriminate against a disabled person in relation to employment, the provision of goods, facilities and services and other issues. It also contained provisions relating to education and accessibility of transport. The Special Educational Needs and Disability Act 2001 extended the 1995 Act so as to make it unlawful to discriminate against disabled pupils and students seeking access to education in schools and colleges. The Disability Discrimination Act, 1995 (Amendment) Regulations, 2003 which came into force on 1 October 2004 served to implement the disability aspects of the European Community Employment Directive 2000/78/EC (see 1.29).

The Regulations also made significant changes to the 1995 Act, including ending the exemption of small businesses. Measures to facilitate work and employers in the scope of the Act and bringing within its ambit a number of excluded occupations such as police, firefighters and prison officers. The Disability Discrimination Act, 2005 extended and amended the 1995 Act, reinforcing and refining the anti-discrimination law, including in relation to public authorities, transport and general qualifications bodies. The Equality Act, 2010 has repealed and replaced the Disability Discrimination Act, 1995 but the same provisions have been retained. Legislation is often too narrowly defined to include Autism, but in the UK it does and the Trades Union Congress has provided a very useful guide to Autism in the Workplace.[[42]](#footnote-42)

**Zambia The People with Disabilities Act No. 6 of 2012** provides for the continuation of the Zambia Agency for Persons with Disabilities, measures to facilitate work and employment (ZAPD), the National Trust Fund for Persons with Disabilities, and the domestication of the UN Convention on the Rights of Persons with Disabilities. It lays out the functions of the Minister responsible for formulating disability – currently the Minister of Community Development, Mother and Child Health. The law contains a general prohibition of discrimination on the ground of disability and defines denial of reasonable accommodation as a form of discrimination. In relation to employment, the law provides that, in consultation with the Minister for Labour, safeguards will be prescribed to promote the right to employment of persons with disabilities, without discrimination, in all forms of employment, and that regulations be issued and measures taken to ensure the implementation of the requirements of Article 27 of the CRPD in Work and Employment (Art. 35). Enterprises employing persons with disabilities are entitled to tax rebates (Art. 37 (1)), and provision is made for special incentives for persons with disabilities engaged in business (Art. 37 (2)). Where discrimination is alleged, ZAPD may request the Attorney General to take appropriate legal action (Art. 64 (1)).

# Useful Resources

**Australian** Government <https://www.jobaccess.gov.au/>

**Disability Smart Company** <https://www.youtube.com/watch?v=KjwlG2HM6mg&feature=youtu.be>

**Disability Sensitivity Training** <https://www.youtube.com/watch?v=Gv1aDEFlXq8>

**ILO** Good beginning resource for employers Info Tech [https://www.ilo.org/infostories/en-](https://www.ilo.org/infostories/en-GB/Stories/Employment/The-win-win-of-disability-inclusion%23the-win-win-of-disability-inclusion/who-has-a-role-to-play) [GB/Stories/Employment/The-win-win-of-disability-inclusion#the-win-win-of-disability-inclusion/who-has-a-](https://www.ilo.org/infostories/en-GB/Stories/Employment/The-win-win-of-disability-inclusion%23the-win-win-of-disability-inclusion/who-has-a-role-to-play) [role-to-play](https://www.ilo.org/infostories/en-GB/Stories/Employment/The-win-win-of-disability-inclusion%23the-win-win-of-disability-inclusion/who-has-a-role-to-play)

**ILO** Statistics on the Labour force characteristics of people with disabilities: A Compendium of national methodologies1 featuring 118 countries <https://www.ilo.org/surveydata/files/disabilities_final.pdf> Very useful data.

**ILO** Business as unusual: Making workplaces inclusive of people with disabilities ILO <https://www.ilo.org/skills/pubs/WCMS_316815/lang--en/index.htm>Based on examples from15 multinational companies, employers’ organizations and business networks, this publication presents key factors leading to the successful inclusion of people with disabilities in the workplace.

**ILO** Policy Brief Making apprenticeships and workplace learning inclusive of persons with disabilities <http://www.skillsforemployment.org/KSP/en/index.htm>

**ILO** Opportunities for People with Disabilities through Legislation Guidelines <https://www.ilo.org/skills/pubs/WCMS_322685/lang--en/index.htm>developed with a view to assisting in improving the effectiveness of national laws concerning training and employment of disabled persons.

**National Centre for Promotion of Employment for Disabled People** (NCPEDP) in collaboration with Oxfam **India.** March 2019 ‘Moving Beyond Compliance: Inclusion of People with Disabilities in Business’ [https://www.ncpedp.org/sites/all/themes/marinelli/documents/Inclusion\_of\_persons\_with\_](https://www.ncpedp.org/sites/all/themes/marinelli/documents/Inclusion_of_persons_with_disabilities_in_businesses.pdf) [disabilities\_in\_businesses.pdf](https://www.ncpedp.org/sites/all/themes/marinelli/documents/Inclusion_of_persons_with_disabilities_in_businesses.pdf)

**New Zealand** Disability Confident Tool Kit Employing Disabled People [http://www.msd.govt.nz/documents/about-msd-and-our-work/work-](http://www.msd.govt.nz/documents/about-msd-and-our-work/work-programmes/initiatives/disabilityconfidentnz/toolkit-employing-disabled-people.pdf) [programmes/initiatives/disabilityconfidentnz/toolkit-employing-disabled-people.pdf](http://www.msd.govt.nz/documents/about-msd-and-our-work/work-programmes/initiatives/disabilityconfidentnz/toolkit-employing-disabled-people.pdf)

**South African** Human Rights Commission Disability Toolkit for Employment

[www.sahrc.org.za/home/21/files/20170524%20SAHRC%20Disability%20Monitoring%20Frame](http://www.sahrc.org.za/home/21/files/20170524%20SAHRC%20Disability%20Monitoring%20Frame)

**UK** Equality and Human Rights Commission In employment: Workplace adjustments <https://www.equalityhumanrights.com/en/multipage-guide/employment-workplace-adjustments>

**Win Win** on disability Inclusion Vlad Cuk [https://www.ilo.org/infostories/en-GB/Stories/Employment/The-](https://www.ilo.org/infostories/en-GB/Stories/Employment/The-win-win-of-disability-inclusion%23everybody-gains-from-disability-inclusion/times-have-changed) [win-win-of-disability-inclusion#everybody-gains-from-disability-inclusion/times-have-changed](https://www.ilo.org/infostories/en-GB/Stories/Employment/The-win-win-of-disability-inclusion%23everybody-gains-from-disability-inclusion/times-have-changed)

<https://www.ilo.org/infostories/en-GB/Stories/Employment/The-win-win-of-disability-inclusion#what-do-you-> [really-think-about-disability/how-does-your-brain-think-about-disabilityG](https://www.ilo.org/infostories/en-GB/Stories/Employment/The-win-win-of-disability-inclusion%23what-do-you-really-think-about-disability/how-does-your-brain-think-about-disabilityG)

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   **[with disabilities (Goals 1 and 2) h](file://C:\\Users\\gemmaw\\AppData\\Local\\Microsoft\\Windows\\INetCache\\Content.Outlook\\ALOYZIEO\\Ending poverty and hunger for all persons with disabilities (Goals 1 and 2)    https:\\www.un.org\\development\\desa\\disabilities\\wp-content\\uploads\\sites\\15\\2019\\11\\poverty-hunger-disability-brief2019.pdf)**[ttps://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/poverty-hunger-disability-brief2019.pdf](file://C:\\Users\\gemmaw\\AppData\\Local\\Microsoft\\Windows\\INetCache\\Content.Outlook\\ALOYZIEO\\Ending poverty and hunger for all persons with disabilities (Goals 1 and 2)    https:\\www.un.org\\development\\desa\\disabilities\\wp-content\\uploads\\sites\\15\\2019\\11\\poverty-hunger-disability-brief2019.pdf) [↑](#footnote-ref-2)
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