

ALWARE

ASIAN WORKPLACE APPROACH THAT RESPECTS EQUALITY

A collaborative five-year project
to increase employment for
men and women with
disabilities in India, Nepal and
Bangladesh by working with
employers and job seekers with
disabilities

Implementing a multi-sector
employment strategy for women
and men with disabilities

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DRPI AWARE Vision

- **Create Sustainable Transformation**
 - ◆ Inclusive employment practices embedded in the labour market
 - ◆ Long term improved employment outcomes
- **Key Strategies:**
 - ◆ Building knowledge
 - ◆ Bridging the gap
 - ◆ Bolstering success stories



Why Include People with Disabilities?



Legal

- ◆ UN Convention on the Rights of Persons with Disabilities
- ◆ National regulations and requirements



Social

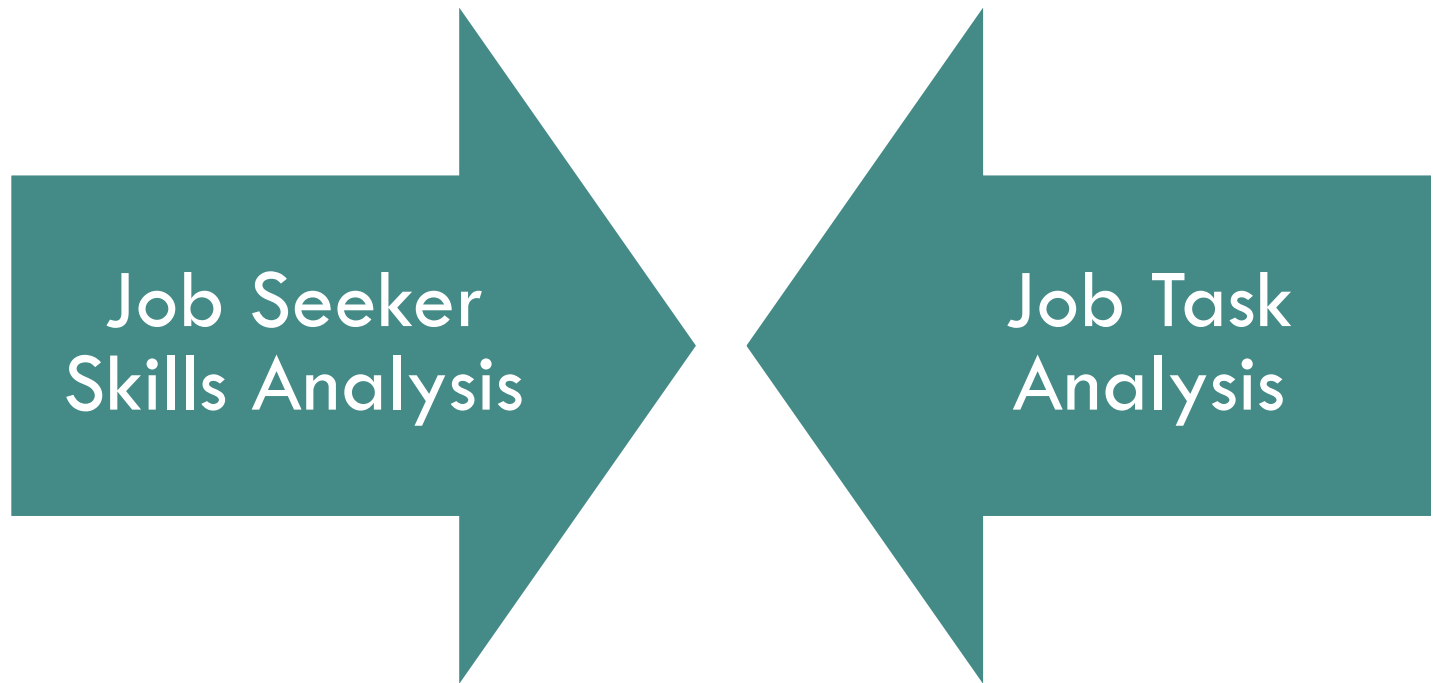
- ◆ Benefits of an inclusive society
- ◆ Corporate citizenship



Economic

- ◆ Growth in consumer demand
- ◆ Reduced income inequality
- ◆ Diverse workforces
- ◆ Cost of exclusion

A Sustainable, Viable Model is a Win–Win



Lessons

- **Avoiding Disincentives**
 - ◆ Need for training
 - ◆ Precarious jobs have to be avoided
- **Building Incentives**
 - ◆ The importance of the business case
 - ◆ Societal barriers
 - ◆ Job matching is key to making it work
 - ◆ Adjusting the workplace dynamics



Employers have told us...



- They want to do their own on-the-job training
- CVs are important but not necessarily a deciding factor
- Job fairs have a down-side
 - ◆ A sustainable and viable hiring model is needed
 - ◆ Ongoing relationships are key to meeting challenges as they arise

Engaging Employers

- Understanding & responding to the hiring needs of employers
- Connecting with Chamber of Commerce and HR Associations
- Building Employer Councils & awarding inclusive employers



Inclusive Employer Rockwell Industries Video



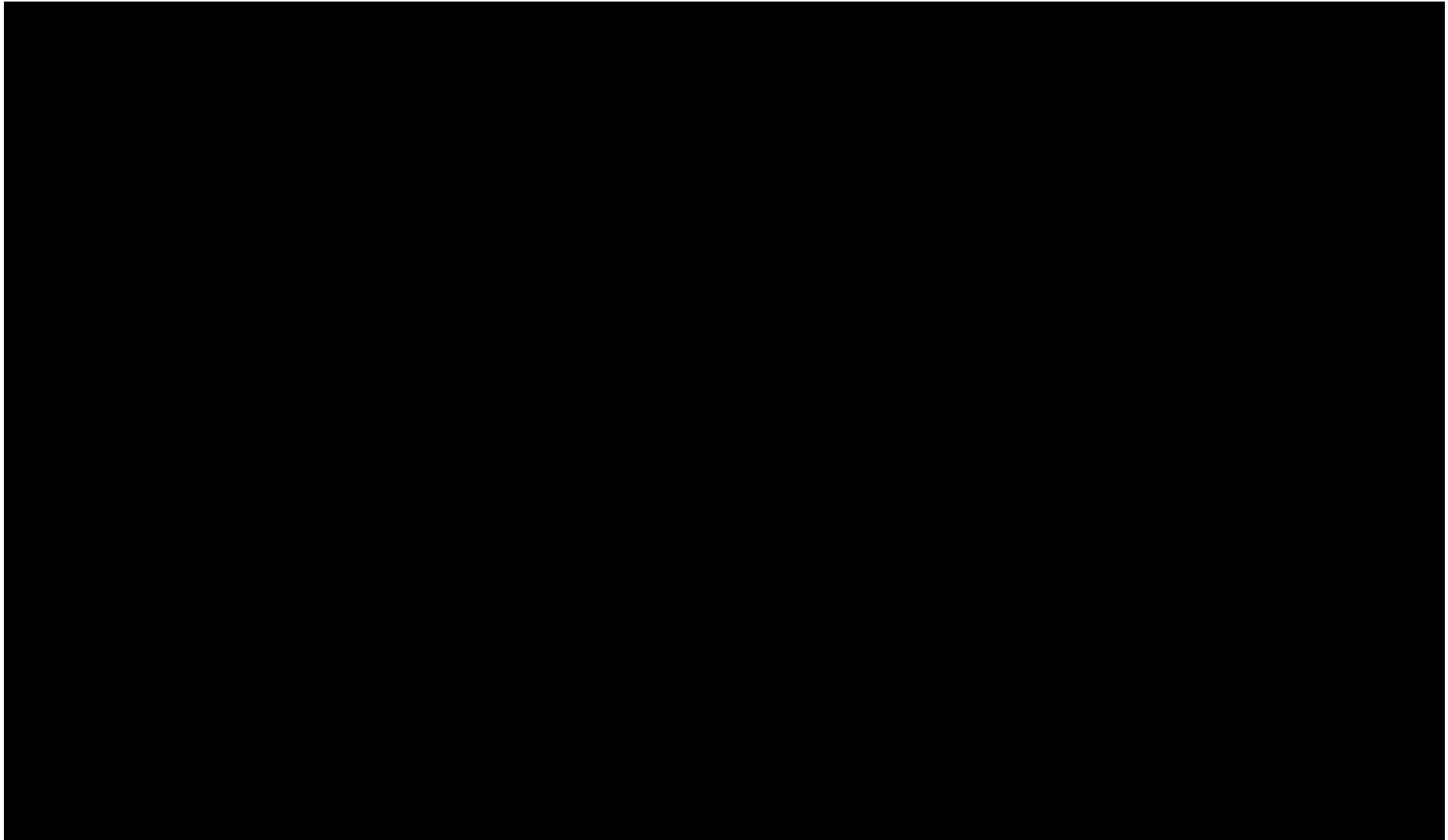
Inclusive Employer Lemon Tree Video



Inclusive Employer Dr. Reddy's lab Video



Employee of the Month Video



Source of job seekers

- Understand the hidden tasks of the job
- Job familiarity
 - ◆ Review job description
 - ◆ Meet with the employer
 - ◆ Site visits
 - ◆ Job process – requirements
 - ◆ Develop accommodation plans
- Source of Job Seekers
 - ◆ VRC Vocational Rehabilitation Centre
 - ◆ DPO's
 - ◆ NGO's
 - ◆ DRPI AWARE Job seekers Data Base and other Disabled sectors



The Right Candidate for the Job



Support the employer to create an inclusive work environment



Develop and maintain relationships



Help job seekers identify job opportunities that match their skills & interests

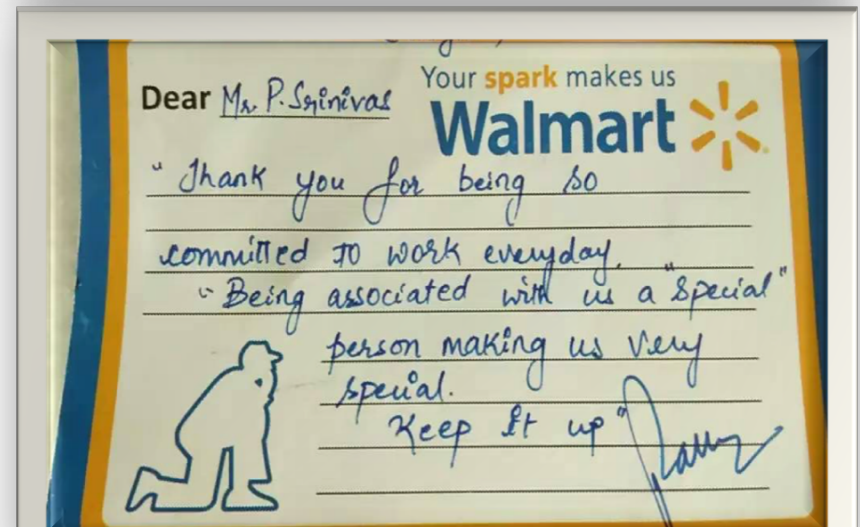
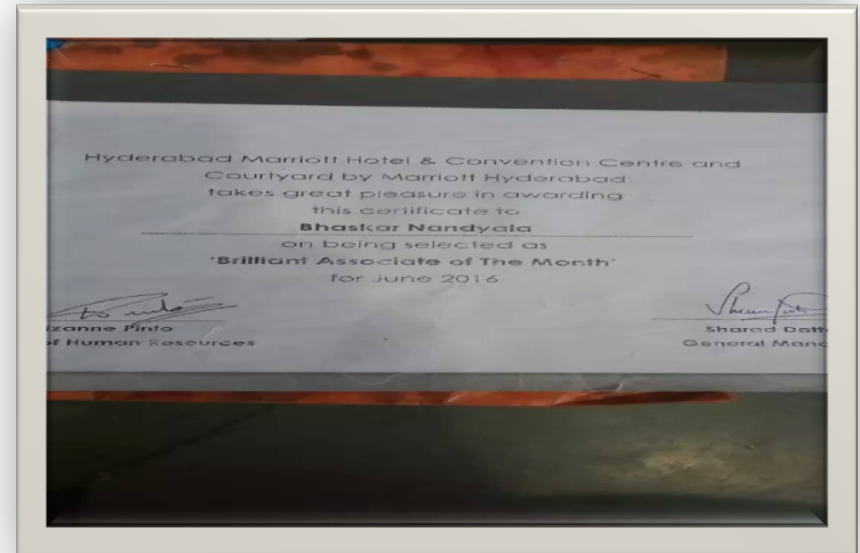


Link the job opening with the job seeker

DRPI AWARE Placement Table

| S No | Industry | Total No. of candidates Selected | Male | Female | HH | OH | Intellectual Disability |
|------|------------------|----------------------------------|------------|-----------|-----------|-----------|-------------------------|
| 1 | Accounting | 1 | 0 | 1 | 1 | 0 | |
| 2 | BPO | 34 | 23 | 11 | 9 | 25 | |
| 3 | Customer Service | 2 | 0 | 2 | 0 | 2 | |
| 4 | Education Sector | 1 | 0 | 1 | 0 | 1 | |
| 5 | Financial Sector | 3 | 2 | 1 | 0 | 3 | |
| 6 | Hardware | 1 | 1 | 0 | 0 | 1 | |
| 7 | Hospitality | 8 | 8 | 0 | 7 | 1 | |
| 8 | IT | 15 | 13 | 2 | 9 | 6 | |
| 9 | Manufacturing | 45 | 35 | 10 | 36 | 8 | 1 |
| 10 | Health Care | 3 | 3 | 0 | 1 | 2 | |
| 11 | Logistics | 3 | 2 | 1 | 0 | 3 | |
| 12 | Pharmaceutical | 8 | 6 | 2 | 4 | 4 | |
| 13 | Retail | 6 | 6 | 0 | 5 | 1 | |
| 14 | Service | 5 | 4 | 1 | 1 | 4 | |
| 15 | Telecom | 33 | 18 | 15 | 2 | 31 | |
| | TOTAL | 168 | 121 | 47 | 75 | 92 | 1 |

Best Employees with Disabilities



Conclusion

- Hiring workers with disabilities makes good business sense and meets human rights commitments
- Social justice mind-set leads to workplace diversity and innovation
- Impact
 - ◆ Nearly 187 people with disabilities hired to date
 - ◆ Workplaces are becoming more inclusive
 - ◆ People with disabilities are experiencing their right to employment



Regional Allies

Swadhikaar Center for
Disabilities, India



National Federation of
the Disabled, Nepal



Bangladesh Protibandhi Kallyan
Somity, Bangladesh



Subhi Association for
Women with Disabilities



Thank you so much 😊

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