

THE DRPI AWARE PROJECT

builds on the work of Disability Rights Promotion International (DRPI), which is working to establish a holistic and sustainable global system to monitor the human rights of people with disabilities.

DRPI AWARE uses this holistic approach to identify and address the barriers people with disabilities experience when trying to participate in the labour force in Bangladesh, India and Nepal. Through understanding the systemic reasons for the under-employment and unemployment of people with disabilities in these three countries, we will partner with employers and Disabled Persons' Organizations to improve employment prospects for people with disabilities.

CONTACT US

Paula Hearn
Project Co-ordinator
1-416-736-2100 ext. 20718
✉ drpi_aware@yorku.ca

Marcia Rioux C.M., PhD
Project Director
and Principal Investigator
✉ mrioux@yorku.ca

FOR MORE INFORMATION

➤ find us online at
drpi.research.yorku.ca/aware-for-employers

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CHARTER FOR HIRING

PEOPLE WITH
DISABILITIES

AWARE
ASIAN WORKPLACE APPROACH
THAT RESPECTS EQUALITY

HIRING PEOPLE WITH DISABILITIES: A CONTRIBUTION TO YOUR WORKFORCE

1 Recognize that people with disabilities make up a significant segment of your market, and hire people who reflect that segment of the market.

2 Hire people with disabilities to improve your product design, because they will tell you what makes your product hard for everyone to use.

3 Hire people with disabilities and identify challenges that all customers experience.

4 Listen to what your employees with disabilities tell you they need to succeed, and then apply those listening skills to all your employees.

5 Use the accommodation of employees with disabilities as a way to diagnose and improve work flows for everyone.

6 Address discrimination in your workplace and improve teamwork and increase efficiency.

7 Create a culture of inclusiveness towards all kinds of difference.

8 Reconsider what is required to do a job and re-organize tasks and roles to fit each person's skill set.

9 Monitor. Follow up. Hold everyone accountable for the success of your policies.

