PATHWAYS AND PARTNERSHIPS

Implementing employment policies for persons with disabilities

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CASE STUDY: GARMENTS SECTOR IN INDONESIA
Case study of work with International Labour Organization and Better Work Indonesia (2014)

Quota legislation specified 1% employment of persons with disabilities

A number of factories taking initiatives, but many not improving on compliance of the quota

Our work was on persons with disabilities, but there are important questions about age too
EMPLOYERS’ CONCERNS

- Don’t think fulfilling quota is their responsible
- Don’t think disabled people can do the work
- Safety, adaptations
- Can’t find skilled persons with disabilities
Piloting a Solution

- Support to training institutions (government and private sector)
- Recruitment and placement of persons with disabilities
- Engaging and supporting employers and brands
LESSONS AND CHALLENGES

- Does not have to be perfect
- Reaching and recruiting persons with disabilities
- Supporting persons with disabilities to complete the training
- Finding partners in implementation
- Recruitment and development in employment
- Turning employer goodwill into action
What next?

• Who will lead implementation?
  • We did not find national organization to take it on
  • Factories and brands did not seem like they wanted to lead further initiative

• Indonesia only has a limited number of organizations working on waged employment of persons with disabilities
  • Some province-level work and new initiatives

• Other ASEAN countries have more established institutions in this area
  • E.g. Vietnam and Malaysia
SEEING THE BIG PICTURE
Values and Understanding

- The fundamentals:
  - Persons with disabilities can work productively
  - Employing persons with disabilities is good for the employer

- Stakeholders do not share this understanding
  - Not just employers – also government, training institutions, disability organizations
  - Quota legislation creates a different discussion
Parts of the Puzzle

- Preparation of persons with disabilities for work
- Building bridges between disabled people and employers
- More inclusive employers
PREPARATION OF DISABLED PEOPLE

• A range of stakeholders:
  • Schools, vocational centres, special education, disability organizations Return-to-work programmes, job-coaches, etc.

• Persons with disabilities need hard and soft skills

• A range of challenges:
  • Outreach and recruitment
  • Making mainstream programmes inclusive
  • Linking with labour market needs
BUILDING BRIDGES

• Public employment services
  • Trainings, career advice, job-fairs

• Training organizations

• NGOs and Disabled People’s Organizations

• Employer outreach and recruitment
  • Internships, apprenticeships, etc.

• Informal networks
A RANGE OF EMPLOYERS

• Government recruitment – lead by example

• Multinational companies – more familiar with diversity agendas

• Large national companies –
  • possible entry through Corporate-Social Responsibility
  • Clients can encourage

• Small/Medium-sized Enterprises
  • Place of disability inclusion in supply chains
OPTIONS FOR EMPLOYERS

• Apprenticeships, internships
• Inclusion of persons with disabilities in training programmes
• Steps towards becoming accessible and inclusive
• Procurement policies and inclusion in supply chains
TURNING CHALLENGES INTO OPPORTUNITIES
• Disability requires institutions to work together
• Government, private sector and NGO
• Tackling these issues means getting out of fixed roles and silos
• Working together on disability is an opportunity to create new partnerships
Our Roles

- Change values and understanding
- Support institutions with technical skills
- Build bridges between organizations
- Develop networks
THANK YOU

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