

Inclusion Counts: Disability Data Tracker

A data collection and advocacy guideline for
Organisations of Persons with Disabilities



Spotlight
on work and
employment

Acknowledgements

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Introduction

This guideline is intended to be a tool for Organisations of Persons with Disabilities (OPDs) and their allies on how to advocate for the rights of persons with disabilities within the global development framework known as the Sustainable Development Goals (SDGs). The SDGs are part of the 2030 Agenda for Sustainable Development adopted by world leaders at the UN in 2015. The guideline is intended to be used as an advocacy tool for OPDs to engage with government, development agencies and other civil society actors on the implementation of the SDGs in line with the UN Convention on the Rights of Persons with Disabilities (CRPD).

The thematic focus of this guideline is **work and employment**. The guideline will explore how the right to work and employment of persons with disabilities can be applied to the SDGs. In particular, this guideline will look at how the rights enshrined in CRPD Article 27 (Work and employment) can be addressed within SDG 8 (Decent Work and Economic Growth). After consultation with OPDs from different countries around the world, access to work and employment was chosen as the focus of this first guideline as a priority issue within the disability community.

This tool will help break down the key elements of CRPD Article 27 and explain how they can be implemented in laws, policies and practices. The tool also provides an overview of what the SDGs are, how civil society can engage in advocacy on the SDGs and how the rights enshrined in CRPD Article 27 can be applied to the SDG framework. It also gives recommendations for how and when to advocate for changes in line with CRPD Article 27 in the framework of the SDGs.

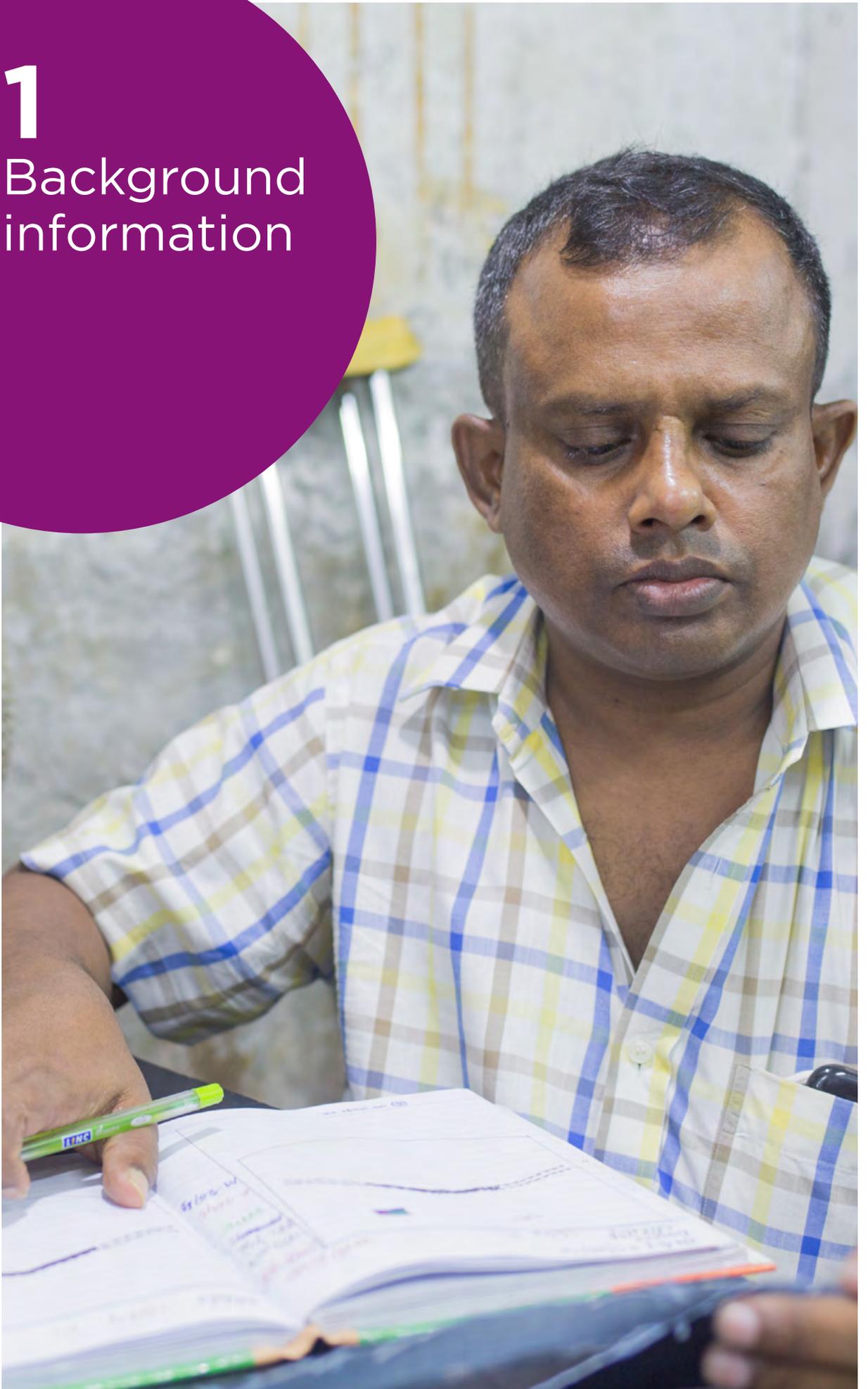
The guideline has three main parts:

- Introduction and overview
- Assessment tool to evaluate where your country or sub-national region is in terms of implementation of CRPD Article 27
- Advocacy strategies to support implementation of CRPD Article 27 within the SDGs

The guideline also includes Annexes with further tools, resources and good practice case studies.

1

Background information



1.1 Agenda 2030 and the SDGs: What you need to know

Agenda 2030 for Sustainable Development is a commitment by all countries to end poverty in all its forms, reduce inequality and save the planet. It was adopted in 2015 by the United Nations and its Member States. Agenda 2030 builds on the Millennium Development Goals but makes explicit references to persons with disabilities in the goals, targets and indicators. Agenda 2030 includes 17 Sustainable Development Goals (SDGs) which are global goals that apply universally to all countries. The goals call for concerted efforts between governments, civil society and the private sector towards building an inclusive, sustainable and resilient future for people and planet.

All of the Goals within Agenda 2030 apply to persons with disabilities based upon the universality of each Goal and the guiding principle of Agenda 2030: **Leave no one behind**. In terms of relevance, out of the 17 Goals, 13 make particular reference to persons with disabilities or vulnerable groups. There are 7 Targets that have an explicit reference to persons with disabilities. In the preamble of Agenda 2030, the definition of vulnerable groups includes persons with disabilities. Therefore, when Goals and Targets reference vulnerable groups, this includes persons with disabilities.¹ Despite the universality of each SDG, there may be some resistance from government or other stakeholders to apply a disability inclusive lens to the SDGs. If this occurs, it is important to note the explicit references to disability while also highlighting the inclusive principle of leave no one behind.

There are explicit references to persons with disabilities in the following Goals and Targets:

- Goal 4: Quality Education – 2 references
- Goal 8: Decent Work and Economic Growth – 1 reference
- Goal 10: Reduced Inequalities – 1 reference
- Goal 11: Sustainable Cities and Communities – 2 references
- Goal 17: Partnerships for the Goals – 1 reference

Persons with disabilities are also explicitly referenced in the ‘Follow-up and Review’ section of Agenda 2030 on data disaggregation (paragraph 74, g).

It is important to note a reference to ‘vulnerability’ that is particularly strong within Agenda 2030. The paragraph below is particularly strong because it calls for the empowerment of ‘vulnerable’ people and places persons with disabilities at the centre of poverty eradication throughout the entirety of Agenda 2030.

 **People who are vulnerable must be empowered. Those whose needs are reflected in the Agenda include all children, youth, persons with disabilities (of whom more than 80 per cent live in poverty)."**

Paragraph 23, The 2030 Agenda for Sustainable Development, UN

The SDGs set a policy framework for sustainable development which means they are not legally binding. They are not enforceable by law and States that have adopted Agenda 2030 do not have a legal obligation to implement the SDGs. However, governments, multilateral agencies, donors and private sector are investing large amounts of money in the roll-out and implementation of the SDGs. Because of the large investment in the SDGs, in many contexts, national governments are prioritising the achievement of the SDGs over the implementation of human rights treaties, including the CRPD.

Making a link between the SDGs and the CRPD is critical. Governments, development stakeholders and private sector are working to meet the goals set within Agenda 2030 and need to work in meaningful partnerships with OPDs. National, local and regional development plans are being drafted to implement the SDGs, with budget allocations to ensure the SDGs are met by 2030. OPDs must be at the table as these plans and budgets are drafted and programmes and policy frameworks are adopted. Leveraging the overarching principle of leave no one behind, OPDs and their allies must be part of the dialogue to ensure the Goals and targets address the rights of all persons with disabilities. Disability rights advocates have a tool and framework to ensure the SDGs are fully inclusive of persons with disabilities: the CRPD. This sets out the framework, measures and safeguards to ensure persons with disabilities are not left behind.

1.2 What is the CRPD?

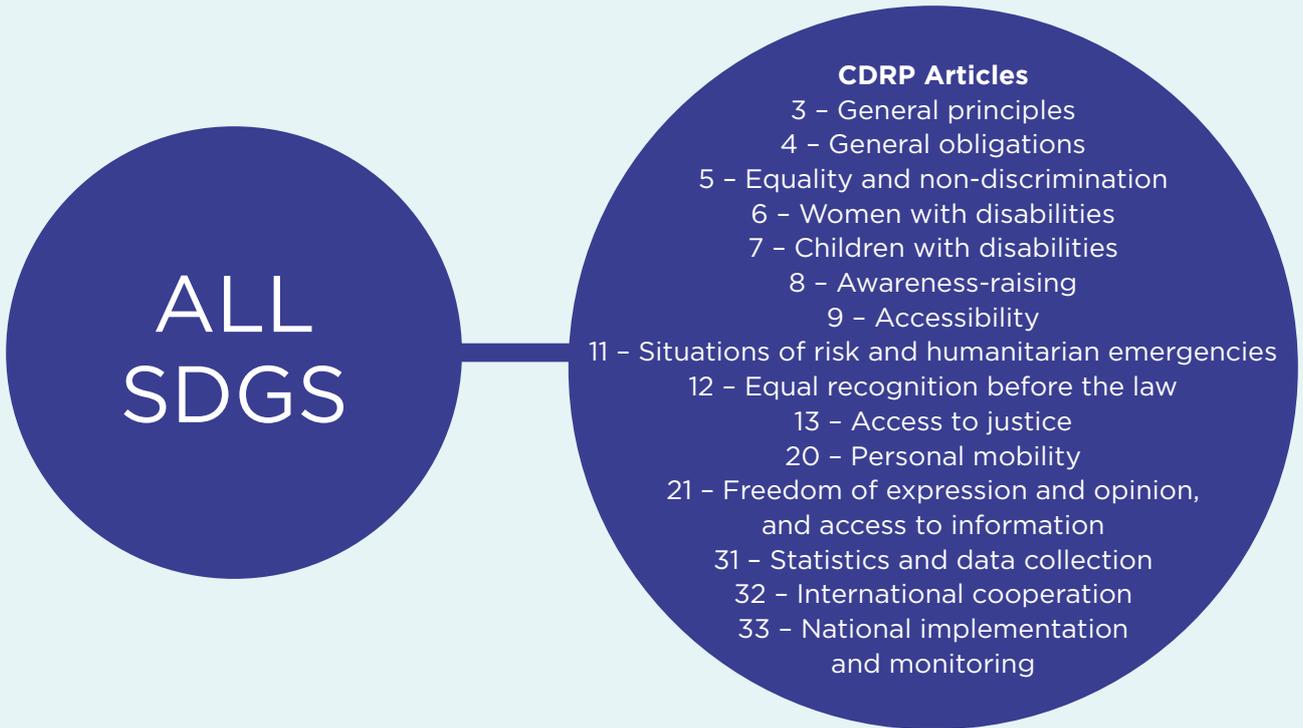
Unlike the SDGs, the CRPD is a legally binding human rights treaty. Once a country has ratified the CRPD, they are bound to oblige by the rights it enshrines by fully implementing the treaty in national law and policies. CRPD implementation is monitored by a treaty body monitoring mechanism known as the CRPD Committee. This is situated within the Human Rights Council at the UN. States are obligated to report on implementation. Civil society can produce shadow reports or parallel reports to the CRPD Committee to highlight issues not addressed in the State's report.

The CRPD provides a framework for the human rights of persons with disabilities. It shifts the predominant disability paradigm from a medical model, where persons with disabilities are recipients of benefits, charity and services, to the human rights model where they are rights holders. This transformational shift is founded upon anti-discrimination and equality and breaks down the idea that disability is a deviation which legitimises segregation and exclusion of persons with disabilities.² The CRPD can also be a roadmap on how to build an inclusive and accessible society founded upon equality and non-discrimination. For states setting out to implement the SDGs, the CRPD is an incredibly valuable tool for understanding how to ensure each Goal is inclusive of persons with disabilities.

1.3 What does the CRPD have to do with the SDGs?

Many of the CRPD Articles are cross-cutting in nature and should be applied across all of the SDGs (see diagram A).

Diagram A: Cross-cutting CRPD Articles apply to all SDGs



Source: IDA and CBM

Each SDG has a specific focus such as health, education or water and sanitation. For many of the Goals, there is an obvious link with specific CRPD articles. For example, SDG 4 (Education) links with CRPD Article 24 (Education). While Article 24 is the most relevant to SDG 4, implementation requires inter-related rights of the CRPD to truly be in line with the CRPD. For example, access to education requires accessible schools and access to information, technology and communication in accessible formats in line with CRPD Article 9 (Accessibility). Access to education for students with disabilities also requires anti-discrimination provisions that are enshrined in law, to prevent students with disabilities from being discriminated against in accessing education. This is in line with Article 5 (Equality and non-discrimination).

It is important to keep this inter-related rights lens when advocating for the SDGs to be implemented in line with the CRPD (see SDG matrix below). While some of the SDGs do not have such an obvious link to a specific CRPD Article (for example SDG 7: Affordable and Clean Energy), the cross-cutting CRPD Articles can still be applied, as all people need access to affordable and clean energy.

In addition, there are essential cross-cutting practices that should run through all of the SDGs. These include:

- Consultation with persons with disabilities.
- Promoting the rights of the most marginalised (ensuring even the most marginalised constituencies are represented and included).
- Data collection and data disaggregation within SDG data collection at the national level.
- The need for effective remedies and sanctions. This means that when a person with a disability is deprived of their rights, there are remedies given to that person, and sanctions delivered to the perpetrator. The remedy should be sufficient for the action that deprived the person of their rights. The sanction should be effective enough to dissuade others from doing the discriminatory or harmful practice again.
- Cross-ministerial coordination. This means ensuring line ministries coordinate on disability issues so that they do not remain an issue under the responsibility of just one ministry.
- Having a gender lens to ensure the multiple and overlapping forms of discrimination women and girls with disabilities face are addressed.



When we consider implementation of SDG 8 in line with CRPD Article 27, we should also address these cross-cutting issues.

1.4 Making the link between CRPD Article 27 and SDG 8



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Let's start by breaking down the four main attributes of CRPD Article 27 (Work and employment) and making links to SDG 8.

CRPD Article 27 (Work and employment):

- All persons with disabilities of working age have access to work and employment without discrimination.
This attribute establishes the right to access work and employment without discrimination.
- Every person of working age with a disability has the right to work or employment on an equal basis with others that is freely chosen in a work environment that is open, inclusive and accessible.
This attribute establishes the right to work and employment on an equal basis with others. It outlines that this should be in an inclusive and accessible work environment on the open labour market – not in segregated or sheltered employment.

- Measures are in place to facilitate access to work and employment.
This attribute ensures States put programmes, policies and services (measures) in place to ensure persons with disabilities can access work and employment. These may include accessible transportation to get to and from work, accessible vocational training programmes or employer incentives such as quota systems, tax reduction, assistance funds etc.
- Persons with disabilities are free from forced or compulsory labour.
This attribute protects persons with disabilities from forced or compulsory labour (such as unpaid work, forced domestic labour).

These four attributes complement SDG 8 well. SDG target 8.5 says:

-  **By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.**

Like the first attribute of Article 27, all persons with disabilities should have access to work and employment.

SDG target 8.7 is similar to the fourth attribute of Article 27. It says States should:

-  **Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.**

-  **It is important to remember that all four attributes of CRPD Article 27 are critical to implementing SDG 8!**

Article 27 sets out the framework, safeguards and necessary measures for equal, just and favourable working conditions for persons with disabilities. By ensuring persons with disabilities access decent work and employment on an equal basis with others, CRPD Article 27 is integral to achieving the targets and indicators of SDG 8 and to leaving no one behind.

As an advocacy message to governments: If SDG 8 does not address Article 27, persons with disabilities will continue to face discriminatory practices in trying to seek work or employment. If SDG 8 does not incorporate the right to access work on an equal basis with others as enshrined in Article 27, persons with disabilities in the world of work will continue to face higher unemployment rates and greater rates of poverty than their peers without a disability.

This means that the rights enshrined in the CRPD can provide a lens for ensuring each SDG is fully inclusive of persons with disabilities. If the targets set in Agenda 2030 are to be met, each SDG must address the rights of persons with disabilities and their full inclusion in global development efforts. Using the framework of the CRPD, advocates can provide governments, UN agencies, donors, development stakeholders and private sector with reforms and measures needed to ensure inclusion of all persons with disabilities.

Unlike the SDGs, The CRPD does not have a finite timeframe and extends beyond the 2030 timeline of the SDG process. However, implementing the CRPD is vital to achieving all of the SDGs and leaving no one behind. Governments should have a vested interest in ensuring all of the SDGs are inclusive, so they can better meet their targets and their obligations under the CRPD.

1.5 The critical role of OPDs

If persons with disabilities are part of SDG dialogue, they can significantly influence outcomes on the national, regional and global levels. Similarly, when persons with disabilities are part of CRPD implementation and monitoring, their contributions lead to more relevant and significant change.

OPDs and the CRPD

Participation of civil society lies at the centre of the CRPD, which recognises participation as a general principle in Article 3 (General principles) that runs throughout the Convention, and as a general obligation in Article 4 (3) (General obligations).

In the development and implementation of legislation and policies to implement the present Convention, and in other decision-making processes concerning issues relating to persons with disabilities, States Parties shall closely consult with and actively involve persons with disabilities, including children with disabilities, through their representative organizations.

CRPD Article 4 (3)

Article 33 (3) (National monitoring and implementation) of the CRPD requires governments to ensure that representatives of civil society, in particular persons with disabilities and their representative organisations, are involved and participate fully in monitoring the implementation of CRPD rights.

Civil society, in particular persons with disabilities and their representative organizations, shall be involved and participate fully in the monitoring process.

CRPD Article 33 (3)

OPDs and the SDGs

Similarly, the SDGs call for partnerships between States, civil society and private sector in the implementation and monitoring of the SDGs. In the preamble of Agenda 2030, there is a clear commitment made to partnerships for more effective implementation of the SDGs and better outcomes for all:

We are determined to mobilize the means required to implement this Agenda through a revitalized Global Partnership for Sustainable Development, based on a spirit of strengthened global solidarity, focused in particular on the needs of the poorest and most vulnerable and with the participation of all countries, all stakeholders and all people.

The interlinkages and integrated nature of the Sustainable Development Goals are of crucial importance in ensuring that the purpose of the new Agenda is realized. If we realize our ambitions across the full extent of the Agenda, the lives of all will be profoundly improved and our world will be transformed for the better.

Preamble: Agenda 2030

Multi-stakeholder partnerships are reiterated in SDG 17 (Means and Implementation):

-  **17.16: Enhance the Global Partnership for Sustainable Development complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.**

-  **17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.**

In addition, the Special Rapporteur on the Rights of Persons with Disabilities has issued a report on inclusion of persons with disabilities in decision-making. This is a critical tool for OPDs on the principle of participation in political and public life, which is a human right. Persons with disabilities must be part of decision-making forums, bodies and processes about issues that impact their lives including poverty reduction, development planning and implementation of programmes and policies that can impact their lives. With the focus of this tool on SDG 8 and Article 27, the principle of participation holds true when applied to laws, policies and programmes promoting economic growth, employment opportunities and access to decent work.

The report also outlines the importance of effective and meaningful participation with persons with disabilities. Having the inputs of persons with disabilities can have an enormous impact on government decisions and can lead to improved outcomes in policies and programmes that better suit persons with disabilities.³ Decisions that affect the lives of persons with disabilities must be made through active consultation with persons with disabilities and their representative organisations, under the slogan of the global disability movement: **Nothing About Us Without Us**.

This is also stipulated by CRPD Article 4 (3) (General obligations):

In the development and implementation of legislation and policies to implement the present Convention, and in other decision-making processes concerning issues relating to persons with disabilities, States Parties shall closely consult with and actively involve persons with disabilities, including children with disabilities, through their representative organizations.

CRPD Article 4 (3)

This is also mandated in CRPD Article 33 (3) (National implementation and monitoring):

Civil society, in particular persons with disabilities and their representative organizations, shall be involved and participate fully in the monitoring process.

CRPD Article 33 (3)

The Committee on the Rights of Persons with Disabilities also addresses participation of persons with disabilities in their General Comment no. 7 on the participation of persons with disabilities, including children with disabilities, through their representative organisations, in the implementation and monitoring of the CRPD. This is another excellent advocacy resource that OPDs can use to push for meaningful engagement and participation in decision-making processes related to the SDGs.⁴

OPD participation in global dialogues can lead to inclusive change

The Australian Department of Foreign Affairs and Trade (DFAT), the Finnish Foreign Ministry (in collaboration with the Abilis Foundation), the International Disability Alliance, the Women’s Refugee Commission, CBM International and Humanity & Inclusion worked in partnership to influence negotiations at the World Humanitarian Summit in 2015. This resulted in the development of the Charter on Inclusion of Persons with Disabilities in Humanitarian Action. DFAT, and other members of the group, funded and supported OPD engagement within the Summit, enabling the voices of persons with disabilities to be prominent and influential throughout proceedings. This significantly influenced negotiations.

Source: Australian Government, Department of Foreign Affairs and Trade, *Creating a New Business as Usual: Reflections and lessons learned from the Australian Aid Program on Engaging with Disabled People’s Organisations in Development Programming and Humanitarian Action* (Australia: CBM, April 2019).

It is critical for persons with disabilities and their representative organisations to leverage the importance of partnership in both the CRPD and in Agenda 2030 to advocate for and actively engage in SDG implementation and monitoring. Your contributions count, and they will shape the policies, development plans and budgets of future generations to ensure all persons with disabilities are included.

1.6 How to engage in SDG implementation

There are numerous ways OPDs can engage in SDG implementation at the local, national, regional and global levels. Below is an overview of the different mechanisms and platforms for engagement. Please note that each country context is different, and the outline below is intended to be a guide.

- **National or local civil society SDG platforms:** Each country should have a civil society platform for SDG engagement at the national level. This is a mechanism that is intended to gather civil society inputs to ensure the SDGs are inclusive and that government is accountable for the SDGs. OPDs should be part of these platforms to represent the priorities of persons with disabilities and to guide the group on how the SDGs can be implemented in line with the CRPD.
- **National government SDG focal points:** As States begin implementing the SDGs, most countries establish a government SDG focal point. This may be a line ministry that is responsible for SDG implementation and coordination, or a government body that is established specifically to guide the SDG implementation process. Civil society, including OPDs, have a responsibility to meet with the government SDG focal point to advocate for inclusion in national development plans, targets and goals being set by government to implement the SDGs. OPDs can provide technical guidance to government on how to ensure these plans and policies align with the CRPD.
- **Multi-lateral/development sector working groups on SDGs at national level:** In addition to government and civil society SDG mechanisms, UN agencies and development stakeholders are often engaged in sector working groups on the SDGs. For example, in a given country context, UNICEF may be responsible for a sector working group on SDG 4 (Quality Education) and could be working with other development stakeholders working on education issues in the country (such as Save the Children or Oxfam). OPDs should engage with these working groups to ensure they are addressing quality inclusive education in their programmes and reform proposals.
- **Regional platforms on SDG implementation (UNESCAP, UNECA, UNECLAC):** There are regional mechanisms in Asia and the Pacific, Latin America and Africa to drive SDG consultations in preparation for the High-Level Political Forum (HLPF, see below for more information). Civil society organisations, governments, UN agencies and other key donors and development stakeholders participate in these platforms. These regional dialogues are an opportunity for OPDs to ensure disability rights are highlighted at the HLPF and to outline the regional disability rights priorities within the SDG framework. For Asia and the Pacific, the regional consultations are organised by UNESCAP. In Africa, UNECA convenes the Africa Regional Forum on Sustainable Development. In Latin America, ECLAC convenes the Regional Forum on Sustainable Development.

- **Global-level engagement: High-Level Political Forum (and other global forums):** On an international level, the HLPF on Sustainable Development is the main platform for government and civil society engagement on Sustainable Development Goals (SDGs) implementation. The HLPF is the main United Nations platform on sustainable development and it has a central role in the follow-up and review of Agenda 2030 and the SDGs at the global level. The HLPF is convened once a year and is centred around countries presenting their reports on SDG implementation, known as Voluntary National Reviews.

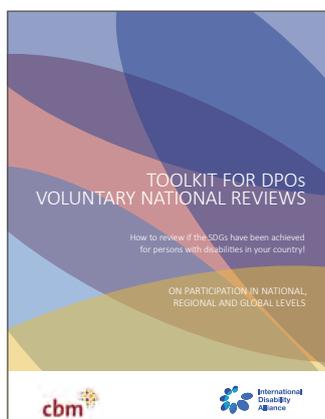
What are Voluntary National Reviews?

A large part of the HLPF is to review national and sub-national reports on progress towards implementation of the SDGs. These reports are called **Voluntary National Reviews (VNRs)**. The VNRs are not mandated; governments do not have to report and can do so on a voluntary basis. These reports are aimed at sharing experiences including successes, challenges and lessons learned to support more effective implementation of Agenda 2030.

- **Reporting and monitoring mechanisms:** In addition to participating in SDG forums and platforms, OPDs can play an active role reporting the situation of persons with disabilities in reporting and monitoring mechanisms. This is an important way to hold governments accountable to commitments made in the SDGs and the human rights treaties they have ratified. This can be done through VNRs and other reporting and monitoring mechanisms such as the Universal Periodic Review, the Committee on the Rights of Persons with Disabilities and other human rights treaty bodies.



IDA and CBM have created a toolkit on VNR drafting for OPDs available at: internationaldisabilityalliance.org/toolkitvnr



2

The assessment tool



2.1 Introduction to the tool

In this section we present a tool to ensure SDG 8 (Decent Work and Economic Growth) is implemented in line with CRPD Article 27 (Work and employment). The tool is followed by detailed information and instructions on how it can be used.

This tool will help you to understand where your country is in the process of implementation. You can use this information to assess gaps and develop strategies for advocacy both in terms of CRPD implementation and for ensuring SDG 8 is inclusive of persons with disabilities in line with the CRPD.

Every country is at a different stage of development and implementation in relation to appropriate legislation and policies needed to enable persons with disabilities to access work and employment on an equal basis with others. In addition, each country has different levels of political will and attitudinal change. There are also wide variations in how states have traditionally constructed policies and laws related to disability. However, most frameworks for disability issues were based on the medical model, in which services and programmes have been segregated. The various policies, laws and programmes in place will influence the measures that are needed to ensure all persons with disabilities can access work and employment on an equal basis. In many cases, it will mean the structures and programmes in place will need to be repealed and reformed in order to comply with CRPD Article 27.

You can use the matrix below to undertake a broad assessment of where progress in the implementation of CRPD Article 27, if any, has been made in your country. If possible, this process should be undertaken as a group activity involving all relevant stakeholders. Once you have undertaken this assessment, it will help you identify the legislative and policy priorities for action and which areas require action to move forward in promoting the rights enshrined in Article 27.

2.2 How to use the tool

Looking at each line of the matrix, you can assess where your country is progressing in the implementation of CRPD Article 27 (Work and employment). For example, you will be able to assess: Is your country at the initiating phase or are changes more established? Perhaps in some areas your country is championing changes towards the realisation of the rights enshrined in Article 27, whereas in other areas it may have a bit further to go.

The matrix identifies four different stages of implementation:

Championing

The government is implementing CRPD Article 27 and promoting comprehensive changes in laws, policies, systems and services that have positive impacts on the lives of persons with disabilities in accessing work and employment.

Established

The government has made changes in laws and policies to align with the CRPD but may not have translated policy to start changing systems and services to implement CRPD Article 27 in practice.

Initiating

The government has made initial changes to comply with the CRPD or to support inclusion, but they have not made significant progress to fully implement CRPD Article 27.

Weak to restrictive

The current legal and policy framework does not promote the rights enshrined in CRPD Article 27 or has discriminatory frameworks in place restricting persons with disabilities from participating.

As mentioned earlier, every country will be at a different stage of development and implementation in relation to appropriate legislation, policies and measures needed to access work and employment on an equal basis with others. Knowing where your country is in implementing the different aspects of Article 27 can help you understand what is going well, what needs to be changed and what reforms are needed in order to move into the championing phase of implementation.

Based on the assessment findings, you will identify the legislative (legal) and policy priorities as well as what changes are needed in practice to fully realise the rights enshrined in Article 27. These findings can also guide how SDG 8 should be implemented to be in line with Article 27. It is important to remember that as we advocate for implementation of Article 27, it also means ensuring SDG 8 is implemented in line with the CRPD. Whether your country prioritises the implementation of the CRPD or the SDGs, you can leverage this assessment to promote change in both arenas. The next section of the guideline shows how to use your findings to promote change.



Please note: The criterion in each box of the matrix is there to provide guidance to assess the level of your county's progress towards implementation of CRPD Article 27.

2.3 Work and employment assessment tool

Implementing CRPD Article 27 (Work and employment)

Legislative and policy framework				
	Championing	Established	Initiating	Weak to restrictive
Legislation on work and employment	<p>Legislation on work and employment⁵:</p> <ul style="list-style-type: none"> Establishes the right to work and employment on an equal basis with others Includes anti-discrimination provisions to prohibit discrimination on the basis of disability Includes provisions for reasonable accommodation Establishes denial of reasonable accommodation as a form of discrimination⁶ <p>➔ A championing government is using the law in practice and workplaces and employers are actively providing reasonable accommodations.</p>	<p>Legislation on work and employment⁷:</p> <ul style="list-style-type: none"> Establishes the right to work and employment on an equal basis with others Includes anti-discrimination provisions to prohibit discrimination on the basis of disability Includes provisions for reasonable accommodation Establishes denial of reasonable accommodation as a form of discrimination⁸ <p>➔ At the established phase, the law is in place but may not be being implemented in practice.</p>	<p>Legislation on work and employment:</p> <ul style="list-style-type: none"> Includes anti-discrimination provisions applicable to all without explicit reference to persons with disabilities Establishes the right to work and employment but without explicit reference to equal opportunities <p>➔ At the initiating phase, labour laws are in place with anti-discrimination provisions but not explicitly referencing discrimination on the basis of disability.</p>	<p>No anti-discrimination legislation exists on accessing work and employment.</p> <p>➔ At the initiating phase, labour laws are in place with anti-discrimination provisions but not explicitly referencing discrimination on the basis of disability.</p>

Legislative and policy framework				
	Championing	Established	Initiating	Weak to restrictive
Laws and policies on work and employment	<p>Laws and policies are inclusive of persons with disabilities in the mainstream labour market: All laws and policies relating to employment, training and employment services are:</p> <ul style="list-style-type: none"> • Inclusive of persons with disabilities • Promote equal opportunities • Include provisions that make it the duty of these service providers to provide reasonable accommodations <p>➔ For a championing government, measures and budgets are in place to implement the policies (e.g. trainings for employers on accessibility and reasonable accommodation, public funds for reasonable accommodation etc.).</p>	<p>Laws and policies are inclusive of persons with disabilities in the mainstream labour market: All laws and policies relating to employment, training and employment services are:</p> <ul style="list-style-type: none"> • Inclusive of persons with disabilities • Promote equal opportunities • Include provisions that make it the duty of these service providers to provide reasonable accommodations <p>➔ For an established government, the laws and policies are in place, but measures needed to implement them (e.g. mandated training programme for employment services on the rights of persons with disabilities, trainings for employers on accessibility and reasonable accommodation etc.) are not in place.</p>	<p>Laws and policies are in place but not explicitly for persons with disabilities: There is a law and policy that exists on the right to access work and employment applicable to all without explicit reference to persons with disabilities.</p> <p>➔ At the initiating phase, labour laws are in place but do not explicitly establish the right to access work and employment for persons with disabilities.</p>	<p>No law or policy exists establishing the right of persons with disabilities to access work and employment.</p> <p>➔ A weak or restrictive environment may not have any laws or policies that establish the right of persons with disabilities to access work or employment.</p>

Legislative and policy framework				
	Championing	Established	Initiating	Weak to restrictive
National vocational training plan	The mainstream national vocational training plan is inclusive of persons with disabilities ⁹ and includes placement services. There is also a specific plan in place with a budget for implementation on inclusion of persons with disabilities in mainstream vocational training, with measures to ensure their inclusion.	The mainstream national vocational training plan is inclusive of persons with disabilities. ¹⁰ There is no plan or strategy in place to ensure vocational training programmes have the budgets and tools needed to effectively include persons with disabilities in their programmes.	A national plan exists promoting vocational training programmes applicable to all, without explicit reference to persons with disabilities.	No national plan exists addressing vocational training.
Employment strategy	A comprehensive national employment strategy and/or plan exists to promote access to work and employment by persons with disabilities in public and private sectors, with positive measures such as affirmative action programmes, incentives and other measures.	A national employment strategy exists to promote access to work and employment by persons with disabilities, but it lacks the implementation measures needed to facilitate this in practice.	A national employment strategy exists that is applicable to all, but without explicit reference to persons with disabilities.	No national employment strategy exists or those that do are fragmented and not national in scope.

Legislative and policy framework				
	Championing	Established	Initiating	Weak to restrictive
Accessibility standards	National accessibility standards on the physical environment, transportation, information and communication, including information and communications technologies, exist and are in line with CRPD Article 9 (Accessibility), and they are applicable to the workplace (public and private). Implementation regulations and budgets are in place and the standards are closely monitored in practice.	National accessibility standards on the physical environment, transportation, information and communication, including information and communications technologies exist and are in line with CRPD Article 9 (Accessibility), and they are applicable to the workplace (public and private). Implementation regulations and budgets are not yet in place. National accessibility standards exist but only for public structures.	Accessibility standards exist but they are applicable only to new buildings and do not comply with CRPD Article 9.	No accessibility standards have been adopted.
Equal pay for equal work	Provisions in labour laws prevent persons with disabilities from receiving unequal pay to their peers without disabilities for the same work. These provisions are effectively monitored and reported on by the State.	Legal provisions are in place to promote equal pay for equal work by persons with disabilities. In practice, these provisions are not effectively implemented or monitored.	Legal provisions are in place to promote equal pay for equal work applicable to all with no explicit reference to persons with disabilities.	No provisions are in place to ensure persons with disabilities receive equal pay for equal work.

Measures in place to facilitate access to work and employment				
	Championing	Established	Initiating	Weak to restrictive
Reasonable accommodation	The State is carrying out awareness raising and training on reasonable accommodation for employers in the public and private sectors. Provision of reasonable accommodation is regularly monitored and failure to comply is reported regularly.	Public awareness of reasonable accommodation is limited. Few workplaces and/or employers provide reasonable accommodation and reports of discrimination for the denial of reasonable accommodation are almost never filed.	Some public awareness raising on workplace accessibility is carried out by non-State actors (NGOs, service providers etc.) but no awareness raising or training is provided on reasonable accommodation.	No awareness raising or training is provided on reasonable accommodation either by the State or non-State actors.
Training for employment services	Training on the rights of persons with disabilities under Article 27 is mandatory for: employment services staff, vocational training staff and staff of other work and employment training programmes (in both the public and private sectors).	Training on the rights of persons with disabilities under Article 27 is mandatory for: employment services staff, vocational training staff and staff of other work and employment training programmes (in both the public and private sectors). However, in practice, it is implemented on an at will basis.	Training of staff of employment services, vocational training and staff of other work and employment training programmes exists, with some references to the rights of persons with disabilities.	No training exists for employment services staff or vocational training staff on the rights of persons with disabilities to access work and employment.
Employer incentive programmes	Incentive programmes exist for mainstream employers (public and private). The State is actively engaging employers to support, recruit and hire persons with disabilities (such as providing subsidies for making the workplace accessible, tax breaks, quotas in some areas).	Some national initiatives exist to provide employer incentives to recruit and hire persons with disabilities in certain public sectors.	Some employer incentive programmes exist that specifically promote the employment of persons with disabilities.	No incentive programmes exist for employers to specifically promote the employment of persons with disabilities.

Measures in place to facilitate access to work and employment				
	Championing	Established	Initiating	Weak to restrictive
Entrepreneurship programmes	Mainstream entrepreneurship and development programmes ensure access to persons with disabilities on an equal basis with others including through the provision of reasonable accommodation.	Mainstream entrepreneurship and development programmes are inclusive of persons with disabilities but they lack the budgets and training to be fully accessible.	Some mainstream entrepreneurship and development programmes are inclusive of persons with disabilities but there is limited provision of reasonable accommodation and not all programmes are accessible.	Entrepreneurship and development programmes are not inclusive of or accessible to persons with disabilities.
Supported employment	Supported employment programmes are widespread and exist within mainstream employment.	Supported employment programmes exist but are primarily run by NGOs. Some programmes are beginning to be funded by government.	Supported employment programmes exist but are run solely by civil society.	Supported employment programmes do not exist.
Vocational training	Mainstream vocational training programmes are inclusive of and accessible to persons with disabilities.	Vocational training programmes are mandated to be inclusive of and accessible to persons with disabilities. However, in practice semi-urban and rural based programmes are not accessible.	Specific vocational training programmes are inclusive of and accessible to persons with disabilities.	No vocational training programmes are inclusive of and accessible to persons with disabilities.

Prohibition of and protection from forced or compulsory labour as per Article 27 (2)			
Championing	Established	Initiating	Weak to restrictive
Laws exist that prohibit and protect persons with disabilities from forced labour. Laws include provisions to ensure protection for persons living in institutionalised settings such as rehabilitation centres, group homes, psychiatric hospitals or other care facilities. State sponsored awareness campaigns condemning forced or compulsory labour are carried out.	Laws exist that prohibit and protect persons with disabilities from forced labour. Laws include provisions to ensure protection for persons living in institutionalised settings such as rehabilitation centres, group homes, psychiatric hospitals or other care facilities. Measures to prevent and protect persons from disabilities from forced or compulsory labour are sporadically implemented in practice, with limited awareness raising by the State on this issue.	Laws exist that prohibit and protect persons from forced labour and are applicable to all, but with no explicit mention of persons with disabilities.	No laws exist to prohibit and protect persons from forced or compulsory labour.

Meaningful consultation with persons with disabilities on work and employment			
Championing	Established	Initiating	Weak to restrictive
Persons with disabilities ¹¹ are regularly consulted and formally involved in the design, implementation and monitoring of all laws, policies and programmes on work and employment.	Persons with disabilities are consulted on the development of laws, policies and programmes related to work and employment on an ad hoc basis.	Persons with disabilities are rarely or sporadically consulted on work and employment policies and programmes.	Persons with disabilities are not consulted by government.

Cross-ministerial Coordination			
Championing	Established	Initiating	Weak to restrictive
There is regular and formal coordination between the Ministry of Labour (or equivalent) and other relevant line ministries (such as the Ministry of Education and the ministry responsible for infrastructure etc.).	There is some coordination between the Ministry of Labour (or equivalent) and the ministry responsible for disability issues on work and employment of persons with disabilities.	Access to work and employment by persons with disabilities is limited to solely the mandate of the ministry responsible for disability.	There is no cross-ministerial coordination on access to work and employment for persons with disabilities.
Targeting the most marginalised			
Championing	Established	Initiating	Weak to restrictive
Policies and programmes are targeted to support those persons with disabilities who are most excluded from accessing work and employment (e.g. women with disabilities, persons with intellectual disabilities, Deafblind persons etc.).	Some policies and programmes are targeted to support those persons with disabilities who are most excluded from accessing work and employment (e.g. women with disabilities, persons with intellectual disabilities, Deafblind persons etc.).	Policies and programmes on work and employment do not explicitly address measures to reach the most marginalised persons within the disability community (e.g. women with disabilities, persons with intellectual disabilities, Deafblind persons etc.).	Policies and programmes on work and employment do not address most excluded groups and do not explicitly include persons with disabilities.
Data collection and disaggregation			
Championing	Established	Initiating	Weak to restrictive
All national data on work and employment is collected and disaggregated by disability. Data is also collected to understand the barriers persons with disabilities face in accessing work and/or employment.	All national data on work and employment is disaggregated by disability. Data and information is only seldomly collected to understand the barriers persons with disabilities face in accessing work and/or employment in some research initiatives.	Some data and information collected by the National Statistics Office is disaggregated by disability.	Data collection disaggregation: Data collected on work and employment is not disaggregated by disability.

3

Using the assessment tool in your advocacy



Now that you have carried out your assessment, let's examine the findings and what they mean. We will begin by looking at what laws should address to fully comply with Article 27. In other words, what should laws and policies look like to ensure SDG 8 is in line with CRPD Article 27?

3.1 The legal and policy framework

Linking the SDGs and the CRPD in your advocacy: Implementing the changes in laws and policies outlined below, will fulfill SDG target 8.5:



By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

By doing so, States are complying with basic obligations under CRPD Article 27 (Work and employment)¹² and setting the framework for comprehensive reforms needed to fully implement this Article.

Changes in laws

Legislation regulating all aspects of work and employment in both the public and private sectors should include the explicit provisions listed below. Some of this may already be in place, and some laws may need to be changed in order to comply. This will have become evident in your assessment of your country's laws and policies using the assessment tool.

- The prohibition of discrimination, harassment and violence on the basis of disability in the workplace and relating to working conditions.
- The provision of reasonable accommodation in accessing work and employment¹³ and recognition that denying reasonable accommodation constitutes disability-based discrimination.
- The prohibition of and protection from forced labour for persons with disabilities.¹⁴
- Equal opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business by persons with disabilities.
- Equal treatment regarding trade unions, parental leave and leave entitlements and equal pay for work of equal value.
- Complaint mechanisms for reporting discrimination with effective remedies and sanctions.

Ensure the laws also eradicate forced labour, end modern slavery and human trafficking in legislation.



SDG target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

In addition to addressing access to work and employment in labour laws, legislation that has been enacted to prevent and protect people from forced or compulsory labour must include persons with disabilities. Laws that protect and prevent people from forced labour should also explicitly ensure protection for persons living in institutionalised settings such as rehabilitation centres, group homes, psychiatric hospitals or other residential care facilities. This is particularly crucial for persons with disabilities whose legal capacity has been taken away. The laws should also mandate prohibition and protection from unpaid domestic work or forced domestic labour with special consideration for girls and women with disabilities and those who do not use traditional forms of language and communication.

Changes in policies

In addition to making these changes in laws, States need to establish an inclusive policy framework on employment providing equal opportunities to persons with disabilities. The policies on work and employment should:

1. **Set an inclusive policy framework on work and employment:** All policies (including national action plans and strategies) on work and employment must be inclusive of persons with disabilities.¹⁵ This includes ensuring that the rights of persons with disabilities to decent work and employment are addressed in national development plans and policies related to economic development including: poverty reduction strategies, employment strategies or other strategies aimed at improving labour conditions and productivity (see Annex III for example of good practice).¹⁶ National development action plans should also have explicit strategies for reaching SDG target 8.5, which has explicit references to persons with disabilities.¹⁷
2. **Put measures in place to promote employment of persons with disabilities:** States need to also adopt policies and strategies that spell out the measures needed to achieve full participation and equality in practice. To do this, policies on labour issues should include specific measures necessary to achieve de facto equality,¹⁸ such as affirmative action¹⁹ programmes, incentives and other measures to support persons with disabilities in accessing work. These measures should use an intersectional approach to discrimination so that particularly marginalised groups such as women with disabilities and youth with disabilities can benefit from positive measures.²⁰ See section on measures below for more information.
3. **Adopt accessibility standards in line with CRPD Article 9 (Accessibility):** Guided by Article 9 of the CRPD, States must ensure national accessibility standards are in place. These standards must have implementation regulations (that guide practitioners on how to implement them in practice) and budgets for implementation (see Annex I to learn more about accessibility standards). These standards can be incorporated into national acts on building and infrastructure. National accessibility standards should stipulate that they be applicable to the workplace to facilitate inclusion. Standards must extend beyond the workplace to enable persons with disabilities to move from home to work in an

“unrestricted chain of movement”.²¹ For example, persons with disabilities must have access to accessible housing, information and communication, and transportation and needed support services²² to get to and from work in order to fully participate in the workforce. This means that accessibility runs across sectors including infrastructure, health, education and labour as well as social welfare and social services (see Annex III for example of good practice).

4. **Include effective implementation plans and budgets:** In order for policies to make effective change in the lives of persons with disabilities, they need clear implementation plans to show how to put the measures into place, appoint a government focal point or government body that will be responsible for them and how they will be financed. Implementation plans must also have adequate budgets to provide the means for implementing changes on the ground. They should also set out a monitoring and evaluation process to ensure the measures being implemented are effective and relevant. Monitoring and evaluation processes also help to hold governments accountable.
5. **Addressing inequality within policies:** In building an inclusive policy framework, marginalised and under-represented persons with disabilities who face multiple and intersecting forms of discrimination must be addressed by the policy measures to ensure they are included and provided with the support they need to participate on an equal basis. For example, a Deafblind woman living in a rural community may have more barriers to overcome to access work than a man with a physical disability living in an urban area. So how can policies address these inequalities? The goal is for policies to create programmes and initiatives that tackle inequality and facilitate access to work and employment on an equal basis with others while addressing intersectional forms of oppression. This can be done by taking an intersectional approach to equality and addressing these cross-cutting issues in all policies on work and employment:
 - **Systematic participation of and consultation with OPDs:**²³ A key part of building inclusive workforces and shifting attitudes towards participation is the active consultation with and leadership of persons with disabilities in the design, implementation and monitoring of access to work and employment measures. Consultation also helps ensure needs and issues of the diverse disability community are incorporated into policies. Consultation can take many forms, but in order for it to be truly effective, OPDs should be formally taking part in decisions. Consultation should be grounded upon co-decision-making with government authorities so that persons with disabilities have a real say in what laws and policies include. The opportunity cost of consultation with OPDs also needs to be taken seriously to ensure that OPDs are paid for their time and not expected to work for free.
 - **Targeting the most marginalised:** Policies and programmes should be targeted to support persons with disabilities most excluded from accessing work and employment such as women with disabilities, youth with disabilities, Deafblind persons, persons with Albinism, persons with

multiple or complex disabilities, persons with psycho-social disabilities, persons with intellectual disabilities and those living in rural areas. These measures could include positive actions or targeted measures to promote and facilitate access to work and employment such as affirmative action programmes or a disability employment scheme to cover the extra costs of disability as mentioned above.²⁴

- **Promoting gender equality:** Although there is a lack of comparable data, available evidence shows that women with disabilities around the globe are less likely to be employed or gain access to vocational training programmes than men with disabilities.²⁵ When they are employed, they are generally paid less.²⁶ Measures that States can implement include: gender and disability inclusive affirmative action policies, inclusion of women with disabilities in national gender equality policies and laws, targeted vocational training initiatives for women with disabilities and inclusion in micro-finance or cooperative programmes.
- **Ensuring cross-ministerial coordination:** All measures regarding access to decent work should be coordinated across line ministries including the ministry responsible for labour issues, the ministry responsible for disability issues, the ministry responsible for education, the ministry in charge of gender and the ministry or government office addressing human rights and equality. This is to ensure coordination on labour promotion programmes, policies and initiatives across all sectors. In some countries, the Ministry of Labour and Social Affairs is the lead ministry. However, they should work across relevant ministries.

3.2 Advocating for changes in laws and policies

Carrying out legal and policy reform requires a great deal of varied expertise. No one organisation can do this alone. It is a complex process that requires legal expertise, access to decision-makers and government stakeholders with influence, data and evidence to support changes and broad public support for the reforms. Changing laws and policies also takes an understanding of how policy, institutions and social values interact to perpetuate problems, and potentially, solve them.²⁷ This means that advocacy strategies are multi-dimensional and require many different forms to address the issues of exclusion and inequality that persons with disabilities face.

Put another way, advocacy experts agree that advocacy strategies should attempt to solve a problem, step-by-step, by getting at its systemic causes. Building an advocacy strategy should begin by asking key questions like: Why are persons with disabilities historically discriminated against in accessing work and employment? What are the specific issues? What are the broader socio-economic roots of exclusion and inequality persons with disabilities face? When you begin to answer these questions, you can then think through what different advocacy actions are needed to tackle each issue.

3.3 Building an advocacy strategy

Let's begin by building your advocacy strategy to address law and policy changes to ensure SDG 8 is implemented in line with CRPD Article 27. Complete the exercise below to help with the development of your advocacy strategy.

Step 1: What do you want to change?

This is your advocacy goal. It is good for it to be specific and measurable. For example: The national law on labour and safe working conditions is amended to fully align with CRPD Article 27, including provisions for prohibition of discrimination on the basis of disability.

Step 2: Who do you want to target?

These are the actors you want to influence to create the change you are advocating for. For example: Ministry of Labour, policy makers, Ministry of Social Welfare, Ministry of Education and Training, National Human Rights Institutes, law makers, media outlets etc.

Step 3: How do you want your targets to change?

These are the changes you want to see your targets making in practice. For example: Government officials within the Ministry of Labour, Social Affairs, Education and Infrastructure are consulting with OPDs on the implementation of an inclusive employment policy; the National Human Rights Institute is advocating for legal reforms in line with CRPD Article 27 and reporting cases of human rights violations persons with disabilities face; policy makers are being trained on the rights of persons with disabilities enshrined in the CRPD; the government SDG focal point is working with OPDs to address CRPD Article 27 in national development plans.

Step 4: Do you have the influence to make these changes?

If not, who else can you work with to provide this influence? For example: National coalition of NGOs on labour rights, human rights lawyers, legal aid organisations, policy research institutes, NGOs and other OPDs active in SDG advocacy.

Step 5: What are the different advocacy actions that can produce these changes?

Each context is unique and requires crafting advocacy actions and messages that are culturally, socially and politically relevant. In section 3.4 you will find a menu of different types of advocacy actions, from coalition building to direct lobbying. This is meant to provide a broad sampling of different types of advocacy.

3.4 Different types of advocacy actions

Finding allies and forming coalitions to build expertise and broaden the constituencies involved in pushing for reforms:

- Other OPDs within the movement (Remember: think about organisations and constituencies who aren't represented by the movement or who may be more marginalised from dialogues on policy and law reform and reach out to them).
- Civil society actors engaged in labour reform, youth rights, economic empowerment, women's rights and other civil society actors who are impacted by labour issues.
- Legal experts (lawyers, legal aid providers, paralegals etc.) to provide legal expertise in carrying out legal reviews. While hiring legal experts can be costly, looking for legal experts who can provide this guidance pro bono is a good strategy.
- National Human Rights Institutes.
- Ombudsman on human rights.
- Journalists covering human rights issues.
- Academic researchers working on labour rights and policy.

Law and policy reform advocacy:

- Review the current laws on all aspects of work and employment to see what the laws include on anti-discrimination and equal opportunities and whether or not they include persons with disabilities.
- Draft legal recommendations that outline the changes needed to labour laws.
- Draft policy recommendations that spell out the measures needed to facilitate access to work and employment on an equal basis.
- Hold workshops to encourage dialogue between OPDs, other labour rights NGOs and policy makers involved in work and employment.
- Carry out direct lobbying of legislators, policy makers and other public officials to demand changes in the laws that comply with Article 27 (the changes outlined above).
- Participate in SDG platforms to advocate for alignment with Article 27 in policies, targets and strategies addressing SDG 8.

Research and media-based advocacy:

- Participate in SDG platforms to promote inclusive implementation of SDG 8 outlining how to incorporate Article 27 in laws and policies.
- Commission and publish research on access to work and employment by persons with disabilities.
- Conduct a media campaign on the rights of persons with disabilities to access work and employment as part of implementing the SDGs to garner public support for legal and policy reform.
- Produce a social media campaign to address the stigma and discrimination that persons with disabilities face in accessing work and employment.
- Document evidence of good practice and changes in the lives of persons with disabilities in relation to accessing work and employment (showcasing how changes happen in line with Article 27).
- Document cases of human rights violations in relation to Article 27, and use this evidence to demand change.

See Annex III and Annex IV for examples and resources.



HELPFUL TIP: As you build an advocacy strategy think about what advocacy campaigns have been most successful in your country. What tactics have worked effectively? Meet with other NGOs that have carried out successful legal and policy reforms and ask them what worked and why.

3.5 Measures needed to implement SDG 8 in practice

In addition to law and policy reform, policy measures (which set in place programmes and services) are needed to promote access to work and employment by persons with disabilities in practice. Based on your assessment, you have identified what measures exist and what needs to be put in place to fully implement SDG 8 in line with Article 27. Let's look at what the different measures are that are needed to implement SDG 8 in line with the CRPD.

Through policies and programmes, States should ensure actions are taken to promote and encourage the employment of persons with disabilities in the public and private sectors such as:

- **Accessible and inclusive vocational training programmes, apprenticeship programmes and other workplace-based learning and employment services** available to all persons with disabilities, regardless of their disability, with training that is relevant to the open labour market (CRPD 27.9). Public employment services that are accessible, inclusive and actively outreach to persons with disabilities play a key role in promoting access to work and employment and set a good example to other actors in the labour sector (See Annex III for an example of inclusive vocational training law reform).
- **Inclusive and accessible training** for people who are entering the workforce should be available to prepare persons with disabilities with relevant skills and expertise needed for finding their first job on the open labour market. This is particularly important for youth with disabilities who face significant barriers to employment throughout the world (See Annex III for an example of good practice).
- **Access to lifelong learning and school-to-work transition programmes** is imperative for all people, including those with disabilities, to support expertise building and skills training to be competitive on the open labour market. Having access to life-long learning opportunities is especially important for older persons with disabilities so that they can increase their skillsets to adapt to an ever-changing workforce.
- **Accessible and inclusive return-to-work programmes and job re-training programmes** concerning training of persons looking to take on new vocations/professions, adapting to the changes in workplace/force – e.g. migrants, or older persons, or for persons returning to work after a long absence or who may have acquired a disability. These kinds of programmes should be taken on in mainstream vocational training under the Ministry of Labour. This is especially relevant for places where factories are transitioning to automated production, causing individuals to lose their jobs
- **Supported employment and individualised job coaching programmes** designed to provide on-going support to persons with multiple and/or significant disabilities in the workplace (see Annex III for examples).
- **Ensuring access to mainstream entrepreneurship development programmes** (such as cooperatives or financing to start one own's business) for persons with disabilities and access to mainstream micro-finance and micro-loan opportunities for persons with disabilities.

- **Incentives for employers** to boost recruitment and hiring of workers with disabilities including:²⁸ wage subsidies (decreasing wages paid by employers to workers with disabilities without decreasing the income they earn) and tax incentives (such as applying for tax credits for hiring persons with disabilities and for covering the additional costs of providing reasonable accommodations).²⁹
- **Promotion of job retention** (or disability management) ensuring a comprehensive approach to training and retaining employees with disabilities and promoting equality of opportunity in the workplace.
- **Engaging employers** in public and private sectors with support and training on recruiting, training and hiring persons with disabilities, making reasonable accommodations and ensuring job retention.
- **Government awareness-raising campaigns** on CRPD Article 27 and SDG 8 are critical for dismantling stigma and promoting positive messages on persons with disabilities in the workplace. Governments can make significant strides in shifting public attitudes as outlined in Article 8 of the CRPD (Awareness raising).

3.6 Advocating for change

Advocating for these measures and programmes begins with knowing what measures are already in place within policies on work and employment. If these measures are not explicitly included in the work and employment policy framework in your country, the starting point for your advocacy is demanding that policies are revised to include them. Reviewing policies was discussed in the previous section on law and policy advocacy.

The other important aspect of advocating for these changes is to know what measures are in place and how they are implemented in practice. For example, if you have an employment quota system in place to bolster employment of persons with disabilities, is it being implemented? Does it work in practice or is it being misused? Do labour policies mandate accessible vocational training programmes? Does this happen in practice?

Your advocacy will begin by researching what policies say and looking at how measures are implemented in practice. Let's take a closer look at how to evaluate measures in practice.

Step 1: Identify your goal

Do you want to make a policy review and provide recommendations for policy change? Do you want to evaluate existing measures for their effectiveness? Do you have capacity and scope to do both? The section below outlines steps for carrying out an assessment of inclusive work and employment measures. Policy advocacy was previously discussed in section 3.2.

Step 2: Evaluate the effectiveness of existing measures

First, identify which measures you want to evaluate. Do you want to look at vocational training centres? Do you want to see how affirmative action programmes work in practice such as quotas or incentives for hiring?

Do you want to address how micro-finance programmes are reaching persons with disabilities?

List the **measures** you want to assess below.



REMEMBER: You are looking at government measures addressing work and employment of persons with disabilities. There are many NGO initiatives that exist as well. However, for this exercise, you want to focus on what the government is doing since you are advocating to change government measures.

Step 3: Decide who you want to target

These are the actors you want to influence to create the change you are advocating for. Targets could include: policy makers involved in labour rights issues, employment services, government vocational training programmes, bureaux of employment or other government supported employment agencies, labour unions, organisations of employers, vocational rehabilitation centres, financial organisations providing funding for entrepreneurship, agrarian and farm cooperatives etc.

List the **targets** you want to influence below.

Step 4: Collecting evidence and information

Gathering information and evidence of how measures are implemented in practice is critical for showing policy makers evidence of what is happening in practice and what needs to be changed. There are many ways to gather evidence and information for assessing how measures are working in practice. First, it's a good idea to check if the data you need already exists, for example, by checking for reports by other organisations or government departments. Another method is to carry out field research by visiting initiatives or services and making observations and meeting with people who provide the services and the beneficiaries of these services. It can include carrying out interviews or focus group discussions with persons with disabilities, as well as those who provide the services and programmes, to get their perspectives. It could also involve making site visits and documenting your observations and recommendations in a case study (see Annex IV for resources on carrying out a case study). Another method is to interview people and write stories about their experiences. For example, you could meet with women with disabilities who took part in an inclusive micro-finance programme and discuss how the programme worked, how it impacted their life, and what needs to be changed to make the programme more effective.

Make a plan for which programmes/services you want to investigate and how you will collect information. Be specific about the methodology you will use. Will you carry out interviews and focus groups? Will you develop case studies? Will you collect stories from persons with disabilities about their experiences? Will you document cases of exclusion from services and programmes?

While your findings may not paint an ideal picture, it is important to capture what is working, what isn't working and what needs to be done to fully implement SDG 8 in line with Article 27. This information can help policy makers better address what measures are needed and how they can be better implemented to ensure no one is left behind.



REMEMBER: You can use your findings on how measures are implemented in your advocacy on legal and policy reform. For example, if you are advocating for changes in labour policies, you can include your findings on what measures are missing, what measures are being implemented but need to be improved and recommendations for how to have more effective measures in place.

3.7 What change looks like

Now that you have looked at legal and policy reforms and the needed policy measures to implement SDG 8 in line with CRPD Article 27, let's take a look at what changes in practice will look like once the rights enshrined in Article 27 are fully realised. Put another way, if CRPD Article 27 was fully implemented, what would society look like? Articulating what you want the world to look like is critical for strong advocacy. It helps to build messages to government, decision makers and the wider public around the changes you want in the lives of persons with disabilities. It helps construct a vision of an inclusive society.

Below is a variety of the changes in practice you should see if SDG 8 is implemented in line with Article 27:

1. All staff of employment services, vocational training and micro-finance are trained on the rights of persons with disabilities, including the provision of reasonable accommodations, and percentage of staff of programmes and services (public and private).
2. Fully accessible government public awareness campaigns are carried out to promote inclusion and inform employers and individuals of their rights and responsibilities as they relate to employment and employment services.
3. A majority of persons with disabilities are enrolled in universities, vocational training, employment services, and/or programmes promoting entrepreneurship, starting one's business, development of cooperatives, informal and formalised wage work etc.
4. All schools, vocational training centres and universities are inclusive and accessible (including in both rural and urban areas).
5. Complaints on the right to work and access to employment alleging discrimination on the basis of disability and/or involving persons with disabilities are investigated and adjudicated. The majority of these are responded to effectively by the government.
6. Persons with disabilities are benefitting from job coaching, employed through an affirmative action measure in both the public and private sector, and/or projects that support entrepreneurship or micro, small and medium enterprises - including those that aim to either link persons with disabilities to financial service providers/microfinance organisations or create inclusive financial products.
7. The majority of working age persons with disabilities are employed (public, private or self-employed).
8. No persons with disabilities are employed in sheltered employment.
9. No persons with disabilities are in forced or compulsory labour.

10. There is a decreasing number of persons with disabilities and their caregivers spending time on unpaid domestic or care labour.
11. A government fund is established to support accessibility and reasonable accommodation in the workplace. Alternatively, reasonable accommodation should be privatised or funded through a centralised fund by the employer and reinforced through non-discrimination law.
12. The number of persons with disabilities included in the labour force is increasing. National level disability disaggregated data is collected on this.
13. There is now a national anti-discrimination or other disability-specific law in place to promote the employment of persons with disabilities within the state and private sector.

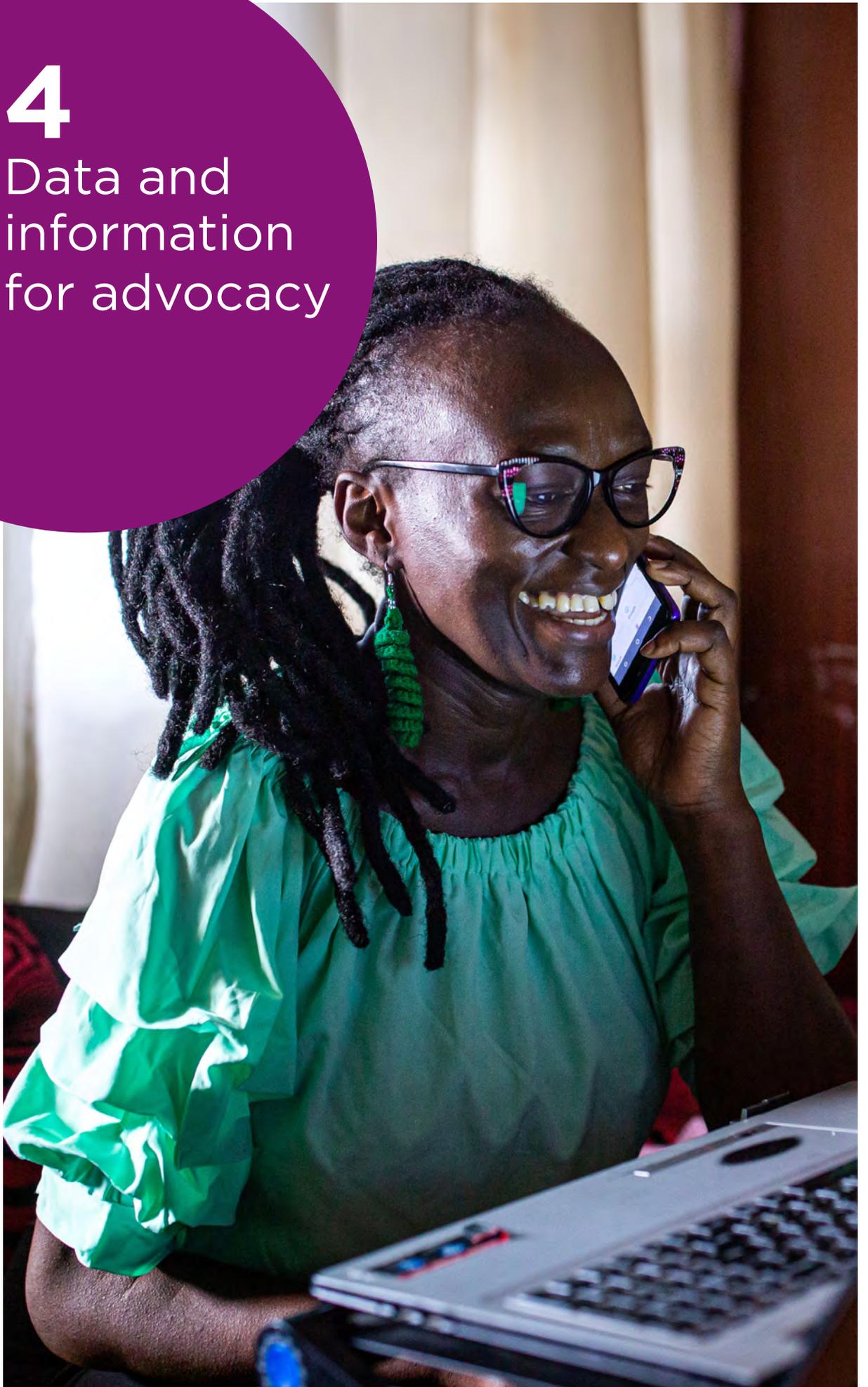
What if these changes aren't happening yet? You can use these as messages within your advocacy for what you want to see – the changes you want to happen in the lives of persons with disabilities. It helps give the public, labour authorities and service providers a clearer picture of what changes need to happen and what it can mean in the lives of persons with disabilities. One way to do this is to document individual stories about the lives of persons with disabilities in their fight to gain work or employment. You can tell the story of how they have been excluded or discriminated, how they have overcome these barriers, and how they persist in the fight for their rights. This can be done in different media forms such as film, audio recordings or written text (see Annex IV for examples and resources on storytelling for social change).

Telling personal stories can be a great way of advocating for change. When someone tells their own personal story, we are more likely to see the world as they see it, and this experience can inspire empathy within them. With this empathy, people are more likely to build solidarity and be supportive of the rights reforms they are putting forth.

Additionally, seeing and experiencing reasonable accommodation that hasn't been provided before changes what is possible. If employers and persons with disabilities themselves see other persons with disabilities doing a job they previously thought they could not do, they will change their paradigm about "what is possible" in terms of disability employment and reasonable accommodation. People will be more likely to try to adapt and adopt that accommodation within their workplace or workforce.

4

Data and information for advocacy



Advocating for changes in data collection and disaggregation helps to fulfil SDG target 17.18:



By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts.

In doing so, States are complying with their basic obligations under CRPD Article 31 (Data and statistics).

4.1 The importance of data

Data and information are essential to effective advocacy. Awareness campaigns and slogans can generate public attention for an issue. But when confronting governments to push for changes in laws and policies, having data on the numbers of persons with disabilities excluded from the labour force is one of the most effective ways of convincing decision-makers to make change. Data is also essential for shaping effective policies. When you have data showing the kinds of barriers different persons with disabilities face, policy interventions and programmes can be shaped to meet their needs and rights more effectively.

Data is also essential for monitoring and accountability. If the government has laws and policies in place to promote the rights of persons with disabilities, how do we know they are translated into real changes in the lives of persons with disabilities? Monitoring and gathering data can show how effectively programmes, policies and laws are being implemented and make the government accountable for any gaps or non-compliance.

Human rights advocacy can take many shapes and forms. However, when advocating for implementation of human rights treaties (such as the CRPD) or global development frameworks (like the SDGs) civil society needs evidence and data to show governments what isn't being done, what needs to be changed and how to make these changes. For example, when looking at implementation of SDG 8 in line with CRPD Article 27, you need evidence of which policies and laws do not comply with the CRPD. By showing the government strong evidence about which laws and policies do not comply and why they do not comply, you will have a strong message to present to government stakeholders. Similarly, gathering evidence of how labour programmes are implemented in practice is another valuable advocacy tool. Are vocational training centres accessible? Do employment services provide information in accessible formats? Do employers get training on reasonable accommodation? Presenting this evidence to decision makers involved in labour issues can help to shape policy reform to institute programmes and measures that better align with the CRPD.

National level qualitative and quantitative data is another essential tool to advocate for change. National level data on work and employment that is disaggregated by disability is missing in most countries and regions throughout the world. Yet data on the numbers of persons with disabilities accessing work is essential for pushing governments to make widespread change. For example, having data that shows the numbers of working age persons with disabilities active in the labour force as well as the numbers who are not working, can help to convince government to institute policy changes to align with CRPD Article 27 and help ensure more accessible and inclusive workforces.

The assessment tool will help to gather evidence and to look for sources of data to support your advocacy.

4.2 The different types of data

Let's go over the different kinds of data and what it is most useful for advocacy.

- **Quantitative data:** This is data that measures quantities such as the number of people living in a certain region of the country or the number of women employed in a certain sector. Quantitative data is generally collected in statistical surveys and censuses. Quantitative data disaggregated by disability can give law makers and policy makers an overall idea about the population of persons with disabilities (eg how many persons with disabilities live in a country or region, how many working age persons with disabilities are employed, how many persons with disabilities completed primary education, how many persons with disabilities are living on or below the poverty line).
- **Qualitative data:** This is non-numerical data that looks at qualities and characteristics such as a study on how persons with disabilities are accessing employment services. Qualitative data is collected through methods of observation, interviews and focus groups. Qualitative data can give a deeper picture of the experiences of persons with disabilities, including the barriers they face, the facilitators that support greater inclusion and the solutions most relevant to them for building a more inclusive community. This kind of data is helpful for policy makers to determine the most relevant measures and programmes to support the needs of persons with disabilities.

4.3 How to advocate for data on disability

Under CRPD Article 31 (Statistics and data collection), States have an obligation to disaggregate data by sex, disability and age. As outlined in SDG 8, States and National Statistics Offices (NSOs) can play an important role in collecting and analysing data disaggregated by impairment type, age and sex in relation to work and employment.³⁰ This means that OPDs can play a critical role in demanding that government statistical offices collect and disaggregate data on disability. Meeting with NSOs and having a dialogue about the inclusion of disability questions within ongoing surveys and data collection is a good first step in advocating for change.

Most NSOs have one or several staff who specialise in disability data collection. Identify who these people are and meet with them to see if they are already using the Washington Group questions on disability (information below). If they are collecting data on disability, ensure they are analysing and sharing this information. While it is important to collect data, it is only useful when it is analysed and made available. Meeting with strategic partners and donors working on data and information issues is also important. Actors like the World Bank who are funding data collection and other statistics initiatives can push governments to disaggregate data by disability.

Example from Uganda: Using WG questions in the national census

A coalition of OPDs, including the National Union of Disabled People of Uganda, the National Association of the Deafblind of Uganda, Mental Health Uganda as well as the National Disability Council, worked with the Ministry of Gender, Labour and Social Development to advocate for the inclusion of the Washington Group (WG) questions for the first time in a national census in the country. In 2014, the National Bureau of Statistics included 6 of the WG questions in the national census. The disability prevalence rate went from 3.5% from the 2002 census to 13% in 2014 with the introduction of the WG questions.

More information about the 2014 census can be found here:

unstats.un.org/unsd/demographic-social/meetings/2016/kampala--disability-measurement-and-statistics/Session%206/Uganda.pdf

4.4 What data to ask for

In relation to SDG 8 and Article 27, government statistics bureaux should be collecting data on working age persons with disabilities who are active in the labour force, and those who are not, in order to have a comparative analysis. In addition to asking if people are working or not, it is also important to have questions that assess accommodations in the workplace; attitudes of actors in work and employment; and questions on social protection. The different kinds of information can be collected in standard of living surveys, labour force surveys, household surveys, economic growth surveys and other statistical measurement tools. It is also important to collect information that assesses the barriers and stigma persons with disabilities face in trying to access work and employment to complement the quantitative data. Introduce National Statistics Offices and other national research institutes to existing data and disability tools. They don't have to re-invent the wheel, strong tools already exist!

4.5 Existing data and disability tools

The Washington Group (WG) on Disability and Data has developed a short set of six questions on disability (WG-SS) that can be easily used and integrated into national data collection systems and used in national censuses for disaggregation by disability.³¹ The WG also developed an extended set

of questions and other materials to be utilised in other simpler statistical operations. In addition, the WG and the International Labour Organization (ILO) have finalised a qualitative data module, based on the WG-SS, that assesses the reasons that persons with disabilities have lower labour market participation. The WG and UNICEF have also collaborated to develop the Child Functioning Module (CFM). This adapts the WG questions so the two methodologies are compatible.

While the NSO in your country may already be including disability in some surveys or statistics, there are many good reasons to advocate that they use the WG-SS going forward. Firstly, in order to have global comparative data on disability, countries need to use the same methodology. Therefore, pushing for consistent use of the WG is essential. Secondly, available disability prevalence data and statistics are often inaccurate, with lower rates than what is expected (especially given the WHO estimate of 15% prevalence globally).

A big part of the issue is how statistics agencies ask their questions on disability. They will often ask the question: 'do you or a member of your household have a disability?' This doesn't work effectively for several reasons. Stigma and shame around disability make identification difficult, and some people do not self-identify as disabled. In addition, the WG-SS accounts for diverse types and levels of impairment. It also follows the social model of disability, accounting for environmental barriers. It is the best tool available to collect comparable data. It uses universal questions with neutral language that have been tested in 15 countries. It has been endorsed by the UN for use in national censuses to disaggregate data by disability status for monitoring the SDGs. The WG-SS can also be added to existing surveys, such as labour or health, as a way of mainstreaming disability into data collection processes.

While the WG-SS can be part of broader sets of questions used to identify persons with disabilities, they cannot be used as a diagnostic tool to identify beneficiaries for certain programmes or services. The WG questions are designed to identify as many people with a disability as possible to get a prevalence rate. The questions are not detailed enough for use in medically diagnosing an individual. The WG is working to address this, but with the current question sets this population group is not easily identified. While it is important that the WG-SS is not used as a diagnostic tool, the Enhanced and Extended Sets do have questions related to psycho-social disability. The Enhanced Set has the original 6 questions with 4 additional questions. The Extended Set has 38 questions including the 6 original questions.

4.6 Data principles

To improve the quality of data collection and disaggregation processes, the Human Rights-Based Approach to Data was developed within the framework of Agenda 2030. This approach sets out principles for data collection such as privacy, participation, transparency and accountability.³² It is important to remember that data disaggregation by disability is included in Goal 17: Strengthen the means and implementation and revitalize the global partnership for sustainable development.³³

4.7 What data and information exist to support advocacy

Before you push for more data to be collected on disability, it is important to examine what data already exists that can support your advocacy. The Ministry of Labour may have some statistics on labour force participation of persons with disabilities (it may not be on a national scale, but it can still give you a sense of how many persons with disabilities are working). Research institutes and academic institutions such as universities and colleges may have carried out research on employment of persons with disabilities. Other NGOs or development donors may have drafted reports on labour issues that have some statistics of qualitative information on persons with disabilities. Tap into the disability movement itself for data and information. Many OPDs have carried out baseline studies or have a database on persons with disabilities that could give you some data on how many persons with disabilities are accessing work and employment. OPDs may have carried out case studies, interviews or other qualitative studies that can give you information on work and employment issues that persons with disabilities face. Finally, alternative reports to the CRPD Committee can be a wealth of information on Article 27.

4.8 Using data and information for change

As outlined above, quantitative data is numerical in nature and looks at the numbers of things (such as the number of working age women with disabilities who are working in the private sector). Information can take many forms such as case studies, legal reviews, policy gap analyses, research reports or baseline studies. Data is generally used to push for large-scale changes such as law or policy reform. It provides insight into how many persons with disabilities are being excluded and the areas of work and employment where persons with disabilities are facing barriers. This statistical information can push a government to make large-scale reforms. Information on barriers that persons with disabilities face is helpful for pushing policy makers to generate more effective and relevant policy interventions. Data on the numbers of persons with disabilities is also essential for advocating for adequate budgets for implementation.

4.9 Sources of data and information

We have discussed many of the ways your organisation may already be generating critical information through stories of change, documentation of human rights violations, baseline surveys, case studies, legal reviews or policy gap analyses. This is all information you can use to inform your advocacy. See Annex IV for a list of resources on how to generate information.

Accessing information on laws and policies in your country can be done through official gazettes and they are often available online. If laws are not available online, the ministry responsible for work and employment issues can provide publications of the official gazette where labour laws are listed.

NSOs carry out numerous surveys (household surveys, standard of living surveys etc.) that can generally be accessed through their website or offices. Ministries often have their own databases of information which can be accessed through their offices or on their websites. Academic institutions, research institutes and policy institutes have a wealth of data, information and research. Identifying academic and research institutes that have carried out research on disability issues and/or labour rights issues and meeting with them to find out what research they have is a great starting point. When collecting data from individuals, it is important to respect personal data protection throughout the preparation, collection, processing, analysis and sharing of this information.

5

Conclusion



This tool is intended to support Organisations of Persons with Disabilities (OPDs) and their allies to advocate for the rights of persons with disabilities by engaging with governments, development agencies and other civil society actors on the implementation of the SDGs in line with the CRPD.

Central to this tool is the critical importance of the meaningful participation of OPDs in implementation and monitoring processes so that the SDGs, and their key principle of leaving no one behind, are fully achieved in line with the CRPD. Governments are obligated under both the CRPD and the SDG frameworks to ensure that representatives of civil society, in particular persons with disabilities and their representative organisations, are involved and participate fully in the development of policies and programmes and the monitoring of their implementation. Not only is consultation with persons with disabilities an essential requirement, but upholding the right to meaningful participation can lead to better outcomes and more relevant and inclusive laws and policies for all.

The assessment framework within this tool breaks down the framework, measures and safeguards set out under CRPD Article 27 to ensure persons with disabilities have access to work and employment on an equal basis. The tool then highlights how OPDs can work in meaningful partnership with governments, development stakeholders and the private sector to implement SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all – in line with CRPD Article 27.

OPDs can and must play a central role in the decisions that affect their lives, under the slogan of the global disability movement: Nothing About Us Without Us. This guideline provides the tools to strengthen the collective voice of OPDs to hold governments accountable for their commitments and shape the policies, development plans and budgets of future generations to ensure all persons with disabilities, including the most under-represented, have equal access to resources, education and training, and have the accommodations needed to access work and employment on an equal basis with others.

Annexes



Annex I: Glossary of key terms

Accessibility standards

Accessibility standards define the norms to be followed for building and planning. They are generally applicable to new construction and renovations. They include codes and regulations to be followed for accessible design in buildings and urban planning to remove barriers. Accessibility standards have been developed for web accessibility as well as communications.

Cross-ministerial coordination

Cross-ministerial coordination means that line ministries (such as the Ministry of Education, the Ministry of Development, the Ministry of Health, the Ministry of Labour, the Ministry of Social Affairs etc.) are working in coordination on the implementation of an issue such as the work and employment of persons with disabilities. This occurs when an issue runs across all of the line ministries as a cross-cutting issue.

Data disaggregation

Disaggregated data is data that is broken down into component parts or smaller units of data. For example, if data is collected on the number of students completing university, it could be disaggregated to show male and female rates of university graduation, and broken down even further to show rates of graduation for male and female persons with disabilities.

Effective remedies

These are remedies or reparations to victims of human rights violations. They encompass an obligation to bring to justice perpetrators of human rights abuses, including discrimination, and also to provide appropriate reparation to victims. Reparations can involve various measures including compensation, restitution, rehabilitation, public apologies, guarantees of non-repetition and changes in relevant laws and practices.³⁴

Employment services

These are services (public or private) that match employers with employees and provide support to prospective employees looking for jobs to help prepare them to be competitive on the open labour market.

Entrepreneurship programmes

These are programmes such as cooperatives or financing to start your own business. This can also include gaining access to mainstream micro-finance and micro-loan opportunities for persons with disabilities to begin their own business.

Incentives for employers

These are incentives aimed at boosting recruitment and hiring of workers with disabilities including wage subsidies and tax incentives.³⁵ Wage subsidies involve decreasing wages paid by employers to workers with disabilities without decreasing the income they earn. Tax incentives may include applying for tax credits for hiring persons with disabilities and for covering the additional costs of providing eligible accommodations.³⁶

Legislation

Legislation is the laws and rules made by a government. These are legally binding, so if they are broken the government should have effective corrective actions to enforce legal rights, impose penalties and provide legal remedies to protect rights.

Mainstream labour force

Mainstream labour force refers to the open labour market rather than a segregated working environment, that is not part of the main economic system in a country.

Outcome

The end result or the effect of changes made. Outcomes are often changes in behaviour (such as employment services staff providing reasonable accommodations in trainings) as a result of initiatives and reforms implemented. For example, after changes in policies, laws, systems and services to implement CRPD Article 27, the outcome shows an increased employment rate of persons with disabilities by 27%.

Policy

A policy lays out the general principles and course of action a government will take on a specific issue, such as education or economic development. A policy sets the principles to be followed to guide the development of legislation.

Positive measures

Positive measures refer to specific measures that are designed to provide equal access to education or employment for those groups that have been historically excluded or discriminated against. These may be temporary in nature. Such measures should therefore not be deemed necessary forever, even though the meaning of 'temporary' may, in fact, result in the application of such measures for a long period of time. The duration of a temporary special measure should be determined by its functional result in response to a concrete problem and not by a predetermined passage of time. Temporary special measures must be discontinued when their desired results have been achieved and sustained for a period of time (CEDAW General Recommendation no 25, para 20).

Reasonable accommodation

In the context of employment, reasonable accommodations are necessary and appropriate modifications and adjustments (that do not impose a disproportionate or undue burden) where needed in a particular case, to ensure that a specific person with disabilities enjoys and exercises the right to work and employment on an equal basis with others. Reasonable accommodation is an essential part of non-discrimination and should have immediate effect and be applicable to all rights, including the right to work and employment.³⁷ CRPD Article 2 (Definitions) states that denial of reasonable accommodation is a form of discrimination. Reasonable accommodation is often confused with accessibility, yet they are not the same. Accessibility duties are unconditional, apply to groups of people and imply progressive implementation, whereas the obligation to provide reasonable accommodation is of immediate effect.³⁸

Regulations

These are issued by government to carry out the intent of a law. In essence, regulations lay out how a law is to be implemented.

Sanctions

These are penalties or punishments for violating human rights law. These could include: economic sanctions (money a perpetrator must pay to the victim), imprisonment (time in jail or prison) or providing valuable goods to victim (such as livestock or land).

Supported employment

Supported employment and individualised job coaching programmes are designed to provide ongoing support to persons with disabilities in the open labour workplace, for those who require such support. It is generally used by persons with multiple disabilities or high support needs.

Targeting the most marginalised

Policies and programmes should be targeted to support persons with disabilities who are most excluded from accessing work and employment, such as women with disabilities, youth with disabilities, and those living in rural areas. These measures should use an intersectional approach to discrimination.³⁹

Vocational training

Vocational training provides specific job training and technical knowledge to work in a specific trade. These can include apprenticeship training and other work-based learning programmes.

Defining key concepts

What is the difference between work and employment?

Employment is a formal arrangement in which a person works in exchange for money. It is usually regulated by a formal contract. Work, as defined by the ILO, comprises any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.

What do we mean by meaningful consultation with persons with disabilities?

Meaningful consultation means actively consulting with a diversity of persons with disabilities and ensuring they are the leaders in designing, planning, implementing and monitoring access to work and employment reforms. A key part of building inclusive workforces and shifting attitudes towards participation is active consultation with and leadership of persons with disabilities.

What does decent work mean?

According to the ILO, decent work involves opportunities for work that are productive and deliver a fair income; security in the workplace and social protection for families; better prospects for personal development and social integration; freedom for people to express their concerns, organise and participate in the decisions that affect their lives; and equality of opportunity and treatment for all women and men.

What is engaging employers?

Engaging with employers means working with employers in both the public and private sectors with support and training on recruiting, training and hiring persons with disabilities, making reasonable accommodations and ensuring job retention.

What is an intersectional approach?

An intersectional approach takes into account the historical, social, cultural and political context, and recognises how different forms of social, cultural, political and economic discrimination impact people with different identities (such as class, race, gender, disability, ethnicity, religion, age and sexual preference).⁴⁰

It means looking at how the intersections of these different identities impacts a person from being privileged to being highly excluded or oppressed. It requires looking at the needs and issues of the most disadvantaged groups in order to tackle discrimination and equality.⁴¹

What is intersectional oppression?

Intersectional oppression arises from a combination of different oppressions that together produce something unique and distinct from any one form of discrimination standing alone. It occurs when persons have multiple identities that are considered oppressed and/or non-majority such as racial minority, religious minority, ethnic minority, disability, gender, or sexual preference.⁴²

Annex II: Understanding measures and programmes to promote and facilitate access to work and employment

Training – Inclusive and accessible vocational training, rehabilitation, return to work programmes, employment services and other labour training and support programmes

Inclusive job training, skills training, return-to-work programs and job coaching should prepare persons with disabilities to find work in the open labour market and not in specialised or segregated work environments. Education and training are central pillars to the right to work. Vocational training that is inclusive and accessible to all persons with disabilities, regardless of their impairment, and that prepares persons to be competitive on the open labour market, is critical to this right. These programmes must provide needed accommodations to persons with disabilities and ensure persons with diverse impairments can participate on an equal basis with others.⁴³ These measures should be coordinated across line ministries so that the ministry responsible for labour issues works with the ministry responsible for disability issues (for examples of inclusive employment services see Annex III). In many countries, the Ministry of Labour and Social Affairs is the lead ministry. They should work across ministries to ensure coordination on labour promotion programmes, policies and initiatives.

Supported employment

Supported employment programmes are designed to provide ongoing support to a person or persons with disabilities directly in the workplace that allow them to learn and perform their job. It is paid work in inclusive work settings within the open labour market. Support is usually for a limited time-period but can be indefinite particularly for persons with severe disabilities.⁴⁴ The ‘place, train and support’ model for supported employment usually involves job coaches working with the potential employee to identify interests and skills. This is followed by job seeking, matching and placement. The employer might also be encouraged to make adaptations (ie accommodations) to a specific job in order to match it with the abilities and skills of the employee with a disability. According to a study of international experiences and research, it was found that values-based supported employment programmes led to better long-term outcomes. Programmes in which all the stakeholders, including government, employers, service providers and families, were committed to the principle of equity for persons with disabilities led to successful and sustainable integrated employment outcomes (see Annex III for good practice examples).⁴⁵

Promotion of self-employment, entrepreneurship, the development of cooperatives and starting one’s own business

Generating income and skills development is critical for persons with disabilities, as it is for everyone. It is particularly important for persons with disabilities because the labour market in many contexts is not so accommodating. Discriminatory attitudes towards persons with disabilities persist, and accessibility barriers are still high. Self-employment is often seen as the most viable option available.⁴⁶ In developing economies, a large proportion of income opportunities rest in the informal sector. So for persons

with disabilities, self-employment, entrepreneurship and development of cooperatives are also a main source of income.⁴⁷ As such, programmes and funding that support the establishment of cooperatives (and similar social economy initiatives) and development of entrepreneurship opportunities should be disability inclusive and fully accessible.

To this end, States have an obligation to promote opportunities for self-employment, development of one's own business, and participation in cooperatives that are inclusive of and accessible to persons with disabilities.⁴⁸ For example, business start-up programmes focusing on persons with disabilities or general programmes that give priority to persons with disabilities can be a successful way of promoting self-employment.⁴⁹

Some countries provide financial support specifically targeting persons with disabilities wanting to start their own business or engage in self-employment. Many countries have measures in place to provide incentives to encourage persons with disabilities to form social enterprises and to initiate income-generating activities.⁵⁰ Despite the different measures States use to promote self-employment, in practice, persons with disabilities are often denied support for starting a business due to the discriminatory barriers in accessing loans, credit or other financial support. Access to self-employment funding and support should be fully inclusive of and accessible to persons with disabilities and should not discriminate against them in any way.⁵¹ This includes ensuring programmes are accessible and that lending institutions provide awareness raising and training to change attitudes both amongst lending institutions and borrowers to remove stigma and discriminatory attitudes.

This issue was raised by women with disabilities in different countries in trying to access micro-credit and micro-finance programmes.⁵² Private and public sectors as well as development stakeholders can play a leading role in opening up self-employment programmes, development cooperatives and micro-finance to persons with disabilities.

Disability management – promoting job retention, career advancement and return to work of workers with disabilities

A critical role that employers can play to support employees with disabilities in work retention is through disability management; a comprehensive approach to hiring, training, supporting and promoting employees with disabilities within the workplace. Disability management was developed to support those who acquire a disability during their working lives to return to gainful employment, and facilitate job seekers with disabilities to find and maintain decent jobs. Disability management also encompasses equality of opportunity in the workplace so that persons with disabilities can advance in their career according to their aspirations.⁵³ The ILO Code of Practice on Managing Disability in the Workplace adopted in November 2001 defines disability management as a means of facilitating the recruitment, advancement, job retention and return to work of persons with disabilities. The Code was drawn up to guide employers, in all sectors and sizes of enterprise, to adopt a positive strategy in managing disability-related issues in the workplace.

Engaging employers in public and private sectors

Support and training to employers (private and public sectors), trade unions, government employment service providers, job seekers and employees with disabilities on recruiting, training and hiring persons with disabilities, providing reasonable accommodations and ensuring job retention are all critical skills employers need to know about and learn. Engaging employers and building their awareness through coaching, consultation and direct dialogue are essential tools to break down stigma and discriminatory attitudes and build bridges towards a more inclusive labour force. Research on access to decent work is beginning to show that initiatives in which employers are actively involved have a greater chance of success.

Annex III: Good practice on promoting SDG 8 in line with CRPD Article 27

Organisations of persons with disabilities work with government to design and implement accessibility standards in Uganda

The National Building Control Act of 2013 in Uganda was drafted in compliance with CRPD Article 9 by establishing national accessibility standards to be used in building and infrastructure planning with regulations for their implementation. The Uganda National Association of the Physically Disabled led the advocacy for adoption of national accessibility standards. They also advocated for the adoption of implementation regulations that stipulate the use of accessibility standards in all new buildings and urban planning.

Examples of supported employment in Croatia

The Association for Promoting Inclusion (API), an NGO based in Zagreb, Croatia, works to prevent institutionalisation of persons with disabilities and promote living in the community. API provides direct, on-the-job individualised support and training to persons with high support needs (mainly persons with intellectual disabilities) to perform their work duties in mainstream workplaces. Despite the multiple barriers to accessing employment and the limited legal framework in Croatia, API has succeeded in supporting persons with disabilities to find and keep paid work in the open labour market throughout the country for over 100 individuals (both part-time and full-time positions).⁵⁴

Supported employment pilot in Zambia

The Finnish government funded a supported employment programme for persons with intellectual disabilities, implemented by the Finnish Association on Intellectual and Developmental Disabilities (FAIDD) and the Zambia Association on Employment for Persons with Disabilities (ZAEPD). Through the project, more than 100 persons with intellectual disabilities were provided with training and placed in employment in both the formal and informal sectors. The project showed that vocational training alone wasn't enough to place people in employment. The availability of support programmes for job placements was a crucial element of success not only in obtaining but also keeping jobs. While this is a good example of collaboration between a high-income country with experience in supported employment, there is a need for government commitment to continue support beyond the scope of the pilot. For example, governments could develop a national strategic plan on supported employment supported by ongoing technical assistance from high income countries.⁵⁵

Supporting accessible employment services Colombia

In Colombia, Unidad Administrativa Especial del Servicio Público de Empleo (UAESP) and Centros de Empleo: The Colombian Public Service of Employment (UAESP) and employment agencies provide support to persons with disabilities to find and apply for available positions in the public sector through the programme's 'Productivity Pact'. The UAESP project provides ongoing training on inclusion and accessibility to over 400 UAESP staff in employment centres throughout the country.⁵⁶

Mandating inclusive vocational training in legislation

In Egypt, chapter four of the new disability draft law mandates that the state provides vocational training and employment services for people with disabilities. Vocational training service providers use technology and support services to be inclusive of persons with disabilities. They will provide free certificates that indicate the skills acquired in the course and corresponding occupations that would best fit the individual.⁵⁷

Addressing disability inclusion in development plans and strategies in Rwanda

Rwandan OPDs are working with government to ensure the national poverty programme, Vision 2050 (currently being drafted) and the Economic Development and Poverty Reduction Strategy III 2019-2024, are inclusive in line with the CRPD. Both plans aim to operationalise the SDGs. Rwandan OPDs are working with the government focal point for SDG implementation to ensure the plans are inclusive and uphold the principles of the CRPD. OPDs are also collaborating with the civil society mechanism for SDG implementation to ensure the rights of persons with disabilities are on the agenda.

Annex IV: Advocacy resources

Tools for influencing policy

The Power of Evidence Advocacy: This toolkit was developed for civil society organisations aiming to influence policy change. It provides tools and guidance to civil society organisations on how to use evidence effectively to influence policy change. It provides:

- An understanding of the power of evidence to influence policy change
- Tools for evidence-based policy advocacy
- Training materials on how to deliver a training to others on evidence-based advocacy

odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/251.pdf

Community Tool Box on Influencing Policy Development: This toolkit provides guidance for bringing about policy change in organisations and communities.
ctb.ku.edu/en/influencing-policy-development

International Development Research Centre – How to Write a Policy Brief: This tool provides a step-by-step guide to writing an effective policy brief.
idrc.ca/sites/default/files/idrcpolicybrieftoolkit.pdf

Mental Health Innovation Network Overview of How to Write a Policy Brief: This simple tool provides clear and concise guidance on how to draft a policy brief in understandable language with examples of templates.
mhinnovation.net/sites/default/files/downloads/resource/Tool6_PolicyBrief_14Oct2015.pdf

Tools on data

How to Navigate Digital Data for Human Rights Research: This guide is designed to help organisations integrate new data forms into their human rights work.
benetech.org/wp-content/uploads/2017/08/en-datnav-report_high-quality_web_1-31-2017.pdf

Using Data for Action and for Impact: This article provides a framework to help non-profits and social businesses make better use of data to inform decision-making and evaluate performance.
benetech.org/wp-content/uploads/2017/08/Data-for-Action-and-Impact-.pdf

Audit and assessment tools

Global Health Advocacy Partnership – Advocacy Toolkit: This tool provides guidance for carrying out a social audit and assessing community programmes. It assesses gaps in service delivery and provides tools for how to use this evidence to build effective advocacy for change. This is a good tool for carrying out assessments of labour services and vocational training programmes.
action.org/uploads/images/general/ACTION-Advocacy-Toolkit.pdf

Storytelling tools

The Secret to Better Storytelling for Social Change: Better Partnerships:

This tool describes how to build effective partnerships to tell stronger stories for social change. This article also provides good practice tips for telling stronger stories to influence change.

ssir.org/articles/entry/the_secret_to_better_storytelling_for_social_change_better_partnerships

Transformative Storytelling for Social Change: A guideline for the different ways of capturing stories for change using different formats such as drama, video, social media and other forms of technology. This tool also provides good practice examples.

transformativestory.org

How Can Storytelling Promote Social Change: Theatre artists and professional storytellers offer expertise about how to craft a story which develops empathy and delivers impact in the “Storytelling for Social Change” course led by University of Michigan professor Anita Gonzalez:

youtube.com/watch?v=MECOpp59hqs

Witness: Witness provides resources for human rights campaigning using digital media and video’. Human rights campaigns using digital media and video.

witness.org/resources

Tools for documenting human rights violations

Documenting Human Rights Violations: This guide provides activists with a model of secure, systematic documentation of human rights violations and how to transform this data into evidence-based advocacy for social change.

benetech.org/work-area/human-rights

Human Rights Tools for a Changing World: A Step-by-step Guide to Human Rights Fact-finding, Documentation and Advocacy:

This resource provides comprehensive information and guidance on how to use a human rights framework and human rights methods to facilitate social change.

www.theadvocatesforhumanrights.org/uploads/change.pdf

Human Rights Documentation Tools: Practical guide to human rights documentation with templates and case study examples.

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newtactics.org/toolkit/strategy-toolkit

Endnotes

1. It is important to note that vulnerability or vulnerable are not terms the disability community endorses. The preferred terminology within disability rights movements is 'at risk'.
2. Theresia Degener, Disability in a Human Rights Context (Bochum, Germany: Department of Social Work, Education and Diaconia, Protestant University of Applied Sciences, 2016), Page 3.
3. Special Rapporteur on the Rights of Persons with Disabilities, The right of persons with disabilities to participate in decision-making, A/HRC/31/62 (January 2016). Available at: www.ohchr.org/EN/Issues/Disability/SRDisabilities/Pages/Reports.aspx [accessed: September 2020].
4. Committee on the Rights of Persons with Disabilities, General Comment no.7, CRPD/C/GC/7 (November 2018). Available at: tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CRPD/C/GC/7&Lang=en [accessed: September 2020].
5. Including conditions of recruitment and hiring, continuance, career advancement and safe and healthy working conditions.
6. Labour legislation should include:
 - The prohibition of discrimination on the basis of impairment including the denial of reasonable accommodation.
 - The prohibition of and protection from forced labour, harassment and violence against persons with disabilities.
 - Promoting the employment of persons with disabilities through appropriate policies and measures, which may include affirmative action programmes, incentives and other measures.
 - Equal opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business by persons with disabilities.
 - Equal treatment in regard to trade union membership.
 - Equal rights to parental leave and leave entitlements.
 - Equal rights to financial services provided by mainstream financial service providers (loans, savings, insurance, remittances etc.).
7. Including conditions of recruitment and hiring, continuance, career advancement and safe and healthy working conditions.
8. As endnote 6.
9. Which is designed with the meaningful consultation with organisations of persons with disabilities and contains:
 - Particular measures relating to youth and women with disabilities, persons with specific support needs etc.
 - Clear lines of responsibility, targets and timetable for implementation
 - Mechanisms for cross-ministerial cooperation
 - Allocated budget
 - Monitoring and enforceability mechanism
 - Criteria requiring physical and informational accessibility

10. As endnote 9.
11. Including through their representative organisations.
12. The realisation of the rights enshrined in Article 27 (Work and employment) is inter-related to other articles in the CRPD: 4 (General obligations), 5 (Equality and non-discrimination), 9 (Accessibility), 16 (Freedom from exploitation, violence and abuse), 19 (Living independently and being included in the community), 24 (Education), 20 (Personal mobility), 28 (Adequate standard of living and social protection).
13. The obligation to provide reasonable accommodation in work and employment should include all aspects of work and employment, including vocational training, employment services, recruitment and hiring, career advancement etc.
14. Annual report of the United Nations High Commissioner for Human Rights, Thematic study on the work and employment of persons with disabilities, A/HRC/22/25 (2012), Paras 49-50. Available at: www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session22/A-HRC-22-25_en.pdf
15. Inclusion of persons with disabilities, including youth and women with disabilities, should be mandated in all laws and policies relating to work and employment. This includes but is not limited to those regulating: conditions of recruitment and hiring, continuance, career advancement and safe and healthy working conditions, training and employment services, inclusion of persons with disabilities. The same inclusive lens should be applied to laws and policies pertaining to access to financial services to establish a cooperative, small business or encourage entrepreneurship.
16. While Goal 8 is most relevant to Article 27, the rights enshrined in CRPD Article 27 are also reflected in SDG Goals: 1: No Poverty, 4: Quality Education, 5: Gender Equality, 8: Decent Work and Economic Growth, 10: Reduced Inequalities. Access to decent work and employment also requires other, inter-related rights in the CRPD to be upheld including Articles: 3 (General principles), 4 (General obligations), 5 (Equality and non-discrimination), 11 (Situations of risk and humanitarian emergency), 13 (Access to justice), 21 (Freedom of expression and opinion, and access to information), 31 (Statistics and data collection), 32 (International cooperation), 8 (Awareness raising), 9 (Accessibility), 24 (Education), 20 (Personal mobility), 28 (Adequate standard of living and social protection), 6 (Women with disabilities), 26 (Habilitation and rehabilitation), 12 (Equal recognition before the law), 16 (Freedom from exploitation, violence and abuse) and 19 (Living independently and being included in the community).
17. Goal 8 target 8.5 states: 'By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value'. Goal 8 also includes indicators that make explicit references to persons with disabilities: 8.5.1: Average hourly earnings of female and male employees, by occupation, age and persons with disabilities; 8.5.2: Unemployment rate by sex, age and persons with disabilities.

18. Under Article 5(4) (Equality and non-discrimination) of the CRPD, 'specific measures to achieve de facto equality', include 'affirmative actions' as well as other measures not to be considered 'temporary', as paragraph 4 of Article 5 of the CRPD was inspired by Article 4(2) of CEDAW (Special measures) related to protection of maternity. For example, specific measures which are necessary to achieve 'de facto equality' may be an employment or social protection scheme targeting only persons with disabilities to ensure coverage of disability-related extra costs. These schemes do not give preference to persons with disabilities over others directly, they simply recognise the extra costs related to disability in order to achieve de facto equality. These schemes are not deemed temporary in nature (more similar to protection of maternity).
19. Measures which may include 'affirmative action' (as used in the UK) refers to specific measures that are designed to provide equal access to rights, such as education or employment for those groups that have been historically excluded or discriminated against. These may be temporary in nature. Such measures should therefore not be deemed necessary forever, even though the meaning of temporary may, in fact, result in the application of such measures for a long period of time. The duration of a temporary special measure should be determined by its functional result in response to a concrete problem and not by a predetermined passage of time. 'Temporary special measures' should be discontinued when their desired results have been achieved and sustained for a period of time (CEDAW General Recommendation no 25, Para 20).
20. Study on work and employment of persons with disabilities – Human Rights Council in March 2013, page 140 (Geneva: ILO, 2013). Available at: www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=10&ved=2ahUKEwjCiKi_ivnbAhXBzIkKHVa9AEUQFjAJegQICRAB&url=https%3A%2F%2Fwww.ohchr.org%2Fdocuments%2Fissues%2Fdisability%2Fsubmissionworkemployment%2Fcivilsociety%2Filo.docx&usq=AOvVaw0hyjzSYhbUg-22Nnr1WkFC [accessed: September 2020].
21. UNCRPD General Comment No.2: Article 9: Accessibility, CRPD/C/GC/2, Para 15.
22. Support services are those that enable a person with a disability to participate on an equal basis with others such as personal assistance services, Sign Language interpretation or assistive devices.
23. As specified in CRPD Article 4 (3): General Obligations.
24. Study on work and employment of persons with disabilities – Human Rights Council 2013, Page 140.
25. ILO, Decent Work for Persons with Disabilities: Promoting Rights in the Global Development Agenda (Geneva: ILO, Gender, Equality and Diversity Branch, Conditions of Work and Equality Department, 2015), Page 141.
26. Ibid, Page 64.
27. Lisa VeneKlasen and Valerie Miller, A new weave of power, people and politics: The action guide for advocacy and citizen participation (Stylus Publishing, 2007), Chapter 10, Page 185. Available at: justassociates.org/sites/justassociates.org/files/new-weave-eng-ch10-mapping-strategies.pdf [accessed: September 2020].

28. Employer incentive programmes will have limited effect in practice if not monitored to ensure they are being implemented properly. In practice, these programmes have been misused by employers when monitoring and enforcement mechanisms with effective sanctions are not in place. Studies from the OEDC countries have shown that employers have made little use of these programmes and their impact on hiring is limited. A comprehensive approach is needed to raise public awareness and train employers, persons with disabilities and others in the labour sector, to shift the dial towards greater labour force participation by persons with disabilities. For more information see: Daniel Mont, Disability Employment Policy (Washington DC: World Bank, Social Protection Unit, 2004), Page 28.
29. Daniel Mont, Disability Employment Policy, Page 28.
30. This is explicitly called for within Indicators 8.5.1: Average hourly earnings of female and male employees, by occupation, age and persons with disabilities, and 8.5.2: Unemployment rate by sex, age and persons with disabilities.
31. Washington Group on Disability Statistics: www.washingtongroup-disability.com. For more specific questions on disability and work and employment see: www.washingtongroup-disability.com/wp-content/uploads/2016/02/wg15_session_4_2_mont.pdf
32. As part of Agenda 2030, Heads of State and Government pledged for more systematic data collection and disaggregation to measure the implementation of the Sustainable Development Goals. To improve the quality, relevance and use of data within human rights norms and principles, the Human-Rights Based Approach to Data was developed. To learn more see the guidance note developed by the Office of the High Commissioner on Human Rights at: www.ohchr.org/Documents/Issues/HRIndicators/GuidanceNoteonApproachtoData.pdf
33. According to the Committee on the Rights of Persons with Disabilities, the collection of statistical data should be disaggregated by sex, on the employment, both in the public and private sector, of the economically active population with disabilities vis-à-vis the overall economically active population disaggregated by sex, type of work and other relevant factors compared to the employment rates of men and women without disabilities. This is explained in: Guidelines on periodic reporting to the Committee on the Rights of Persons with Disabilities, including under the simplified reporting procedures, CRPD/C/3, Para 187, Page 19.
34. OHCHR, A/RES/60/147 (Geneva: 21 March 2006). Available at: www.ohchr.org/EN/ProfessionalInterest/Pages/RemedyAndReparation.aspx
35. Employer incentive programmes will have limited effect in practice if not monitored to ensure they are being implemented properly. In practice, these programmes have been misused by employers when monitoring and enforcement mechanisms with effective sanctions are not in place. Studies from the OEDC countries have shown that employers have made little use of these programmes and their impact on hiring is limited. A comprehensive approach is needed to raise public awareness and train employers, persons with disabilities and others in the labour sector, to shift the dial towards greater labour force participation by persons with disabilities. For more information see: Daniel Mont, Disability Employment Policy, Page 28.

36. Daniel Mont, Disability Employment Policy, Page 28.
37. Report of the Office of the United Nations High Commissioner for Human Rights, Equality and non-discrimination under Article 5 of the Convention on the Rights of Persons with Disabilities, A/HRC/34/26 (2017), Para 27.
38. Ibid, Para 33.
39. Study on work and employment of persons with disabilities – Human Rights Council 2013, Page 140.
40. C. A. Aylward, Intersectionality: Crossing the Theoretical and Praxis Divide (paper distributed at Transforming Women’s Future: Equality Rights in the New Century: A National Forum on Equality Rights presented by West Coast Leaf, 4 November 1999) [unpublished]. Quoted in:
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41. Jason Kottke, What is intersectionality? (2019). Available at: kottke.org/19/02/what-is-intersectionality [accessed: September 2020].
42. C. A. Aylward, Intersectionality: Crossing the Theoretical and Praxis Divide.
43. This is underpinned in ILO Vocation Rehabilitation and Employment Convention (no. 159, 1983).
44. Daniel Mont, Disability Employment Policy (Washington DC: World Bank, 2004) Page 27.
45. Trevor Parmenter, Promoting Training and Employment Opportunities for People with Intellectual Disabilities: International Experience (Geneva: ILO, 2011), Page 47. Available at:
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www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session22/A-HRC-22-25_en.pdf
[accessed: September 2020]
47. Ibid.
48. As outlined in CRPD Article 27 (Work and employment), Para 1(f): Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one’s own business.
49. Report of the Office of the United Nations High Commissioner for Human Rights, A/HRC/22/25 (2012), Para 50.
50. Ibid.
51. Ibid, Para 51.

52. Cindy Lewis, Microfinance from the point of view of women with disabilities: lessons from Zambia and Zimbabwe (MIUSA: 2002).
53. ILO, Decent Work for Persons with Disabilities: Promoting Rights in the Global Development Agenda, Pages 121-122.
54. For more information see API's website at: www.inkluzija.hr
55. Trevor R. Parmenter, Promoting Training and Employment Opportunities for People with Intellectual Disabilities: International Experience (Geneva: ILO, 2011) Page 45. Available at:
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56. Handicap International, Situation of Wage Employment of People with Disabilities, (Lyon: HI, 2016), Page 57. Available at:
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57. Ibid, Page 53.



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