Module 5 Transcript

RICHARD: Hello everyone this is presentation number 5, improving livelihoods and employment in the Commonwealth Disabled People's Forum Online Disability Equality Capacity Building Course. We hope you're all enjoying the varied materials we're putting out for you on the website and coming along on Fridays to one or other of the seminars. So this week's study is really very vital, it's about how we survive, our livelihoods and employment. I am joined, Richard Rieser as the General Secretary, by Sarah Kamau our acting Chair and from a pre-recorded interview with Arman Ali, Executive Director of the NCPEDCP in India, which is our national organisation there. We will also be looking at film extracts from various people on employment and livelihood. So without more ado over to Sarah who is going to do the introduction.

SARAH: Thank you Richard. My name Sarah Kamau, as you heard, from Kenya, I am the acting Chair of Commonwealth Disabled People's Forum, and I want to take this opportunity to introduce you to Module 5. I will start by saying 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. The loss of livelihood, 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 accommodation and support, disabled employees are productive and effective as anyone, and often more reliable than non-disabled employees. Looking at the microfinance and organisations like co-operatives 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. The actions to address the current employment gaps and challenges, are well-known and have been known to be, have been shown to be defective. What is needed is a major renewed effort on behalf of State Parties, employers and Disabled People's Organisation, civil society to implement the commitment already made. We talk about the language that the Commonwealth Disabled People's Forum use and why we choose to use 'disabled people'. In the Commonwealth Disabled People's Forum we call ourselves disabled people because of the development of the social medical, social model of disability. In the 19th and 20th century a disabled person's medical condition was thought to be the root cause of their exclusion from society, an approach now referred to as 'medical or individual model' of disability. We use the social model of disability where barriers of environment, attitude, organisations 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 and so are proud to identify as disabled people, rather than people with disabilities. When you are talking about the UN Convention on the Rights of Persons with Disabilities, we will use the phrase people or persons with disabilities. Thank you.

RICHARD: Thank you Sarah. Ok. We seem to be getting some feedback, I don't know where that's coming from. Anyway I will carry on. So the first part really of this module is to look at livelihoods, which is how people survive really. Disability and poverty and a vicious self-enforcing cycle. As you can see from the diagram here, view employment opportunities, limited education, inadequate healthcare, lack of specialist equipment, lack of safer water and toilets, inadequate shelter poor nutrition, limited health, low-income, poverty leads to many people also developing impairments, and staying in poverty. So we call this the disability and poverty vicious cycle. Extreme poverty causes impairments through barriers like lack of access to good nutrition, adequate healthcare, clean water, through unsafe working conditions. Disability can contribute to poverty through discrimination and additional barriers. A disabled person is likely to have access to rehabilitation - is not very likely to have access to rehabilitation, education and employment which could help end the cycle. So we have to improve those things. If you're a day worker for instance, because you are, don't have a proper job in the informal sector, the likelihood that things will be safe or that trade unions have any role for you to control the safety of the workplace means it's less safe and therefore people in the informal sector are much more likely to have accidents at work, injuries and work in unhealthy circumstances. That also reinforces the whole process. Now I am going to show you a film on this which was made by CBM and I think really brings it to the fore and here we go.

[video playing – subtitled]

RICHARD: So, and I think what that film shows more than anything else is the indivisibility of the various human rights. You can't just look at one part of it, it's not something you can study, just one part of employment because it's dependent on education, it's dependent on transportation, on somewhere to live, on self-respect and so on. So the impact economically of not having this, let's just have some figures. In Bangladesh, reduction in wage earning attributed to the low level of education among disabled people and their children were commented to cost the economy £54 million a year and indicated that exclusion of disabled people from the labour market results in a total loss of £891 million every year. Income losses from caregivers who are, because they are caring for people unpaid usually, is another, so it's more than a billion pounds a year that we find there. For in South Africa, lost earnings averaged 5,798 dollars per person with severe depression or anxiety disorder, totalling 3.6 billion when aggregated to the national level, so these are big losses to the economy and are good reason why employers need to think about bringing people into work. However, inclusion could lead to substantial gains. For instance, in Pakistan it was estimated that rehabilitating people with incurable blindness as they call it, would lead to a gross aggregate gain in household earnings of 71.8 million every year. In 2000, that's 21 years ago, it was calculated that economic losses from lower productivity amongst disabled people along the low and mid-income countries amounted to between 473 and 672 billion pounds a year. At today's prices, and I checked this yesterday on the web, that is 672 to 1021 billion a year that is being lost to the world economy by us just not being included. There are very strong financial argument why we should be there. In addition to that, the state has undertaken to give everyone an adequate standard of living. Now this is one of the articles that is subject to progressive realisation, which means they bring it in as and when they can afford it. But clearly there are some minimum things that are required. State Parties need to recognise the rights of disabled persons to an adequate standard of living, for themselves and their family and shall take appropriate steps to safeguard and promote the realisation of these rights without discrimination. They will take appropriate steps to safeguard and promote the realisation of that right and to social protection by equal access to clean water, to ensure access to appropriate and affordable services, and other devices. Access by in particular women, women and girls with disabilities, and older persons with disabilities to social protection programmes. A social protection programme is one that actually gives people a benefit, it gives them food, it gives them medicine, it gives them subsidised shelter, gives them support and poverty reduction programmes. So whatever the level, the base level in the country and many countries, we have gone backwards from COVID, starting from that base level the state has to provide additional support. Access by person to assistance from the state with disability related expenses, so these are the additional costs of being a disabled person, training counselling financial assistance, respite care, just getting the devices that you need. Or the clothes, the adapted clothing or adapted diet you might need because of your impairment. The state should provide some additional support, apart from just helping people out of poverty. Access by persons with disabilities to public housing programmes, and in many places though programmes don't exist or they are very marginal. One of the ways to get people back into work including disabled people, is to start mass house building programmes as part of the 'building back better'. Clearing the slums with decent housing with clean water, sewage and protection and electricity would make a huge difference to many millions of people in the world. Equal access to retirement benefit and programmes. In most parts of the poorest parts of the world less than 1% get access to these things. You can see there is a big commitment from the UN in this area of livelihood but not that much is actually happening. Action to end poverty, design social protection policies and programmes to include disabled people. Remove barriers that disabled people face in accessing and fully benefiting from social protection measures. Sensitise people who are the gatekeepers, the grant officers, the people who allocate these things, to being more aware of our needs. Improve access to and accessibility to banking and other financial services, including mobile banking. We remember from the health module last week that people with Article 12, being denied legal capacity to have a bank account, that has to change, everyone is entitled to a bank account. Disaggregate data on poverty and hunger by disability status. Establish national monitoring and evaluation systems that assess social protection, and disabled people strongly believe that the only by utilising the UN Convention as a guide framework in implementing the SGDs will be ensured that exclusion and inequality are not created and perpetrated. We have been knocked back in the last year' there has to be redoubled efforts in next nine years to get to the sustainable targets. Every Government needs to really do something now in 2021 and have a plan to build back better. Sometimes disabled people take the struggle for livelihood into their own hands, we will see in the seminar a film about this amazing historic struggle, not in the Commonwealth but in Bolivia where 125 disabled people sat in for 60 days, then marched over the Andes up 4500 metres with a truck pulling many of the wheelchairs behind it, to get to Morillio Square in La Paz, the centre of Government, where they met massive police resistance and barriers. The President said they did not need a pension of £56 per week that they wanted for all disabled people, and accused them of being political and trying to bring him down. After a further three months of occupation of the area around the Government building, and two deaths where many injuries where a vehicle ran into them, and harsh police treatment including a pepper spray and water cannon, throwing people out of their wheelchair, finally the President relented and Parliament passed a bill that they would get half of what they asked, £28 a month to severely disabled people. They are still fighting now for it for all disabled people. You can see the tactics there and these pictures they have hoisting themselves over a motorway in their wheelchairs, and barricading themselves next to the police. Often we have to do these things ourselves, and the bravery and strength of this solidarity of these disabled people is something we all need to learn from. Going on to work, which is really our best way of securing our livelihood. Nobody wants to be living on money that the Government is giving them, because it can always be taken away. What we need is secure livelihoods through employment or self-employment. Both SGD8 and UNCRPD Article 27 both support employment of disabled people. The right to work is an established human right. If you remember back to our second module, there we said the UN Declaration of Human Rights in 1948, the right to work was an established human right. Yet round the world most disabled people are not in work, with women more significantly affected and impoverished as a result. Historically and now disabled people and their organisations struggle for the right to work. We have got three pictures there people in East Africa fighting for the right to work. In India a whole group of people, including Sruti who you will hear in the next film, showing a clenched fist salute, fighting for their rights. And there, Work with Me, a campaign in the UK, sponsored by Scope and Virgin Media. Because we still have large numbers, even in the developed countries of high income like the UK, where there's a big gap of over 25% between those in employment who are disabled and those in the workforce generally. This is a global problem, the right to work. Employers public and private need to address the following things. Negative attitudes and ignorance of business case for employing disabled people. General lack of awareness and confidence on how to include disabled people in the workplace. Inaccessible work premise and work tools, including information and communication technologies. Inadequate provision of workplace adjustment/reasonable accommodations, a requirement of the Convention. Lack of support for disabled people to maintain employment and explore career development. So often, governments offer quota jobs for the lowest paid jobs and there's no progression, people stay on being the post person who takes the post round in a large office but never any training to do any up-graded jobs. Lack of targeted support for small and medium enterprises regarding employment of disabled people. Many of the largest employers round the world have got the message, the big corporates, that there is a business case for employing disabled people, particularly in the IT sector, as we'll see a bit later on, but the millions of smaller enterprises, employing between 5 and 50 people, don't think this applies to them and yet they employ most people and therefore they are ones that need to be worked with to change. Governments not implementing the SGDs, ensure that persons with disabilities are able to exercise labour and trade union rights on equal basis with others, if not we leave ourselves open with modern day slavery. There are plenty of examples of people with learning difficulties, or neurodiverse, or mental health issues being abused by employers because of their 'at risk' status and being paid less than the going rate or not paid at all, and just being put up in accommodation and told they should be thankful for it. This happens all round the world, modern day slavery, it's happening in the UK, it's happening in Canada, Australia, New Zealand, India, happening all over the world, and we need to challenge it. Disabled people have access to general technical and vocational guidance programmes place in services. [inaudible] you will hear from various speakers, they will say it's education and lack of vocational training that is the key barriers that many people have. Promote employment opportunities and career advancement for persons with disabilities in the labour markets as well as assistance in finding obtaining and maintaining and returning to employment, and we will hear at the seminar next week from Sri Lanka how they set up a centre there, supported by 700 employers which is running courses all the time, 24 courses, different courses in software techniques and so on, and self-esteem to get disabled people into the workforce. We need many more of these centres, promote opportunities for self-employment, entrepreneurship, the development of co-operatives and starting of one's own business, and that is where the microfinance comes in. So often, disabled people are just excluded from getting funding, even if it's only a few thousand pounds to set up a business where they live. Chicken farming, or improving fish farming or all sorts of things that disabled people could easily do, with a bit of finance capital to build what they need. We also have to 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 such as quotas. We need to be careful with quotas because very often employers will take the least disabled, the least impaired person get the money from the Government because there's often tax incentives for employing people on the quota, and that means that most of the people with more significant impairments are not accommodated. Ensure reasonable accommodation is provided, we said that, promote the acquisition by persons with disabilities of the skills they need and promote vocational training and last of all, as I said, prohibition of slavery or servitude. This a little film from the International Labour Organisation which is a sort of cartoon about how most workplaces can get smart about employing disabled people.

[video playing – subtitled]

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Sameer Khan was just 10 when he was first diagnosed with spinal muscular atrophy, a rare genetic disorder that has a crippling effect on his whole body. It means he need help from others for all of his daily activities. But despite his condition Khan founded a garment factory in Delhi’s Madhapur district. It took him three years to set up the business and to establish trust with his clients. "They had some hesitation in working with me. But I was confident, others were not. To win their confidence was the biggest challenge." But then there was another challenge. The COVID-19 pandemic led to a nationwide lockdown. The local market where Khan sells his wares shut down and even now the lockdown has been lifted, business has failed to pick back up. People with disabilities are among the worst hit as a result of the virus in India. Many have lost their livelihoods and face financial difficulty. Particularly those working in the informal sector, according to a study by an Indian disability rights organisation. "You're talking of a situation where everybody is impacted right, and people with disabilities will just be that much more impacted or mostly three times as much. Women with disabilities will perhaps be even worse. Without data and without intent and without particularly will, it's going to be a conversation that ends here." Most of Khan's workers have not returned and he was forced to sell off half of the machines in his factory. Khan fears the second wave of the virus will mean the complete breakdown of his business. "We risk our lives doing business. I can't sit around doing nothing for a very long time, I have to to work to fulfil my financial needs." The garment factory was a means for economic self-reliance for Khan. He wanted to employ and support people like him. But today, and for the foreseeable future, the factory will remain empty.

RICHARD: Ok so we can see there that the impact of this has a big impact COVID on people who even made the effort to do employment, he's a small employer himself, and I'm sure in a few years he will be back there with his factory going again, but what was important there, the key thing for him was his confidence. So over now to Sarah to give us more detailed case study of a larger company in Kenya, Safaricom. Sarah?

SARAH: Yeah, I want to talk about case study in Kenya, a company very high tech, it's a leading corporate in information and communication technology in Kenya. It played a very key role during the Global Disability Summit and committed to accelerate employment of people with disabilities. It also Chairs the forum for the Global Disability Summit and is a member of the Kenya Business and Disability Network. It has signed the Disability Charter for Change, and partners with Government and private sector to ensure persons with disabilities get employed at all levels, even beyond the threshold that the Government has recommended, at least 5%. So Safaricom has been involved in rehabilitating its environment to accommodate the needs of persons with disabilities at its workplace. It has assisted disabled people to acquire assistive devices, technologies like mobile phones. It's the one charged with the mandate of mobile phones in the country and it has made those phones disability friendly and has even given persons with disabilities opportunities to have shops opened where they cancel the phones and given money, transact money through a mobile phone, for economic empowerment. In partnership with AYUDH Kenya, an international youth movement Safaricom distributed 20,000 white canes to blind people across the 47 counties in Kenya. It has a foundation, the Safaricom Foundation, which has also been involved in distributing assistive devices to more than 5,000 children with visual impairments across over 5 schools in the country. Safaricom also has shops, kiosk, provided have given disabled people businesses which have become like alternative livelihoods for persons with disabilities. It is a business venture, it offers business opportunities for persons with disabilities as well as even employing them at their workplace. So the commitment that it has signed obligates the company to assist in eliminating stigma and discrimination of persons with disabilities, gives them economic empowerment and it also has allowed or committed to accessibility and affordability of assistive devices and technologies that it helps persons with disabilities to achieve. At the moment, 2.1% of its staff are disabled people and it aims to reach maybe 2.9% by 2021 which is a good threshold compared to other companies in this country. Safaricom is a listed Kenyan mobile network operator with its headquarters in Nairobi. It's the largest communication provider in Kenya and one of the most -

RICHARD: Go ahead with the film.

SARAH: You can go ahead now and play the film about employing persons with disabilities at the workplace

[video playing – subtitled]

RICHARD: So thank you, very impressive. Now there's another initiative you're going to tell us about Sarah, tell us about InBusiness.

SARAH: Yeah we're going to talk about another project called InBusiness, a project in Kenya. This is a project, the first stage of which has now been completed, and will provide support to around 100 micro and small businesses owned by persons with disabilities. The small project is testing the best ways to provide training and experience, expertise to help business owners become sustainable. They receive coaching from more experienced peers on business development services, such as record keeping, stock management and supply chains. Some of the business are owned by refugees in camps. I would say like the United Disabled Persons of Kenya organisation of which I am a board member is part of this project in Kenya and Light for the World is the lead in the project, and what our task is to find the DPOs that need training and refer them to Light for the World so they can do the training, the business skills, the writing skills, developing and marketing plans, customer, service book-keeping, soft skills, communication skills, so that at the end of the day they are able to do their businesses and be able to keep their books properly. Also I'd like to add the point that the findings from the first stage of the InBusiness project have already been applied to further work with micro business owned by people with disabilities, affected by COVID-19, both within and outside the project, including how the use of mobile cash transactions can reduce infection transmission by removing direct cash payments. So this is a good programme in Kenya which is helping persons with disabilities to be able to do business the right way. Thank you.

RICHARD: Thank you Sarah. So some really exciting things happening there in Kenya. The most populous part of the Commonwealth is India, let's see what is happening there. There are estimated 70 million disabled people in India, a gross underestimation, people put the figure as nearer to 200 million of whom only about 0.1% are employed currently. The International Labour Organisation back in, 10 years ago reported that 73% of disabled people in India are still outside the labour force, and there's a huge issue there which causes many working age people not to be engaged. The Indian Government, under the influence of the Convention, did introduce the 2016 Act requiring establishments to publish an equal opportunity policy for persons with disabilities or disabled people. The EOP must contain details regarding amenities and facilities, list of posts identified for such persons and details of training. This is not just for Government, this is for all posts so it has the potential to really shift things in the Indian Government, because up until now, it's been mainly Government jobs on a quota system that have been there for people. 2017 study of information technology sector found 147 interviewed had physical access issues within workplace and highlighted a concern of 95% of them, they perceived their communication attitude of people, and discrimination, harassment and were still critical barriers. To find out more about this, I went and interviewed Arman Ali who is the Chief Executive of the National Centre for Promotion of Employment for Disabled People and let's hear what Arman has to say. I may have to cut this short down a little bit.

RICHARD: How has COVID affected that?

ARMAN: Hi Richard, thank you for having me with you today. As Richard introduced my name is Arman Ali, I am the Executive Director of the National Centre for Promotion of Employment for Disabled People. NCPEDCP. We're a non-profit organisation which is focused on research based advocacy. We're not into directly providing employment to disabled people, nor are we involved in any sort of training of employment for people with disabilities. Now that brings me to the question on what is the position of disabled people in India as regards to employment and self-employment. I think the position of disabled people in India employment is not a bright picture. One, because we're still not able to break the glass ceiling, number one, the biggest problem is that there's a huge rate of illiteracy among disabled people. Even if somebody wants to look for people with disabilities to be employees of their organisation, it's difficult to find the kind of skillset one is looking for. So everybody is aware that now more than 70% of children with disabilities drop out of school and very few could make it to the higher education, so that's one reason where you don't find people who are literate for all kinds of jobs. So only certain kinds of jobs that people with disabilities are doing. If you look, we look at Government, which has a reservation of 4% under the present Rights of Persons with Disabilities Act 2016. Which is against identified jobs in various Government departments, and again, mostly under the CND category, the blue collar jobs which are there, and other competitive exams, people with disabilities are not able to make to most of them. But there's also a change in terms of perspectives, people are becoming aware they are preparing but it is again limited to broad three categories of disability which is blind, people with locomotive disability, people with hearing impairment, and other disabilities do get sidelined. There is a need to create a lot of awareness about those and people [inaudible] that's another topic altogether. Self-employment is very unorganised, and yet to be promoted, promoted amongst disabled people themselves, and also by the society at large. What I personally believe that a lot of people with disabilities who are based out of rural areas, are engaged in some kind of informal sector for livelihoods but these are not recorded, there's no data around it. So the people do engage in small trades wherever they are. But again it is limited to three broad categories of disability amongst employers. Those who also want to employ, also wants to keep to it the milder disability which is more for them to understand that they are not going to cause any hazards in the office. So there is an opportunity but both ways I think, disabled people also look at the Government for getting the then they consider private sector job and private sector jobs are limited to large corporations who are equal opportunity employers in big cities, so it doesn't work for smaller cities or small towns in the country, so the 4,5 big cities in the country which has multinational companies, large corporations which has any kind of employment opportunity policy which takes on people with disabilities as employees, this needs to breakdown and need to get to the smaller cities and the regional commerce business houses need to recognise this need and incorporate equal opportunity policies in time to come. There is a scheme with the Government that says the Government will pay the provident fund for the employees with disability in the corporation, but it has not taken off to the true sense of it. Now, the new law, which was passed 4 or 5 years back, say the RPWD Act, the Rights of Persons With Disability Act it talks about equal opportunity policy for every establishment with more than 20 employees, and have to register with the Commission on Disabilities Office in their respective state. And the law talks about reasonable accommodation, it's the first time that the law is talking about reasonable accommodation. The law talks about creating barrier-free infrastructure even if you're such a privately owned but it's a public place. So I think these are laws, these laws are there that kind of protects the right of disabled people but again the implementation of this is very poor, the understanding of these laws, awareness about these laws are very poor and it remains a piece of paper as I speak.

RICHARD: I will leave Arman there, you will be able to watch the full interview on the website, but those are the main points. Now over to getting employers to another country, South Africa, the Human Rights Commission has provided a really good booklet of advice to employers and they put forward the don'ts and dos for employing more disabled people. Don't assume disabled people are unemployable, do learn where to contact and recruit disabled people. Don't assume disabled people lack the necessary education, learn how to communicate with them, don't assume disabled people do not want to work. Do ensure that your application and other company forms ask for disability related questions. Don't ask if a person has a disability during employment interview, do consider having a written job description and identify the essential function of the job so often people are given other things to do that are not essential which then prevent them from doing the job. Don't assume that certain jobs are more suited to disabled people. Do ensure that requirements for medical examination do not discriminate. Don't assume that disabled people can't do a certain job. Do provide reasonable accommodations. There are obviously, there are certain jobs disabled people can't do, like you wouldn't employ a blind person to be a driver, but I have seen positions where a blind peripatetic teacher wasn't allowed to be a peripatetic teacher because they couldn't drive themselves around. Now the reasonable adjustment would have b been to actually provide them with a driver. Don't assume your current management will need special training. Do treat disabled people the same way you would treat anyone else. And so it goes on, a very useful guide that I would urge people to have a look at. There are a couple of issues I want to deal with before we finish. Special employment measures. In mostly developed countries there are special employment schemes targeting disabled people, these include workshops often called sheltered workshops, which provide very basic manual work often without salary or a much lower level. There have been trade unions built there and over the last 100 years have gone on strike and fought for them. 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, but they are segregated workshops. The UNCRPD argues against these things, and says disabled people should be supported with reasonable adjustment to be in the open market, if sheltered workshops are to be shut, must be planned transition to jobs with regular employers. Not just shut as the UK Government did a few years ago when they shut Remploy, and most of the disabled, 5,000 disabled workers who were made redundant have not yet had jobs. That was not the right way to do it. They were trade unionised and they need to be in the past and still some trade unions have fulfilled a role of protecting jobs and not really provided work for everybody and support for everyone. These days trade unions use their c collective strength to fight for equality and equal rights, more and more. This can include organising women to get equal conditions and pay, fighting racism and stop divisions in the working class and organising all forms of workers. That is what more progressive unions are doing around the world. They recognise that having certain groups of workers who they look after and others not, give the employer a wedge to drive into them and they have decided solidarity is the best thing and a good example of that is British trade union movement which used to be very bad on it, but over the past 40 years have changed, championing disabled people in the workplace, actually appointing disabled champions which employers give some time off work for them, because they realise it helps them to employ more disabled people which means they have an image out there in the community that they are a good employer, people will buy their products and services. And then the law changes so we have the Discrimination Act in '95 and Equality Act in 2010 in the UK gives legally enforceable duties on employers not to discriminate and many thousands of cases taken to employment tribunal, which has established case law which really is very strong now. Trade unions have set up consultative structures and even has a place on the general council of disabled members so this can be done. I would urge people to talk from DPOs, with the trade unions to start them doing this work, because they need to get in line with what the ILO are saying to trade unions around the world. They need to become equal opportunity champions and employers themselves. So over to you to finish us off now very briefly on this one Sarah, so what should the states do as a result of what we have found out through this presentation.

SARAH: The states are supposed to ensure that national legislation are in place and implemented and executed. The public sector should lead by example by hiring disabled people. The states should provide financial incentives to employers and workers to hire disabled people. States should make available advice on good practice and adaptive technology. They should also in public procurement policies and systems should include provisions that encourage disabled people to apply for procurement jobs. Where there are quota, states should ensure implementation of those quotas when it comes to work, when it comes to employment. States should support entrepreneurship and microfinance, so as to enable disabled people to get finance and resources to do business. Job retention and return for those who acquire an impairment should be assured by the state, support disabled people in sheltered employment to benefit and enter the mainstream labour market. States should also encourage employment in private sector with employers by giving them incentives like we said before. The mainstream technical vocational education and training, TVET, systems a programme to include disabled people. Ensure disaggregated data is available for planning purposes and even given the necessary services to those who deserve them. The states should put in place a robust monitoring and evaluation on targets that have been set and achieved very seriously so that it is known what they have planned and what they have achieved. And finally, not last, but intersectionality and non-discrimination minorities into the schemes, that there be no discrimination, that minorities who are happen to be disabled people are brought on board when it comes to work and employment as a hole. Thank you.

RICHARD: Thank you Sarah, and to end, if every employer took on employing disabled people they would improve their profile. Disabled employees have been shown to be very assiduous at turning up and doing their job, highly productive when they have got the right adjustments. Their public profile as we saw from Safaricom really improves their market position, and it also improves things for the Government, because of course when there is a wider tax base of people actually earning money that can be taxed and paid for services, so it's a win-win situation. We really have to kick start all of our countries to make sure that this happens and I hope what we have given you today will help you with that. Thank you very much.