

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



The Cost of Exclusion

Macro

Losses to National GDP

Bangladesh – exclusion results in loss of US\$891 million/year

Nepal - Magnifies loss of labour market because of out-migration

Economic disparity - Reduction of country health status

Micro

Limits workplace diversity

Reduces labour pool

Competitive disadvantage

Discourages customers

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



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



Link the job opening
with the job seeker

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
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