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MOVING TOWARDS DISABILITY INCLUSION: **STORIES OF CHANGE**

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INTRODUCTION

INTRODUCTION

In Zambia, a new pilot technical vocational training programme is giving young people with disabilities the skills they need to enter the open labour market. In Ethiopia, more than 200 university graduates with disabilities are combining training in job search skills with short-term internships to help them find full-time jobs; and in China, the “Supported Employment” model is helping persons with intellectual disabilities find work alongside non-disabled colleagues.

These are just a few of the stories that illustrate how the ILO-Irish Aid Partnership Programme project on “Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation” (PROPEL)¹, and its partners are forging new and innovative ways of including disabled persons in the world of work.

Today, many of the world’s 1 billion disabled women and men still struggle to overcome barriers blocking their human rights and inclusion in societies. Despite existing legal frameworks at the international, national and local levels, millions of disabled persons remain marginalized, lacking access to work, fair treatment and basic services such as health care and education.

For more than a decade the ILO has worked with Irish Aid to change this. The ILO-Irish Aid Partnership Programme, through PROPEL, aims to promote greater opportunities for people with disabilities to secure decent work as a way out of poverty and inequality.

This requires effectively addressing both the supply and demand sides of the labour market. On the supply side, it promotes better access of people with disabilities to mainstream skills development that can lead to increased employability and economic opportunities. Yet increasing access to more and better skills development and training for people with disabilities will not by itself eliminate discrimination in the world of work. Measures explicitly geared towards removing biases on the labour demand side are also required. Towards this aim, the project encourages the private sector to be more open to employing persons with disabilities.

PROPEL also works to better match supply with demand through employment promotion services. In parallel, the project helps facilitate a more conducive environment for disability inclusion through technical advice and capacity building for the development or revision of legislation and policies, as well as changing public views and attitudes through work with the media.

The stories presented in this publication provide evidence of the importance of focused interventions in meeting PROPEL’s goal of promoting employment opportunities for persons with disabilities. It draws particular attention to four complementary areas of work which define its strategy:

- increasing the employability of persons with disabilities
- promoting inclusive workplaces

- fostering an enabling legal and policy environment
- improving media reporting on disability

Sharing these stories provide insight into how the ILO-Irish Aid Partnership Programme on disability works with governments, the private sector, representatives of workers’ and employers’

organizations, organizations of disabled persons, non-governmental organizations (NGOs), and others to deliver sustainable and inclusive results. More importantly, they show how strengthening the different pathways to decent work can create new opportunities for people with disabilities to secure more and better employment.

The human rights-based approach

Over the past decades there has been a dramatic shift in the way persons with disabilities are viewed. Where once they were seen as passive recipients of aid, often geared to their impairment-related health needs, today people with disabilities are viewed as people with the same rights as non-disabled persons. This human rights-based approach recognizes that disability is an important dimension of humankind and affirms that all people have certain inalienable civil, political, economic, social and cultural rights, including labour rights.

Partnerships

Partnerships are crucial to ILO-Irish Aid efforts to secure decent work as a way out of poverty for people with disabilities in countries where the project operates. ILO-Irish Aid works with governments, employers, trade unions, disabled persons’ organizations (DPOs), mainstream and disability focused non-governmental organizations (NGOs), universities and the media, as well as United Nations agencies, and in particular projects financed by the multi-donor trust fund of the UN Partnership on the Rights of Persons with Disabilities (UNPRPD).

1- The ILO-Irish Aid Partnership Programme, which takes the form of a multi-year strategic relation, supports the Promoting Rights and Opportunities for People with disabilities in Employment through Legislation, PROPEL, project in promoting employment opportunities for people with disabilities in selected countries of Africa, Asia and South East Asia. PROPEL arises from experiences of earlier phases of the partnership programme which aimed to improve disability-related laws and policies, and build capacity at regional and national levels to effectively support the equal access of persons with disabilities to training, employment services, entrepreneurship, in particular, among disabled women entrepreneurs, and business development services and micro-finance. Earlier projects also operated in selected countries of South East Asia and East and Southern Africa.



SELECTED PROPEL COUNTRY STORIES

**INCREASING THE
EMPLOYABILITY
OF PERSONS
WITH DISABILITIES**

Through PROPEL the ILO is promoting the *Supported Employment* model that helps individuals with intellectual disabilities work in competitive job settings. Under *Supported Employment*, the job must be based in the community, pay wages, and include job coaches during a pre-determined period. PROPEL's work also involves services that strengthen job hunting skills, build confidence and help match job seekers with prospective employers.

CHINA

In China, many factors prevent women and men with intellectual disabilities from accessing employment on an equal basis with non-disabled persons. These include traditional vocational training systems that adopt a “train and place” model with little or no transitional training or support for challenges confronted on the job, and the non-enforcement of laws on the right to employment of persons with disabilities. Negative views and attitudes of workers and prospective employers also contribute to the exclusion of people with disabilities from the workplace.

Since 2013, PROPEL has acted as a catalyst for promoting the concept of supported employment among the government, employers and other stakeholders, including the China Association of Persons with Intellectual Disabilities and their Families (CAPIDF) of the China Disabled Persons' Federation and the Special Education Institute of Beijing Union University (BUU). Supported employment (SE), gives persons with intellectual disabilities the opportunity to work in a competitive and open labour market that has not traditionally been viewed as an option. Its “place and train” approach reverses the traditional

practice in rehabilitation of “train and then place”, identifying a job at the beginning of the training, rather than at the end. Job coaches assist individuals with intellectual disabilities through job training, as well as in sensitizing their colleagues or department leaders to know how to support persons with intellectual disabilities, when the job coaches eventually withdraw.

ILO technical assistance stimulated the CAPIDF to formulate a three-year plan to promote SE and job coach training, from 2014-2016. To date, there have been eight international seminars, and job coach training targeting some 300 job coaches. In Guangzhou, ILO supported activities encouraged YangAi, an NGO consisting of parents of people with intellectual disabilities, to undertake a feasibility study for SE and subsequently delivered a proposal on SE to the Guangzhou People's Congress for legislation. As a result, a SE policy was issued by Guangzhou City in 2014.

In Beijing, the ILO works with the BUU to help develop courses on skills for people who will then be placed through SE in 12 pilot vocational institutions and special schools. The good practices and tools developed

in these centres will be shared among 50 schools and institutions in 2015.

In 2014, Hunan was the first province in China to adopt the SE model, paving the way for on-the-job training of 20 women and men with intellectual disabilities. The Hunan Disabled Persons' Federation (HDPF) chose 10 NGOs and vocational training centres as pilot organizations to promote the approach. Subsequently, work opportunities at selected businesses – supermarkets, bakery shops and hotels, among others – were identified and matched to the interests of persons with disabilities through training and sensitizing

colleagues or department leaders on how to support them. Currently, there are five provinces and cities that have adopted the SE policy.

Among one of the beneficiaries of the pilot programme, was Jing Ru, who began working as a cleaner in the HDPF employment centre. With the support of one of the job coaches, she gradually learned how to meet work requirements and get along with colleagues. Today, she is able to commute to work by bus and manages her assignments independently.

Wu Feng's story

Wu Feng was born with an intellectual disability. His mother also has an intellectual disability. To make ends meet, they salvaged recyclables for sale, though barely made enough to meet their basic needs. Wu tried working as a gate keeper and lift operator but found it difficult to follow instructions provided by his managers. After attending SE training for six months at the Fengtai Lizhi Rehabilitation Centre, whose job coach was trained by the ILO, he is now employed by Hualian Supermarket in the seafood section. He earns double the salary paid at previous jobs, and can now support himself as well as his mother. Wu says the most important work related change is learning how to communicate with colleagues and to be more patient. “He works punctually and is nice to other co-workers, and we don't regard him as being different from us”, says the section manager, “we are all happy to work with him”.



Wu Feng at work in the seafood section at Hualian Supermarket.

More than 200 university graduates with disabilities are combining training in job search skills with short-term internships to help them find full-time jobs.

ETHIOPIA

In recent years a growing number of countries have begun to recognize the importance of including disability as a cross-cutting issue in policies, programmes and services to ensure that persons with disabilities enjoy the same rights and opportunities as other citizens. Ethiopia is no exception. Its five-year national development plan includes elements on lessons learned on mainstreaming disability as relevant to development. In addition, the Right to Employment of Persons with Disabilities Law (Proclamation No. 568/2008) prohibits discriminatory practices that limit equal employment opportunities for disabled persons. Together with the country's ratification of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) in 2010, which led to the implementation of a national disability rights and inclusion programme called the National Plan of Action for Persons with Disabilities, a solid foundation has been built to provide legal protection, policymaking and inclusive planning for development.

Yet despite these achievements, people with disabilities are less likely to be in full-time employment than non-disabled persons and are at greater risk of living in poverty. In a country where unemployment is generally high – 24 per cent, according to ILO estimates – the rate is even greater for people with disabilities. Among the factors

contributing to their vulnerability are barriers to skills training, education, in addition to discrimination and accessibility issues, i.e. inaccessible physical environment. Roughly 95 per cent of all Ethiopians with disabilities are estimated to live in poverty (MoLSA, 2012). The incidence of poverty among persons with disabilities forces many to depend on family for support, or to resort to begging. For many university graduates with disabilities, the situation may not be much different. Many are finding that the doors to employment opportunities are also closed, with no work and few prospects.

Helping university graduates with disabilities overcome obstacles to entering the labour market not only opens an opportunity for them to apply knowledge and learning acquired in their field of study but also provides income to secure their economic independence. In addition, by including disabled people in the world of work, both the private and public sectors are able to tap into an often overlooked talent pool.

In response to this challenge, in 2012 PROPEL worked through its implementing partner organization, the Ethiopian Centre for Disability and Development (ECDD), to promote employment for university graduates with different types of impairments (sensory, physical) in Addis Ababa, Amhara and Tigray Regional States.



University graduate with a disability interviews with a prospective employer at a job fair held in the Addis Ababa.

Initial PROPEL support allowed ECDD to assess the employment situation of graduates with disabilities. In undertaking this research ECDD was able to determine that while discrimination was often a factor preventing graduates with disabilities from entering the job market, poor job hunting skills and strategies, and lack of knowledge in applying for work played a more significant role in contributing to their unemployment status.

In meeting the needs of the graduate job seekers with disabilities, ECDD developed a training programme aimed at honing their job search skills. While CV writing, effective communication skills and confidence building formed integral parts of the ECDD initiative, an equally important component introduced job seekers to searching the internet and applying for jobs online using

selected websites such as ethiojobs.net, ethioworks.com and ezega.com. Thanks to ECDD, from 2012 to 2013, more than 266 university graduates with disabilities received training – some 30 per cent of the trainees were women – and employment support services in the three targeted regions.

One of the technological innovations introduced as part of the strategy included posting vacancies by government, and public and private enterprises, and NGOs on ECDD's website, and sharing them through a Google Group, personal e-mails and text messages. As a consequence, ECDD was able to share job vacancies with persons, in particular those with sensory impairments, who may not have been able to obtain information in accessible formats. Over 100 qualified job seekers with disabilities received more than 1060 vacancy announcements

over the past years from ECDD through SMS text messages. Accessing job vacancies via SMS messaging also offers the particular advantage of reduced transaction costs to job seekers with disabilities. At present, ECDD is in the process of entering into an agreement with Mobile Jobs (Mjobs), a private employment agency that provides job/skills matching services, to help facilitate vacancy information to job seeking university and technical vocational education and training (TVET) graduates with disabilities.

Zenawi Desbele from Mekelle (Tigray) was among those who benefitted from the ECDD training. “I received assertiveness/confidence training through ECDD. I was in my last year at the university. Before this, I was worried about finding a job because I did not think employers would treat me fairly. I worried I would not be seen as equal. After training my attitude changed completely. I realized I was equal to others. This gave me the confidence to go into the job market. I completed an

internship, which ECDD helped me find. This led to a permanent job after three months because my employer was happy with my performance. After a year, I felt able to look for a better job on my own. I am now an insurance officer in a private firm. The assertiveness training changed my outlook and has helped me establish my career.”

ECDD’s strategy also included training workshops to sensitize human resources professionals to the need to include disabled persons in the workplace, provide guidance on creating a favorable workplace environment from the perspective of employers, and build their knowledge and awareness of national and international instruments on disability, including the UN CRPD and ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159).

The results of the ECDD’s employment promotion intervention targeting graduate



Zenawi Desbele received training from ECDD. He now works as an insurance officer for a private firm located in Mekelle.



University graduates with disabilities attend job fair held at the Addis Ababa Exhibition Centre.

university students with disabilities speak for themselves: of the group assisted by the project, 76 per cent were employed in government offices, private and public enterprises, institutions of higher learning, public schools and NGOs. In some cases, jobseekers with disabilities were placed in different institutions and organizations (government, non-governmental and private entities) as interns for a three-month period before receiving job offers. For many, internships provide a viable means to demonstrate their abilities and opens up new opportunities for on-the-job training that in turn creates possibilities for permanent, formal employment.

ECDD’s success in placing graduates with disabilities has also had some unexpected results. Having heard about the employment

facilitation support to disabled job seekers, non-disabled university graduates have been pressing ECDD to provide similar assistance. Today, many graduates without disabilities, particularly from Addis Ababa University, browse ECDD’s website for vacancy information and also visit the office for support in relation to employment services.

Expanding the model developed by ECDD to include other regions of the country would benefit a greater number of graduates with disabilities – improving job search skills and facilitating employment, in selected cases through internships. In doing so PROPEL raises awareness of the right to decent work of persons with disabilities, increases their participation in the world of work and facilitates employment for graduates with disabilities.

In southern Viet Nam, PROPEL's implementing partner Disability Resources and Development Centre provides job consultation services and skills training for disabled job seekers.

VIET NAM

In Viet Nam, more than six million persons aged five or older, or approximately 8 per cent of the population, have a disability, according to the 2009 national Census (NCCD 2010). More recent estimates in a joint study by the World Health Organization and the World Bank put the figure at approximately 15 per cent (WHO, WB 2011). Very few who are of working age have stable jobs and regular incomes.

Many people with disabilities remain outside of formal employment due to a number of factors including lack of access to education, vocational rehabilitation and training, disincentives created by disability benefits, the inaccessibility of the workplace and employers' perceptions of disability and disabled people.

In improving labour market opportunities for job seekers with disabilities, access to skills training and employment consultation services are among the key strategies for eliminating barriers to their full participation in the world of work.

In southern Viet Nam, the Disability Resource and Development Centre (DRD), a disabled persons' organization with a network of 33 affiliated organizations, opens pathways to employment for job seekers with disabilities and promotes awareness raising as a key to overcoming barriers that bar many disabled Vietnamese from increased opportunities and a better life. With support provided by PROPEL in 2014, DRD has been able to complement and further extend its services and activities to



Employees working in Esoftflow's company office in Hanoi. Esoftflow specializes in image and graphic design solutions.



Employees working in Esoftflow's company office in Hanoi. Esoftflow specializes in image and graphic design solutions.

include job consultations and skills training for persons with disabilities.

Poorly presented CVs, inexperience in interviewing and little or no work experience remain formidable obstacles for many disabled job seekers. To help address these challenges, DRD organizes weekly job consultation sessions for its members. These sessions focus on honing job hunting skills including analysis of the strengths and abilities of job seekers, CV writing, interviewing skills, work attitude and ethics, and other areas. In addition to these services, the sessions also provide training in areas of interest expressed by individuals, including English-language proficiency, web and graphic design and other fields.

For the consultations, DRD invites a human resource consultant to provide direct support for the disabled job seekers and help its employment coordinator offer practical

advice such as things to consider when looking for work and how to overcome challenges to getting a job. On average, three to four disabled job seekers join the weekly consultation sessions. From February to May 2015, 73 job seekers received direct assistance, though the number of individuals accessing support services through such means as email, phone or Facebook was nearly double. Disabled women represented roughly 43 per cent of those helped. Of the 73 who received direct support, 30 had opportunities to interview with employers and 14 received job offers.

Employers play an essential role in hiring persons with disabilities and promoting an inclusive workplace. With support provided by PROPEL, DRD has expanded its access to a network of employers through its increased attendance at Job Introduction Centres (JICs).

On average, about 20 employers take part in the JICs, including private enterprises and businesses, and vocational training schools. They are interested in hiring people for different categories of jobs including tailoring, call centres, security, cashiers, bar-tending, data collection and technical maintenance. Over a four month period, JICs in locations such as Thu Duc, Tan Binh, Ho Chi Minh City and Dong Nai Province enabled DRD to provide information on job openings to nearly 50 individuals, of which 25 were given interviews and 11 received job offers.

These success stories highlight how PROPEL, through its implementing agent DRD, is helping Vietnamese with disabilities find and retain jobs. Take, for example, 35-year-old Châu Myana who has difficulties using her left leg. Leaving school after completing the 8th grade due to her family's poor financial situation, she studied graphic design at the New Times Center in Ho Chi Minh City and then found work at a textile company. She sought unsuccessfully to find a better job in her field and believes some rejected her application after reviewing her health report.

After hearing about DRD through the Internet, she contacted them and received assistance in CV writing, soft skills training

(effective communications, problem solving, teamwork, interpersonal skills) and recruitment information about enterprises. She eventually found a job with the Nhan Khang jewellery company, took evening courses to improve her skills and after a six-month probation period, received a formal offer of employment.

Bui Manh Thang, 28, lost his left hand in an accident. Thang faced challenges to finding work, lacked confidence and had difficulties communicating with non-disabled persons. While studying graphic design at Van Lang University in Ho Chi Minh City, he read about DRD on the Internet and decided to take part in their support services and join their Employment Club.

Thang learned about CV writing, used his design skills to create a CV that attracted employers' attention and developed stronger interviewing and salary negotiation skills. He eventually landed a job as a graphic designer at Dong Sang Print Company. Says Thang: "Through employment consultancy sessions at DRD as well as participation in activities at the Employment Club, I learned how to accept myself as a person with a disability. I am inspired when I see other persons with disabilities living in hard and poor conditions but still endeavour to have a better life."

Technical vocational education and training (TVET) plays a central role in opening career opportunities for people with disabilities and enhances earning potential, career progression and employability. In Zambia, PROPEL supported five TVET institutions in fostering learning environments that enabled the enrolment and training of women and men with disabilities, alongside non-disabled students.

ZAMBIA

Zambia has a robust vocational skills training system, with more than 300 institutions. However, persons with disabilities are largely excluded from training on an equal basis with other students. When training for them is provided, it is often in segregated classes and below the level offered in general TVET centres. Negative attitudes and public perceptions about persons with disabilities, combined with physical barriers and a lack of adapted curricula and training materials, present obstacles to the access of people with disabilities to training opportunities available to the general population.

According to the Government of Zambia's Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA), some 33,600 students attend vocational training. However, no up-to-date information is available on vocational education and training of students with disabilities. Today, Zambia is moving away from the system of separate special schools to a more inclusive approach of mainstream education and vocational training services. The change has been stimulated by the ratification of the UN Convention on the Rights of Persons with Disabilities (UN CRPD) and the enactment of the

Disability Act, 2012 which states that the education system at all levels must offer equal opportunities to all and be free from discrimination. International labour standards such as the ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) and ILO Discrimination (Employment and Occupation Convention, 1958 (No. 111), both ratified by Zambia, in addition to national policies and initiatives, are also key in ensuring that persons with disabilities enjoy the same rights as others.

Inclusive vocational training involves addressing and responding to the diverse learning and cultural needs of learners and removing barriers to education through accommodation and provision of appropriate structures and curriculum that is relevant and enables the learner to achieve maximum benefit from attendance at school.

Since 2012, PROPEL has been collaborating with the Ministry of Education, Science, Vocational Training and Early Education (MESVTEE) to provide improved access to mainstream skills development programmes to young men and women with disabilities. Five institutions are participating under a pilot inclusive vocational training initiative:

four mainstream colleges including Mansa Trades Training Institute, Kaoma Trades Training Institute, Lusaka Technical and Business College, Luanshya Technical and Business College, and National Vocational Rehabilitation Centre, which previously catered only to students with disabilities.

In the nearly three years since the pilot programme began, the number of students with disabilities enrolled in the four mainstream colleges has increased slowly and has improved further in 2015 due to increased marketing and community outreach. The ILO-Irish Aid initiative is in line with Zambia's national TEVET policy on increasing access to skills training to reflect labour market demand.

A first step in the process involves disability audits based on international standards. The audits are designed to identify barriers, measure ease of use of premises as well as options for improving the accessibility of the built physical environment of the colleges, the flexibility of the curricula and appropriateness of training materials and tools for students with disabilities. Following this, reports are provided with recommendations to be implemented by the participating colleges and TEVETA.

A second and equally important step includes disability awareness training for managers and staff of the training colleges, i.e., instructors, teachers and other training and support staff. ILO Disability Equality Training (ILO DET) is designed to give participants the opportunity to explore, in

addition to the physical aspects of disability, how people are disabled by society's barriers and attitudes, and to identify ways of overcoming these barriers and positively influencing attitudes. A central pillar of this awareness-raising is looking at disability from a human rights perspective.

Third, building on the disability audits and DETs, a new in-service course for teachers on Inclusive Technical Vocational Education and Training was developed by PROPEL. The course, accredited by TEVETA, is being pilot tested with a group of 20 teachers from the participating institutions beginning in August 2015. In the future, the course can be delivered by any training provider recognized by TEVETA as having met the essential requirements. Working towards this aim, building capacity among a selected number of trainers and further disability sensitization within the TVET sector are among the pre-conditions that must be met before starting the national roll-out.

The fourth component of the sustainability effort involves the introduction of a module on the inclusion of persons with disabilities in the training curriculum used to train new vocational skills teachers. The module, provided by PROPEL, was inserted and adopted as part of the national curriculum.

The colleges supported by PROPEL have developed their own strategies for ensuring vocational training includes women and men with disabilities and are implementing the Government's policy on inclusive vocational training.

At Luanshya Technical and Business College (LTBC) and Mansa Trades Training Institute, efforts to build an accessible, physical environment are visible. New ramps have been constructed in the administration buildings and reception desks with lower cabinets and a low counter to facilitate interactions between wheelchair users or persons of short stature and the receptionist or staff have been installed.

Across all participating colleges, enrolment of learners with disabilities has improved. The Mansa Institute, for example, had 36 learners with disabilities enrolled during the 2013 academic year, an increase of 11 per cent over 2012 despite limited resources to support equal opportunities for training. And

enrolment of disabled persons has increased each year. Eleven women and men with disabilities, largely learners who are deaf or hearing impaired, graduated in 2014.

Mansa appears to be a leader in practicing inclusive vocational training, judging by the numbers of persons with disabilities enrolled each year. Yet, this has not happened by chance—it is a result of consistency in actively promoting a culture of inclusion. Each year the training institution turns down a number of applications from prospective students from other provinces because of the reputation it has built as an institution of choice for vocational skills, regardless of one's background.



Mike Nkandu, Lweendo Kabinga, and Delphine Njolomba are among the 17 deaf students enrolled at Luanshya Technical and Business College.

At LTBC, the ILO's DET has helped build knowledge and raise awareness levels among staff on disability and the rights of persons with disabilities. It has also fostered the development of an enrolment strategy targeted at persons with disabilities through advertising in the media, posters, community outreach and discussions with families of disabled persons, and strategic networking with other learning institutions. Marketing efforts have also contributed to an increase in the number of learners with disabilities for the fall of 2015. The college had an average of five learners with disabilities over the three years since 2012. Now the institution has 21 learners with disabilities, 17 of whom are deaf, while one has a physical impairment and three have intellectual disabilities.

"Our goal is to be a fully inclusive vocational training institution within three to five years", says Samuel Moyo, Principal and Chief Executive of the LTBC.

Kaoma Trades Training Institute, located in the Western Province of Zambia, began participating in the pilot programme in 2013 when there were no disabled students. Representatives of the college's administration, staff and lecturers took part in the ILO DET. Today, of the 104 students on campus, 16 are learners with disabilities, representing some 15 per cent of the total student population.

The National Vocational Rehabilitation Centre (NVRC) in Ndola, which previously catered only to persons with disabilities,

has opened its doors to learners without disabilities. Today, the inclusive programme adopted at NVRC helps provide training in the food production and agriculture programme to some 150 learners, 75 per cent of whom are non-disabled students. The decision to accept non-disabled students was based on the need to ensure that the school's learners with disabilities have exposure to an integrated setting. "When we began our enrolment of non-disabled learners, enrolment was at 5 per cent of the total enrolled student body but now stands at 10 per cent. With the technical support of the ILO, we now realize that the world has adopted a social model which entails that we need to include persons without disabilities in order to strike a balance," says Mary Kamanga Lungu, Principal of the NVRC.

Ms. Mary Thonga, a lecturer in the hospitality course at Lusaka Business and Technical College, explains that the college has developed individualized programmes for learners with intellectual disabilities, which includes extending their study to four years instead of two.

"I spend a lot of time outside class hours to attend to learners with disabilities to make them understand and catch up with their colleagues. Communication is also key, so we take time to learn sign language, for instance, and we now prepare accessible hand-outs, even in large print for learners with visual problems," Mary explained.

Iness Mwape a graduate from Mansa Trades Training Institute

Iness Mwape from Kabunda village in Mansa wasn't born with a physical impairment. She became disabled at the age of five, following an illness. She was raised by both parents who are peasant farmers and is the second in a family of two.

"The community I have grown up in does not really believe that a child with a disability can amount to much. They did express sympathy with my family, but no one encouraged them to educate me. My parents did try to do so despite our poverty situation. It is really a painful form of stigma that people in my condition face," Iness said.

Iness dropped out of school in 1998 in the 9th grade due to lack of financial support.

Thanks to an outreach programme aimed at encouraging persons with disabilities to acquire life skills, Iness successfully completed her training in tailoring at Mansa Trades Training Institute in 2013 and is now practicing her trade in her home village.

"Today with a sewing machine I do better quality work with the skills I've got. I can produce multiple patterns for clients. Even the way people see me has changed a lot and I feel more dignified since I am providing a service to my community and I am paid for it," says Iness.

The money she earns from her tailoring is used to meet the school fees for her children. In the past, Iness encountered difficulties in providing food and balanced meals for her family but manages because of her new skills. She is working hard to save money to buy her own sewing machine and set up a tailoring shop where she can even employ others.



Iness Mwape attending a class at Mansa Trades Training Institute.



SELECTED PROPEL COUNTRY STORIES

PROMOTING INCLUSIVE WORKPLACES

The ILO helps businesses and employers learn how to go beyond the ethical and human rights case to the business case for hiring people with disabilities through its Global Business and Disability Network. This worldwide network brings together enterprises and employers' organizations with disabled people to raise awareness about how their inclusion in the workplace can contribute to the bottom line and build a workforce that more accurately reflects their company's consumer base. Similar initiatives exist at the national level in selected PROPEL countries.

MAKING THE BUSINESS CASE

ZAMBIA

People with disabilities are more likely to be unemployed than persons without disabilities in all countries. In Africa, employment rates for disabled persons vary from a low of 12 per cent in South Africa to 42 per cent in Malawi and 45 per cent in Zambia (WHO, WB 2011). Because a significant proportion of people with disabilities in low-income and middle-income countries work in the informal economy, many do not appear at all in labour market statistics. According to the 2010 Census of Population and Housing in Zambia, the vast majority of its resident population with disabilities live in poverty, many working in a family business or agriculture without pay or profit.

Yet persons with disabilities are part of the skills and talent pool. A key to tapping into this talent pool is matching a job with the skills, interests and abilities of the disabled person. One challenge many companies face is not knowing where to find persons with disabilities with the skills required in a particular field. Others shy away from hiring candidates with disabilities in part because

they are not sure what "accommodations" they will need to do the job. Employers may think they have to buy expensive equipment or adapt office space, but the reality is quite different. Most workers with disabilities require no special accommodations and the cost for those who do is minimal or much lower than many employers believe.

Companies often benefit from supporting each other by sharing their experiences and good practices on hiring and retaining workers with disabilities. In the process they are discovering the potential of people with disabilities to make significant contributions to a diverse and productive workforce.

When representatives of Zambian employers' organizations and leading companies expressed an interest in early 2014 about hearing more from a business case perspective about the economic potential of hiring people with disabilities, PROPEL and the Zambia Federation of Employers responded by organizing a roundtable to address the topic and consider concrete

steps that would contribute to the training and hiring of disabled workers.

A one day meeting held in July 2014 drew more than 50 representatives from leading companies and employers' organizations, as well as Government, trade unions, civil society and disabled person's organizations to consider the "business case" for employing people with disabilities and concrete steps that the private sector could take to provide them with opportunities to earn a living and improve their lives. The "business case" highlights the fact that hiring a qualified person with a disability brings greater benefits beyond just filling an open job. People with disabilities can contribute to a company's overall competitiveness through increasing productivity and market share and lowering job turnover rates. At the same time, the roundtable provided a forum for the exchange of views on establishing a national business and disability network in Zambia.

Presenting the regional experience in an employer-led initiative working to promote the hiring of persons with disabilities was the South African Employers for Disabilities (SAE4D). Through its membership, which draws from like-minded employers from across the different sectors of the economy, SAE4D enables employers to be "disability confident" by sharing experiences, highlighting good practices and forming a common understanding of the challenges and solutions required to fully develop the potential of people with disabilities to contribute meaningfully to society and business.

While the focus on regional and national experiences in employing persons with disabilities helped drive the dialogue during the first part of the roundtable, the second half of the day considered key barriers to hiring people with disabilities and possible solutions from an employers' perspective. Such discussions are also an essential step in the process of developing consensus around possible solutions to barriers preventing disabled people from entering the world of work. Among the many issues that emerged were: employers' low awareness of tax incentives for hiring disabled persons; inaccessible workplaces; negative attitudes and perceptions about people with disabilities; disabled persons lacking the skills and qualifications needed by employers; and the lack of a database on disabled job seekers.

One of the important outcomes of the roundtable was the validation of the need to establish a network of Zambian employers and key stakeholders to help facilitate the employment of disabled women and men.

Less than a year after the roundtable, the foundation for establishing the Zambia Business and Disability Network was laid in Lusaka in partnership with the ILO, the Zambia Federation of Employers (ZFE) and Leonard Cheshire Disability, with the support of the Government of Finland.

The initiative, funded by Finland, aims at establishing the network through generating further interest and building capacity among employers. Once key members from ZFE emerge to support the network it will

provide a unique platform of businesses and employers' organizations in Zambia to foster the development of a workplace culture that is respectful and inclusive and promotes the hiring, retention and professional development of disabled persons. While emphasis will be on improving the demand side of the labour market, the supply side will be promoted by engaging an employment agency to prepare and develop skills and confidence of persons with disabilities in

addition to managing a database of persons with disabilities to act as a link with potential employers.

While the ZFE will be the main implementing partner, the ILO and Leonard Cheshire Disability will provide technical support and advice for the Network. It will also draw examples of good practice and learn from the experiences of the ILO Global Business and Disability Network.



High-level roundtable discussion on disability and employment held in Lusaka in July 2014.

People with disabilities make up approximately 1 billion, or 15 per cent, of the global population (WHO, WB 2011).

Efforts are underway to form a business and disability network in China.

CHINA

Since August 2013 in China, PROPEL has worked closely with the ILO Global Business and Disability Network in supporting the development of a national disability network. Towards this goal, four regional support groups have been formed by local employers' organizations, local disabled persons' federations together with disabled persons' organizations, vocational training centres and schools. At a meeting held in early 2015 in Shanghai, 15 companies committed to forming a national network. With ILO support, they discussed the Chinese legal framework for inclusive employment, identified challenges, reviewed case studies of good practices and considered developing a manual on how to promote inclusive employment.

Among the main aims of the network will be changing attitudes among employers towards recruiting and hiring disabled persons. In addressing this challenge, ILO DET provides the framework and guidance that enables positive changes to workplaces. The approach is also flexible enough to be used for government officials, trade unions leaders, disabled persons' organizations, persons with disabilities, and other stakeholders. As one human resources manager said after DET, "we used to see persons with disabilities as a different group but now we see they are people just like us and we want to work with persons with disabilities. As a result we have changed the mind-set of our staff in our offices and are beginning to recruit persons with disabilities."

DISABILITY SENSITIZATION

DET aimed at national and local level government officials, representatives of employers' and workers' organizations, training providers, and other key stakeholders, provides a powerful tool to raise awareness and understanding on disability and open pathways to decent work for persons with disabilities.

INDONESIA

In Indonesia, PROPEL has played a vital role in awareness-raising on disability. Through a series of facilitated workshops at national and provincial levels aimed at Government and key stakeholders, understanding of the rights of people with disabilities – in particular, their right to decent work – has increased. DET has played a central

role in workshops organized in 2014 for government officials including the Ministry of Manpower and Transmigration (MoMT), the Ministry of Social Affairs, and the Ministry of Law and Human Rights in addition to representatives of employers' and workers' organizations.

In East Java Province, workshops designed to raise awareness and sensitize employers to the rights of disabled persons, and on how to make workplaces inclusive, also had a positive effect. By addressing major hurdles for employers – for example, a lack of information on workplace adjustments and related costs and ways to increase the accessibility of workplaces (information, buildings) – they were able to focus on disabled persons' issues and concerns and ways to increase their participation in the workplace.

One of the best examples of how PROPEL has worked with the Government to spark employer and business interests in hiring disabled job seekers is through the introduction of inclusive job fairs. While job fairs are an integral part of the various mechanisms utilized by the public employment services of the Department of Manpower and Transmigration (DoMT) – *MoMT's implementing arm at the province/ local level* – to reduce unemployment and enhance information flows between job seekers and employers, typically they have not focused on recruiting disabled job seekers. Technical support provided by PROPEL, ranging from orientation sessions designed to inform employers interested in hiring disabled persons to accessibility of information and premises, enabled DoMT to better understand what is involved in organizing such an event and how their services can help secure jobs for disabled persons.

The job fairs are beginning to show results. For example, a job fair organized by DoMT's Probolinggo district in East Java in 2014 resulted in two companies offering job opportunities to people with disabilities. Another job market fair organized by DoMT of East Java Province attracted some 50 companies from the hospitality, electronics, and footwear and fashion accessories manufacturers and resulted in jobs for 25 disabled persons. The fair also provided an opportunity for PROPEL in collaboration with DoMT of East Java to award certificates to businesses committed to promoting inclusive workplaces and offering jobs to disabled persons.

PROPEL's strategy to raise awareness and sensitize key actors on the rights of disabled persons and involve the national (MoMT) and local (DoMT) governments in helping job seekers with disabilities find work has produced results.

For example, in 2015, less than a year after PROPEL sensitization training, the MoMT launched a series of DET events aimed at provincial and district level government officials, in particular, officials located in the DoMT, and employers and businesses. In carrying out the training, MoMT drew from its current state government budget and employed the ILO DET methodology. Both the initiative and budget commitment are historical steps forward by the Government, with a decentralized governance structure, to build capacity on non-discrimination issues at the local government.

ETHIOPIA

Prior to working with PROPEL, members of the Confederation of Ethiopian Trade Unions' Executive Committee, Council Members and workers' representatives held negative views and opinions about disability. Following DET provided by PROPEL, marked changes in attitudes have been observed leading to concrete, tangible actions. For example, the trade union's Constitution has been revised to reflect rights of persons

with disabilities, guidance on disability has been included in the collective bargaining handbook and copies of United Nations and other international Conventions on disability have been disseminated to members. As a result, people with disabilities are beginning to participate in the employment procedures and worker representatives are more able to defend the rights of disabled persons.



Deaf workers employed at the ECDD based in Addis Ababa discuss work assignments.



SELECTED PROPEL COUNTRY STORIES

**SUPPORTING
AN ENABLING
LEGAL
AND POLICY
ENVIRONMENT**

In Indonesia, PROPEL works to address gaps in existing laws, provides inputs on the development of new legislation and helps give effect to provisions of existing laws that promote employment of persons with disabilities.

INDONESIA

The Government of Indonesia recognizes many of the challenges faced by people with disabilities and is committed to improving their lives. It has passed substantial national legislation and ratified international conventions/treaties addressing the rights and opportunities of persons with disabilities, including ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111). Among the key legal instruments adopted by the Government is Law No. 4 of 1997 on Persons with Disabilities. Article 5 states that “every disabled person has equal

rights and opportunities in all aspects of life”. This right extends from education, work and access to public facilities to the enjoyment of equal opportunity and treatment in all aspects of their lives. Through ratification of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) on 30 March 2007 and the enactment of Law Number 19 of 2011, Indonesia has established a foundation to secure the respect, protection and rights of Indonesian women and men with disabilities.



A blind man ties ropes in preparation for an outdoor exercise organized by Outward Bound Indonesia.

Nevertheless, despite these commitments, implementation and enforcement of existing laws has yet to occur in some cases. In addition, gaps remain in the national legal framework for Indonesia to conform to the requirements of the UN CRPD. These gaps can be addressed through amending existing laws to eliminate discrimination against disabled persons and adopting new legislation to ensure that government policies and programmes guarantee their rights.

Addressing some of the gaps in policies and practices is key to helping disabled persons enter the labour market. It is also a fundamental ingredient in building cohesive societies.

Since 2013, PROPEL has worked in Indonesia to address policy gaps and give effect to legislation to enhance the employment and employability of disabled persons. In meeting this aim, support included the organization of workshops at both national and provincial levels with the active participation of government

policymakers and key stakeholders, including employers’ and workers’ organizations, to consider commissioning a review of the critical gaps in policies on training and employment services for disabled persons and development of an action plan with key changes identified.

The development of a new draft Law on Disability to tackle discrimination and provide a comprehensive framework guaranteeing the rights of disabled persons also forms part of the legislative landscape in Indonesia today. PROPEL has provided technical inputs on the draft law at high-level consultation events involving a range of stakeholders, and envisions further opportunities to help give effect to articles on employment in the draft law.

While more work is required to support further revisions to and provide for effective implementation of legislation for disabled persons to access skills training and employment opportunities, PROPEL has established a foundation on which to continue building.

Introducing a disability perspective into the law curriculum at Hanoi Law University helps to ensure that future generations of lawyers and judges will routinely consider the impact of their work on disabled people and improve possibilities for creating legal frameworks that promote full inclusion in the open labour market.

VIET NAM

In Viet Nam, the past two decades have seen a dramatic shift away from viewing persons with disabilities as “objects” of protection, treatment and assistance to recognizing them as individuals with rights. This shift to a human rights perspective requires a review of the social and physical environment that constrains the participation of disabled persons in society. It also necessitates an assessment of national laws and policies to ensure that disability rights issues are taken into account and that they advance equal opportunities for people with disabilities. Developing an active interest in disability among future generations of lawyers and judges, who one day will be responsible for promoting and protecting human rights, is vital to achieving the aspirations enshrined in international instruments and conventions such as the ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD, 2006), and to key national legislation on disability like the Law on Persons with Disabilities, which was promulgated in June 2010. Towards this aim, institutions of higher learning can be strategic partners in the process of change.

Since 2013, the ILO has provided technical support to the Hanoi Law University (HLU) in the design and development of a curriculum on disability law to include consideration of disability rights and improve possibilities for creating legal frameworks that promote access to employment. The curriculum will soon be officially offered to law students who may become lawyers and judges after leaving the university. By incorporating the theme of disability, HLU becomes the first and only higher learning institution in the country to offer teaching on the subject of disability law. The change aims to encourage law students to conduct research and contribute working papers on legal issues concerning the employment of people with disabilities.

Some 800 students participated in the pilot phase of the curriculum on disability law from 2013 to 2014 at HLU. Both the contents of the curriculum and reference materials were made available on DVD as a way of raising awareness on the subject of disability law and to help give effect to the provisions of the national Law on Persons with Disabilities, considered the country’s first comprehensive law guaranteeing the rights of persons with disabilities. Following their successful completion of the course, the university arranged for students to

work as interns with organizations of disabled persons and non-governmental organizations involved in the field of disability. As a result, students gained first-hand experience and participated in practical activities aimed at persons with disabilities, while also increasing their understanding

and awareness of disability issues. The knowledge and skills obtained through this experience will prove vital to future generations of lawyers and judges who will one day be involved in promoting and protecting human rights in Viet Nam.

PROPEL provides policy guidance to the Ethiopian Government in making vocational training more readily accessible to persons with disabilities.

ETHIOPIA

Since 2012 PROPEL has worked with the Government of Ethiopia to improve access of people with disabilities to vocational training. In meeting new legal and policy frameworks to support the rights of persons with disabilities to access skills training, PROPEL advises the government’s agency charged with designing technical and vocational education and training (TVET) on issues ranging from reasonable accommodation to curriculum revision to accessibility (training facilities and information). The ILO’s support is based on lessons learned through years of experience, including the experiences of other countries on skills policy development and pilot testing of inclusive initiatives (e.g. Zambia).

Transferring knowledge on disability to programme designers through the delivery

of the ILO DET for key stakeholders is also an essential component of the support provided. In Ethiopia, DET has been provided to core partners such as the Ministry of Labour and Social Affairs and the Federation of Ethiopian National Association of Persons with Disabilities (FENAPD), the Confederation of Ethiopian Trade Unions, and to TVET staff and professionals at federal level and in the Tigray and Amhara regions.

Since 2014, the Federal TVET Agency has accepted trainees with disabilities in 35 skills training centres in all regions in Ethiopia. With support from PROPEL and its implementing partner the Ethiopian Centre for Disability and Development, national guidelines for the inclusion of persons with disabilities in TVET were prepared by the Federal TVET Agency of Ethiopia.



SELECTED PROPEL COUNTRY STORIES

**STRENGTHENING
THE CAPACITY
OF THE MEDIA
TO REPORT
ON DISABILITY**

PROPEL works to build capacity of the media to effectively report on disability. Informed media coverage helps disability advocates reach policymakers, businesses, workers, and others with key messages about the rights of disabled persons, and the positive contributions they can make to the workplace and communities.

MEDIA TRAINING IS MAKING A DIFFERENCE

Since 2012, PROPEL has worked to strengthen the capacity of journalists, disability advocates, and representatives of government broadcasting authorities in China, Ethiopia, Indonesia, Viet Nam and Zambia to produce fair and accurate reporting on disabilities and promote rights and opportunities for disabled persons.

Working within the training model established, which includes, among other components, an overview of international standards on disability, the role of the ILO in promoting skills and work for disabled persons, and new angles for reporting stories on the issue, PROPEL provides practical guidance to the media on how to effectively report on disability, and stimulates a climate of inclusion on non-discrimination and equal opportunity.

In delivering the training, PROPEL undertakes qualitative research in each target country to gauge journalists' views and perceptions on disability, assess the level of importance given by the media to the issue, and identify knowledge and information gaps. Research is important for two reasons: first, it provides feedback to participants on how they view the issue, including whether they think the media are doing a good job of covering the topic and

second, it helps to more effectively target training to the needs of participants.

To better understand how the media in selected project countries have covered disability, including how the issue was reported and frequency of coverage, PROPEL commissioned longitudinal studies spanning a ten-year period to help map out strategies to improve the quality and quantity of reporting to support inclusive development. General trends in reporting showed that while several countries experienced an upward shift in coverage of disability issues and use of appropriate language, the portrayal of disabled persons and associated stories are often negative and fall into stereotypical categories. (Alemu, 2012; Hayarti, 2014; Institute of Journalism and Communication Studies/One Plus One Beijing, 2013; Mweene-Chanda, 2013; Tran and Tran, 2013).

Over the past three years, nearly 300 journalists have benefitted from training events and other activities designed to build capacity to report on disability. Equipped with the right skills and knowledge, representatives of the media can help shape policies and public opinion. They can link the evidence on rights and access to opportunities for people with disabilities

and factors that influence their participation in employment and training, to economic

empowerment and improved living standards of disabled persons.

IN ETHIOPIA: A RADIO JOURNALIST APPLIES NEW APPROACHES TO COVERING DISABILITY

Gedle is a young journalist with visual impairment who runs a one-hour weekly radio programme on FM 98.1 in Addis Ababa. He established the programme "Dimtsachin" (Our Voice) with the sole purpose of changing listeners' attitudes on disability and discusses various issues related to inclusive development through a participatory and interactive approach.

Gedle was among the 27 participants in a two-day media capacity building training workshop on how to report on disability organized by PROPEL/Ethiopia in October 2012. "I have never had a media training of such quality and content, though I had

attended about six training workshops on the same theme in the past. The PROPEL training changed my knowledge and approach to disability reporting in a drastic way."

"My radio programme is one of the most listened to, according to a listeners' survey conducted through Radio Fana in 2014." Encouraged by his achievement in his Radio Fana Programme, Gedle started a weekly radio and TV programme called "Senay", a 30 minute broadcast, available to listeners and viewers in the Southern Region of Ethiopia.



Gedle takes calls from listeners during his weekly programme "Dimtsachin".

BUILDING A CADRE OF MEDIA TRAINERS: THE INDONESIA EXAMPLE

Since 2013, PROPEL has been working to strengthen the media's capacity to effectively report on disability issues. In carrying out this activity, the project partnered with DIFFA magazine, a disabled persons' organization that seeks to promote accurate, positive portrayals of disabled persons through the media to help build a more inclusive Indonesian society. PROPEL is, perhaps, the only project of its kind in Indonesia that works together with the media in shaping public perception on persons with disabilities. Another key ally in the joint venture was the Alliance of Independent Journalists (AIJ/Aliansi Jurnalis Independen), the country's first independent journalists association.

During the first year of the project's collaboration with DIFFA and AIJ, Jakarta-based workshops were held focusing on challenges to reporting on disability, advice on how to interview disabled women and men, and building relationships with disability advocates. As a result of the training, journalists have gained a better understanding of the importance of including a disability perspective in their reporting and the role they play in advocating for the rights of disabled persons. From changes in Garuda Airline's policy previously requiring passengers with wheelchairs to sign a liability release form, to a workshop organized by a journalist from National Geographic Indonesia on how to take appropriate pictures of disabled persons,

training supported by PROPEL/Indonesia has had a real and positive impact on promoting a more inclusive society and positive portrayals of people with disabilities.

A year later, in 2014 PROPEL adopted a long-term approach for improving the Indonesia media's capacity to report on disability by concentrating its efforts on specialized training aimed at boosting the professional skills of a small cadre of journalists from DIFFA, who would subsequently train other media representatives in selected provinces. Core elements of the training aimed to, among others:

- coach DIFFA journalists on how to deliver effective training workshops on disability in line with international standards;
- supply a "Disability Toolkit for Trainers" which includes modules on developing story angles, structures, character-driver stories, stigma and discrimination;
- offer tips on making workshops more interactive, participatory to engage participants;
- provide journalists with additional information and resources on international standards and instruments on the rights of persons with disabilities; and
- arrange site visits to enterprises that successfully employ disabled workers where journalists were coached on developing story angles on disability or disability inclusion.

Since the PROPEL training, DIFFA has provided training to other journalists in Surabaya (East Java) and Nusa Tenggara Timur Province. Altogether, more than 40 representatives of print, broadcast and online media outlets participated in the activities organized. AIJ continues to support the outreach efforts by participating in the selection of media representatives to attend the training.

To further assist the country's journalists, A Pocket Guide to Reporting on Disability

in Indonesia, a resource tool for information on global statistics on disability, appropriate terminology, tips on reporting, and references to international and national standards on disability, has been produced. The guide, available in Bahasa Indonesia, was developed in close consultation with DIFFA and the support of the Indonesian Press Council (DEWNAPERS) over a one-year period. It has been widely publicized and promoted as a reference tool for Indonesian journalists.

In their own words ...

PROPEL efforts to engage with media and to build their capacity to provide fair and balanced representation of disabled persons has made a difference. Here's what past participants in media training events have to say...

Indonesia

"I will apply the new writing techniques and select appropriate words (referring to disability)... The concept of "disability" itself is still a new word for our society. We need to help individuals to have a better understanding. I could explain disability during my air time."

Ethiopia

"I feel a difference in the way I approach issues. Specially, choosing angles that are interesting, short, and specific helped my stories to become stronger. The training generally deepened my knowledge and helped refine my journalistic skills."



Representatives of the media attend training.

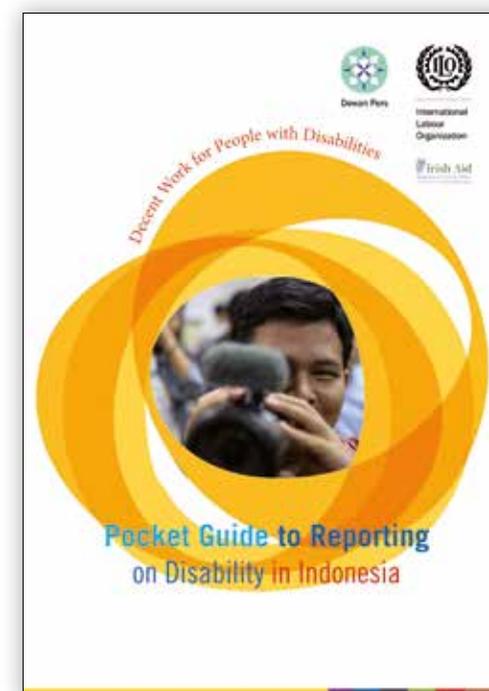
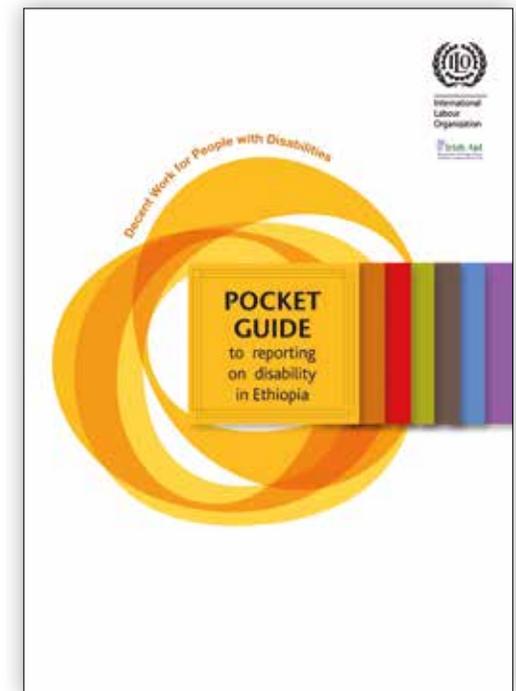
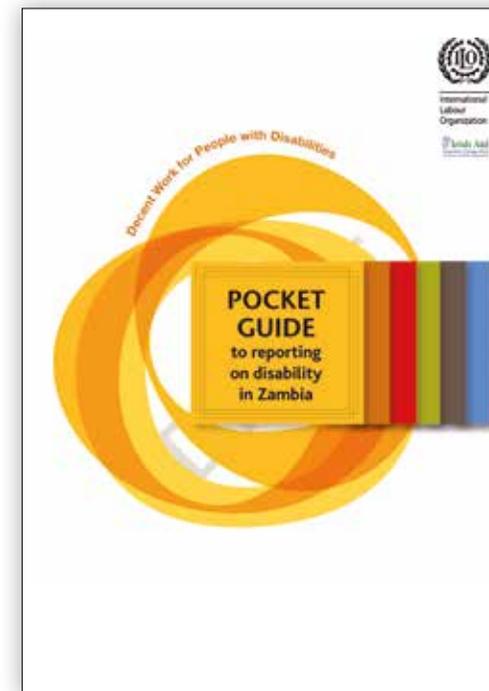
IN CHINA: PROPEL PARTNERS WITH UNESCO TO BUILD MEDIA CAPACITY TO COVER DISABILITY

In China, PROPEL has worked to raise awareness on disability among the media and strengthen its role in promoting human rights awareness among the public, with a particular emphasis on the right to decent work of persons with disabilities. Since 2013, it has partnered with the Institute of Journalism and Communication Studies of the Chinese Academy of Social Sciences and One Plus One, a media organization operated by disabled persons, to study trends in reporting on disability, with support provided by the ILO Beijing Office and Handicap International China.

The findings of the study, highlighting problems associated with covering disability and recommendations, were presented at a media training in December 2013 and a provincial Disabled Persons Organizations Media Speakers event in September 2014. It is also expected to be shared in November 2015 in Guangzhou as part of an activity jointly organized under the auspices of the United Nations Partnership on the Rights of Persons with Disabilities. Among the aims of the November gathering will be to introduce some 30 local journalists and 60 government officials to international experiences in reporting on disability.

A practical tool: Pocket Guide to Reporting on Disability

The Pocket Guide to Reporting on Disability aims to enhance understanding and awareness of disability issues among media professionals. Better informed reporting will help raise public awareness on disability rights; portray the issues more accurately and with greater depth; foster respect for disabled persons as productive citizens; and through the process promote more inclusive and tolerant societies. Each pocket guide is tailored to the individual country, highlights key national policies and initiatives on disability and offers information resources. Pocket guides have been produced for Ethiopia, Zambia and Indonesia.



Pocket guides to reporting on disability have been produced for Ethiopia, Indonesia and Zambia. In addition, media guidelines for reporting on disability are available.

CONCLUSION

The ILO-Irish Aid Partnership Programme through PROPEL and its continuing activities has helped open pathways to decent work and opportunities that are breaking the poverty cycle affecting millions of persons with disabilities of working age. The four agendas of the Partnership Programme's strategy of promoting pathways to decent work have created a solid foundation and will provide guidance in the coming years.

The stories described some of the people whose lives have been transformed not only by the new approaches applied, but also by the sharing of knowledge and innovative ideas with a range of partners.

Several promising interventions/approaches showcased through the stories contained in this collection could be replicated or scaled up, including Supported Employment for

job seekers with intellectual disabilities, inclusive vocational education and training, and the establishment of national business and disability networks. In the process, this could help spread good practices in overcoming challenges faced by disabled persons in accessing skills development and employment. As the different initiatives and activities develop over time, PROPEL studies the lessons learned, applying the learning in the design of future actions to support employment of persons with disabilities, and also shares these widely for broader impact.

By being both a source and a catalyst of change, knowledge-sharing and innovation, the ILO-Irish Aid Partnership Programme is helping countries around the world achieve more and better results for women and men with disabilities.

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DECENT WORK FOR PEOPLE WITH DISABILITIES



MOVING TOWARDS
DISABILITY INCLUSION:
STORIES OF CHANGE



GENDER, EQUALITY AND DIVERSITY BRANCH (GED)
Conditions of Work and Equality Department



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