

JOINT COUNCIL
FOR THE PHYSICALLY AND MENTALLY DISABLED
HONG KONG

IN PARTNERSHIP WITH THE HONG KONG COUNCIL OF SOCIAL SERVICE
NATIONAL MEMBER ORGANIZATION OF REHABILITATION INTERNATIONAL

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立法會福利事務委員會主席張超雄議員、立法會人力事務委員會主席劉千石議員：

國際復康總會〔Rehabilitation International〕於1922年成立，成員來自世界各國的復康組織，現時共有超過700名機構會員。國際復康總會與聯合國、世界衛生組織及國際勞工組織等保持密切聯繫，致力推動殘疾社群的權利及締造共融社會。

針對殘疾人士的就業問題，國際復康總會於去年8月起，推行“Included @Work”的全球倡議運動，期望透過國際社會的各個政府及組織的推動下，拓展殘疾社群的就業機會。

作為國際復康總會的香港特區成員機構，香港復康聯會對這運動深表支持。同時，亦建議當局制訂長遠政策及實施下列措施，協助殘疾人士就業：

- 定期統計殘疾人士的就業不足及失業率，向公眾匯報；
- 政府部門應帶頭制訂聘請殘疾人士的指標，並鼓勵私人市場仿效；
- 透過立法及設立監管機制，消除殘疾人士在就業上所面對的歧視問題；
- 動員勞工、僱主、非牟利機構及殘疾人士代表，提高他們對殘疾人士就業議題的關注。

聯會籲請 貴委員會響應是次運動，協助發放信息予屬下委員，並向相關政府部門反映。後附為“Included @Work”倡議運動的文件，以供參閱。

香港復康聯會秘書長 /
香港社會服務聯會復康總主任



袁志海 謹啓

二零零六年六月八日

DRAFT#2



Included @ Work

A Global Campaign initiated and promoted
by
RI's Work & Employment Commission

Commencing August 2005

*RI is a global network promoting and implementing the rights, inclusion and
rehabilitation of people with disabilities*

www.riglobal.org

Welcome to RI's "Included @ Work" Campaign.

This campaign is just a beginning and we hope that you will be able to play your part in working with us and others who feel like us that want to see people with disabilities experiencing no disadvantage in obtaining work and employment and developing careers of their choice.

Being able to opt to work or not to work and to choose what job we do is fundamental to our economic prosperity and choices about our lifestyle.

Yet this fundamental part of life is denied to millions of people with disabilities across the world because of prejudices and barriers in society as well as amongst governments and employers.

Our campaign seeks to raise the profile of this issue and urges members of RI in all countries as well as our friends in organisations of persons with disabilities, organisations representing persons with disabilities, labour unions, and service providers to establish initiatives and campaigns in their own country or state to change this situation once and for all.

It is consistently the case that in every country in the world people with disability are significantly less likely to be in paid employment or in the world of work than any other category of person in that country.

This situation is additionally emphasised and when disability is linked to poverty and socially disadvantaged and discriminatory situations such as race, gender, and single parents.

This applies even in those countries where disability discrimination legislation is in place and our campaign seeks to change attitudes of society and the labour market through establishing a higher profile of this unacceptable situation and prompting governments and key players in the labour market to take positive and urgent action to right this injustice.

There is evidence that the barriers to entering the world of work relates not only to prejudices in the labour market but also in the routes to work such as education systems where people with disabilities are significantly less likely to acquire the same level of qualification as people without disabilities

There is clear evidence that the creation of jobs and opportunities for work increases economic prosperity both for states and for individuals. The longer people with disabilities are excluded from this economic process the longer people with disabilities will be disadvantaged and discriminated against and there is a significant need for governments and/or states to invest financially in enabling people with disabilities to work.

People with disabilities often find themselves separated from the labour market by well meaning medical professionals who discount opportunities to embrace the possibility of work and paid employment as part of a process of moving to and achieving full inclusion in society. Failure to recognise and seize these opportunities more often than not leads to significant economic and social exclusion of people with disabilities.

Access to work for all will require the removal of barriers to the world of work in every sense including changes in societal attitudes, transport facilities as well as those areas already identified.

This is a major task and if significant change is to be achieved across the world we need to mobilise resources in a concerted and organised manner.

This “***Included @ Work***” campaign sets out to achieve positive change for people with disabilities everywhere and we seek your support.

RI WORK & EMPLOYMENT COMMISSION

What are calling for in the “**Included @ Work**” Campaign?

Governmental Changes & Publicity

- ✓ We call on national and state governments to urgently install and invest in more and expanded programmes and processes that offer people with disabilities an acceptable route to the world of work and which enhances each individual’s economic independence and freedom of choice
- ✓ We call on national and state governments to recognise the facts associated with the disenfranchisement of people with disabilities in the world of work and to invest substantially in programmes, processes and policies for the benefit of all
- ✓ We call on all public sector, voluntary sector, government departments, membership organisations and any other organisations who care about this issue to publicise this cause and take actions which seek to change the status quo in favour of equality for people for disabilities
- ✓ We call for the removal of a patronising and condescending approach to this issue that is not based on charity or hand outs but on the recognition of the positive contribution that people with disabilities can make to the community and economic prosperity
- ✓ We call for legislative changes to be made in all states/nations which ensure that people with disabilities are not discriminated against in the world of work

Labour Market Changes & Routes to Work

- ✓ We call on key players in labour markets to recognise the significant contribution that people with disabilities will

make to improving commercial performance of enterprises if given the chance

- ✓ We call on employers not only to employ disabled people but to ensure that there are no differences in people policies at work particularly with regard to opportunities to progress careers and managed self development.
- ✓ In addition to seeking national and state legislative changes we also call on organisations in the labour market to work together in partnership to remove all barriers to work and employment as quickly as practicable
- ✓ We call on service providers and other organisations to press for and implement flexible and non dogmatic support systems and processes which fit the needs of each and every person with a disability who wants to work or who wishes to stay in work
- ✓ We call on service providers in the field of work and employment to ensure that people with disabilities are involved and included in the provision of services to ensure that services provided are relevant and appropriate
- ✓ We call for healthcare processes that do not write off people with disabilities but instead see a route to employment and economic growth as a means of establishing individual self esteem and social inclusion.
- ✓ We call for education systems and processes that provide direct routes and connections to work and employment particularly for young people with disabilities.

What are the Aims of the “**Included @ Work**” Campaign?

- ✓ Our aim is to enrol **every** RI member organisation in supporting this campaign and to work to establish individual country/state actions to achieve change in favour of equality for people with disabilities who want to work
- ✓ Our aim is to **double** the number of people with disabilities who are in work in every country inside of ten years
- ✓ Our aim is to ensure that in every country in the world there is **equal treatment** of people with disabilities in the world of work within twenty years

An immediate Timetable for Achieving Progress in the “**Included @ Work**” Campaign?

2005/6 – We will know that at least one RI member in every member country will support the campaign

2006/7 – We will have established “Champions” of the Campaign in at least 100 countries

2007/8 – We will have formed “Partnerships for Change” with at least twenty other International organisations to support and/or promote the campaign

2008/9 – We will hold a global conference involving all our “Champions” and “International Partners” to assess what progress has been achieved and what else needs to be done

How can you help to promote the “*Included @ Work*” Campaign?

- ❖ Ensure that there are local and national campaigns which call for equality of treatment for people with disabilities in accessing work and whilst at work
- ❖ Set targets for the full inclusion of people with disabilities in the world of work in your country or state. We should aim to reach a point where people with disabilities experience the same level of employment/unemployment as people without disabilities
- ❖ Form active partnerships with like minded organisations to increase the weight of opinion and pressure within local and national communities for positive change
- ❖ Lobby politicians at all levels to raise the profile of this issue and seek commitments from them to establish processes that positively change the attitude of the state to the employment of people with disabilities
- ❖ Press for legislation that outlaws discrimination in the world of work and seek to establish back up mechanisms that ensure this legislation is acted upon and working to the advantage of people with disabilities
- ❖ Enlist labour unions to include the employment of people with disabilities as a priority in their policies and actions and to press for the removal of barriers to work in the workplace through such mechanisms as workplace audits
- ❖ Encourage employers and organisations representing employers to positively promote policies and activities that

achieve the employment and development of people with disabilities in and at work

- ❖ Encourage the development of financial and business development support mechanisms which actively encourage people with disabilities who wish to become self employed to start up businesses and enterprises
- ❖ Establish joint groups at local and national level with amongst others: labour unions; employers; service providers and organisations representing people with disabilities to place work and employment higher on their agenda and form action plans for change
- ❖ Engage with organisations that represent employers to increase their awareness of the capabilities of people with disability and the contribution people with disabilities can make to improve their businesses especially by understanding and reflecting their customer base
- ❖ Establish links with those in the world of education at all levels to ensure they understand issues affecting people with disability in the world of work and seek to establish action plans that provide enabling support from education to work particularly for young people with disabilities
- ❖ Establish projects and processes that encourage self advocacy amongst people with disabilities to support their aims to enter the world of work. Encourage self advocacy and representation when in work.
- ❖ Establish links with health services to increase awareness of the potential for embracing work in all its forms as part of a process of health recovery and personal development

- ❖ Work and cooperate with higher education establishments to produce validated research to support the full inclusion of people with disabilities in the world of work
- ❖ Press for national and state governments to take a lead in setting and achieving targets to employ people with disabilities as a form of leadership to the rest of the labour market. *We should not limit ourselves to “quotas” that may already exist – if for example it is estimated that 15% of a country’s population are people with disabilities then governments and public authorities should look to employ at least 15% people with disabilities in their workforce*
- ❖ Work with partners and governments to establish reliable statistics and data regarding the level of employment/unemployment of people with disabilities for monitoring and publicising this issue
- ❖ Establish national and state level monitoring processes that regularly highlight progress in achieving the full inclusion of people with disabilities in the world of work
- ❖ Encourage national and state governments to recognise that investment in processes and policies that open up routes to the world of work for people with disabilities will provide a positive return to the community in terms of increased individual economic and social inclusion and contribution
- ❖ Involve national and local media and press in the issue encouraging them to raise the profile of the exclusion of people with disabilities from the world of work. Find examples of how this is manifested and publicise it.

**GOOD LUCK – LETS
CHANGE THE STATUS
QUO!**

**PEOPLE WITH
DISABILITIES ARE
ENTITLED TO EQUAL
TREATMENT IN THE
WORLD OF WORK –
NOTHING LESS**

[NOTE ON TERMINOLOGY: Throughout this paper I have used the term “People with Disabilities” as this seems to be the most prevalent term in most RI member countries. In applying the campaign in various countries it is recognised that in some countries for example the terms “Disabled People “or “Persons with Disabilities “or “Citizens with Disabilities” are preferred and should be used accordingly.]

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On behalf of RI's Work & Employment Commission
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