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Presented at: Zero Project Conference, Vienna, 2017



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



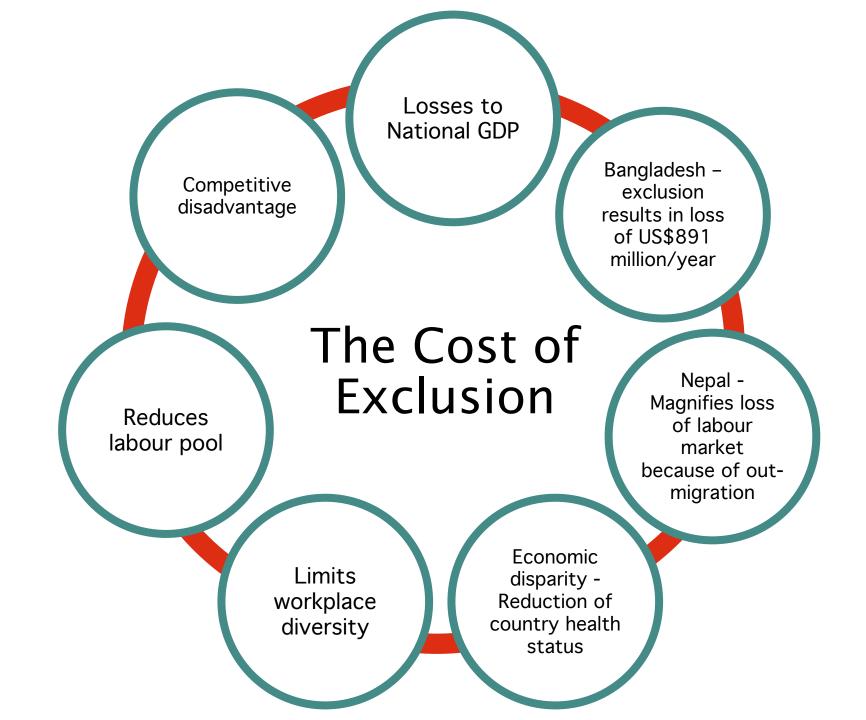
Social

- Benefits of an inclusive society
- Corporate citizenship



Economic

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



The Cost of Exclusion



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

Sustainable, Viable Model Means a Win-Win



Engaging Employers

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



Job Seeker's Skills Identified



- ✓ Determining transferable skills of the job seeker
- Matching skills of job seekers with available jobs through engaged employers
- ✓ Matching the "skills" without making disability a criterion

Job Task Analysis

- Understand the hidden tasks of the job
- Job familiarity
 - Review job description
 - Meet with the employer
 - Site visits
 - Job process requirements
 - Develop accommodation plans



Right Candidate for the Job



Support the employer to create an inclusive work environment



Develop and maintain relationships



Link the job opening with the job seeker



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

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
 - 160 people with disabilities hired
 - 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





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