



WORKABILITY ASIA

NEWSLETTER

ISSUE 1 | Jan - Mar 2019

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What's on

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WASIA CONFERENCE 2019 in MACAU

****JOIN US** Upcoming 20 - 22 JULY 2019**

c/o with WASIA and Macau Special Olympic

http://specialolympicsmacau.org/wasia_conference_2019/

From the Board

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“Support of Employment, Living and Participation (SELP)”

On behalf of the Japan Social Employment Council (SELP), I am delighted to serve as one of the board members of Workability Asia. SELP is a member of Workability Japan which networks with 3 other organizations on disability and employment in Japan as well, namely KYOSAREN (Japan Association of Community Workshops for Disabled Persons), NPO Japan SELP Center and ZENCOLO.



Mr. Hiroshi Ayuha
President of SELP



In cooperation with their own members in all over Japan, SELP and other 3 organizations aim to raise awareness about work and employment of persons with disabilities, secure their income, participate in its policy-making process of issues related to work and employment of persons with disabilities at all levels, and research about persons with disabilities and workability. We hope to strengthen our networking and collaboration through the framework of Workability Asia. It is important and essential for us to learn more about the mentioned topics in the era of globalization in which diversity can be one key. It is expected that Workability Asia as one platform can accelerate our international communication and networking in a sustainable manner.



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From the Board

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Mr. SIU Yu Hong Hetzer
CEO and National
Director of MSO

“Get inspired to build a better working environment for people with disabilities”

In 2012, Macau Special Olympics joined in Workability as one of the members and, 7 years later, it's my honour to be the Board of Workability Asia and make contributions to employment for people with disabilities.

Macau Special Olympics (MSO) is a non-profit organization in Macau with the missions of developing “Whole Body” concept for people with intellectual disabilities (ID) through providing sports training, community care, special education and vocational rehabilitation service.

Being a social worker and working at MSO over 15 years, I have to admit that serving people with ID is not an easy job because there's no standard or one common training tool that is suitable for every user.

Despite facing challenges and restrictions, vocational rehabilitation training is one of our important pillars in our services. Since 1995, MSO started to provide vocational rehabilitation training to our users and, afterwards, set up two social enterprises on cleaning services to support employment of people with ID. To facilitate the changes of working environment in Macau, in addition to traditional cleaning or assembling jobs, we also offer extra skillful trainings such as housekeeping, baking and arts workshop to our users.

Being the new Board of Workability Asia, I am so grateful to have the opportunity to host 2019 WASIA Conference in Macau with the theme of “Promote Corporate Social Responsibility: Increase Social Awareness on Employment of People with Disabilities”. I am looking forward to meeting all the stakeholders and get inspired to build a better working environment for people with disabilities

From The Board

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“Creation of job opportunities for people with disabilities to go for achieving an inclusive society”

Ms. Florence Chan began her entrepreneurial journey in 2009. She took over the bakery training bay of the rehabilitation complex under Tung Wah Group of Hospitals and turned it into a bakery social enterprise achieving both business and social missions. iBakery, a bakery and catering business employing people with disabilities, was founded in 2010. With continuous expansion in the past years, it has become a reputable and award winning social enterprise with 11 shop outlets operated by a team of 110 staff members consisting of different abilities. Apart from creating employment for people with disabilities, Florence also built a

strong network of volunteers with passion and expertise supporting the development of iBakery, and took part in community education by promoting social enterprise and social inclusion to thousands of local and overseas visitors.



Ms. Florence Chan
Assistant Superintendent
Tung Wah Group of
Hospitals Jockey Club
Rehabilitation Complex

“This is my great honor to be elected as one of the directors this year. I have been focusing on creation of job opportunities for people with disabilities for more than 10 years by operating sustainable social business in Hong Kong. We still have a long way to go for achieving an inclusive society but I will do my best

(1) To strengthen our participation by recruiting more members from Hong Kong and
(2) To facilitate the exchanges of experience and good practices among members from different parts of the region, during my terms of service in the Workability Asia family.
Thank you once again for the nomination and your trust. ”

Members Update

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Thai Disabled Youths Win Princess Prize Accessible Learning Hackathon 2018



Four students from the Pattaya Redemptorist Technological College (PRTC) have won the first prize in the app-creation contest entitled, “Accessible Learning Hackathon 2018,” organized by the Office of the Basic Education Commission, Ministry of Education in cooperation with the UNESCO, Microsoft (Thailand) and many other counterparts.

Despite being the only disabled people team in the contest having to compete with numerous teams from leading institutions nationwide, the PRTC students, thanks to being disabled themselves and having their true understanding of disabled people’s needs, used their genuine creativity, perseverance, and dedication to create the innovation that won the hearts of the judges and accordingly received the Princess Cup.

As a result, the Microsoft executives are interested in supporting the development of this innovation so that it will be able to pragmatically used in the future. By the way, this reveals that the disabled can use IT as a means to enhance their capabilities that will enable them to get good jobs.

Author : The Redemptorist Foundation for People with Disabilities



Members Update

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PANDORA wins Outstanding Disability Supporting Organization for 2 consecutive years in 2018



Mr. Claus Rasmussen, Vice President, HR & Communication

Because PANDORA values and accepts diversity and inclusion. We have provided opportunities to people with hearing and physical impairment to join PANDORA Production which is regarded as No.1 employer in a jewellery industry for people with disabilities with several projects and initiatives to promote the job creation for people with disabilities. On 3 December 2018, the company was awarded Outstanding Organisation for People with Disability Empowerment for 2 consecutive years in 2018 from General Anataporn Karnjanarat, Social Development and Human Security Minister.

PANDORA's crafting facilities in Lamphun also realises the importance of people with disabilities in the community. Mr. Lars Rensch Nielsen, Vice President and General Manager of PANDORA Production (Lamphun Plant) said 'Currently we have built 8-room accommodation for people with disabilities, learning centre, canteen and other infrastructure for them to travel around the farm in wheelchairs. All constructions have been recently completed.



Mr. Lars Rensch Nielsen, Vice President and General Manager (Lamphun Plant)



In 2019, we hope that some farmers will be able to supply vegetables, chicken, fish and other produce to our canteen and we will gladly buy those quality organic products from local farmers. From this way, we can create sustainable agriculture for farmers in long run. I am very proud to be a part of this project.' This award can well prove the success of PANDORA's determination to create job for people with disabilities in the company and in community and also promote the equality in the society.

Author : PANDORA



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Members Update

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PANDORA wins world-class award on People with Disabilities

For over 29 years of manufacturing operation in Thailand, PANDORA has been committing to ethical business practice along with developing of Thai society with emphasis on diversity and inclusion. This intention has reached out to people with disabilities which are overlooked by the society. PANDORA wishes to help them to be self-reliant and hence decided to start employing people with disabilities and sponsoring several projects to improve their living standards. All efforts are internationally recognised. Recently, PANDORA Production won Disability Matters Europe Award 2018 in Workforce category. Mr Nils Helander, Senior Vice President, Manufacturing and Managing Director received the award on behalf of the company in 5th Disability Matters Europe Conference & Awards organised by Springboard Consulting in Switzerland in the beginning of November.



Mr. Nils Helander, Senior Vice President, Manufacturing and Managing Director of PANDORA Production Co.,Ltd.

PANDORA provides opportunity for people with disabilities to be a part of the company. Currently, we have 108 employees with mobility and hearing impairment out of 14,000 employees who craft over million pieces of delicate jewellery to customers over the world. Moreover, we also provide several sponsorships to promote the job creation for them such as the construction of accommodation and Sufficiency Economy Learning Centre for people with disabilities at Tawanchai Foundation, Lamphun province and sustainable organic egg farm for people with disabilities in Lampang and Lamphun.



Author : PANDORA



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The 43rd Special Olympics Olympic Division Track And Field Competition District 4.

The Hong Kong Special Olympics Track and Field Competition is an annual sports exchange event between Hong Kong and Macao. It allows the athletes from Hong Kong and Macao to learn from each other and help each other to make disabled people's career prospects in the two places better.



In 2019, the "43th Hong Kong Special Olympics Olympic Division Track and Field Competition - District 4" was held at Ma On Shan Sports Ground in Hong Kong from January 18 to 19. The 10 athletes from the Macau Special Olympics were successful to varying degrees. Our athletes were proud of themselves as they won a total of 7 gold, 1 silver, 2 bronze, 1 fourth and A fifth-best achievement is a "first battle" victory.



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I presented the award at the pier, I saw the confident smiles on the athletes faces, the satisfaction of the medal hanging on the chest and the parents who were grateful. We felt that it was worth the hard work. I also thank the Macau Gaming Co., Ltd. The company has given the “Special Children of Macao” another chance to affirm and play and surpass themselves. Our most sincere gratitude and best wishes, In thinking the community for their support and special assistance for the Macau Special Olympics.



More : <http://www.specialolympicsmacau.org/>

Author : Special Olympics Macau



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Members Update

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Workability Asia Conference 2019

As a member of the Workability Asia. Macau is honoured to host 2019 Conference of Workability Asia. The Conference will be held from July 20 to July 22 at Macau. It is our distinct pleasure to invite you to attend the conference. (**EARLY BIRD : 5 APR – 30 MAY 2019**)

Though this conference, we would like to engage with all of you in an open and constructive dialogue about **“Promote Corporate Social Responsibility: Increase Social Awareness of Inclusive PWDs Employment”**. The conference will give major opportunity for exchanges between the representatives of the social welfare, education and the NGO community. We extend warmest welcome to your delegation to attend the conference in Macau. We look forward to welcoming you on the conference.

Author : Hetzer Siu, Chief Executive Officer of Special Olympics Macau.



***“Promote Corporate
Social Responsibility:
Increase Social
Awareness of Inclusive
PWDs Employment”***

**on July 20 – 22, 2019
At Studio City,
Macau, China**



More : http://specialolympicsmacau.org/wasia_conference_2019/

Members Update

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WORTH TRUST – ENABLING THE DIFFERENTLY-ABLED SINCE 1963

WORTH Trust was started in 1963 by the Swedish Red Cross with the objective of rehabilitating leprosy-cured persons generally ostracized by society, through industrial training and employment. With leprosy being effectively controlled nationwide, the Trust's activities now focus on rehabilitating those with Hearing, Orthopaedic and Intellectual Challenges.



WORTH Trust today, is a Fully Self-Sustained Rehabilitation Organization. The production centres, which employ mostly Persons with Disabilities, enable them to generate a revenue surplus, with which the entire cost of its Technical Training Centres, School & Early Intervention Centre for Children with Speech and Hearing Impairment, Day Activity Centre for Children with Intellectual Challenges and Outreach Activities are met.

- 334 Differently-Abled persons are employed at WORTH Trust with 297 Differently-Abled persons in the Manufacturing Units.
- 81 % of the Employees are Differently-Abled.
- 22% of the Employees are Women.



Members Update

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Employment Activities:

- WORTH runs six Production Centres at Katpadi, Tiruchirapalli and Pondicherry.
- WORTH Engineering Industries are equipped with the latest CNC machines to produce high precision components for the automobile sector and a host of others.
- WORTH Plastics is equipped with High-precision computer controlled Injection moulding machines and a Blow moulding machine.
- WORTH manufactures Assistive Devices in Katpadi for the Visually Impaired like Universal Braille Kits, Braille Slate, etc.
- WORTH Brailers at Katpadi are the sole assemblers of the world renowned Perkins Brailers.
- WORTH Mobility Aids at Katpadi manufactures Wheelchairs, Walkers, Crutches, White Canes, etc.
- WORTH Digitization at Chennai converts printed books to digital formats which can be read by the Visually Impaired persons.



Training Activities:

- Three Technical Training Centres for the Differently-Abled.
- Non-formal training of the Differently-Abled.
- Government recognized Transitional School for Children with Speech & Hearing Impairment.
- Early Intervention Centre (EIC) for Infants with Hearing Impairment.
- The Day Activity Centre for the Mentally Challenged.

Author : WORTH Trust

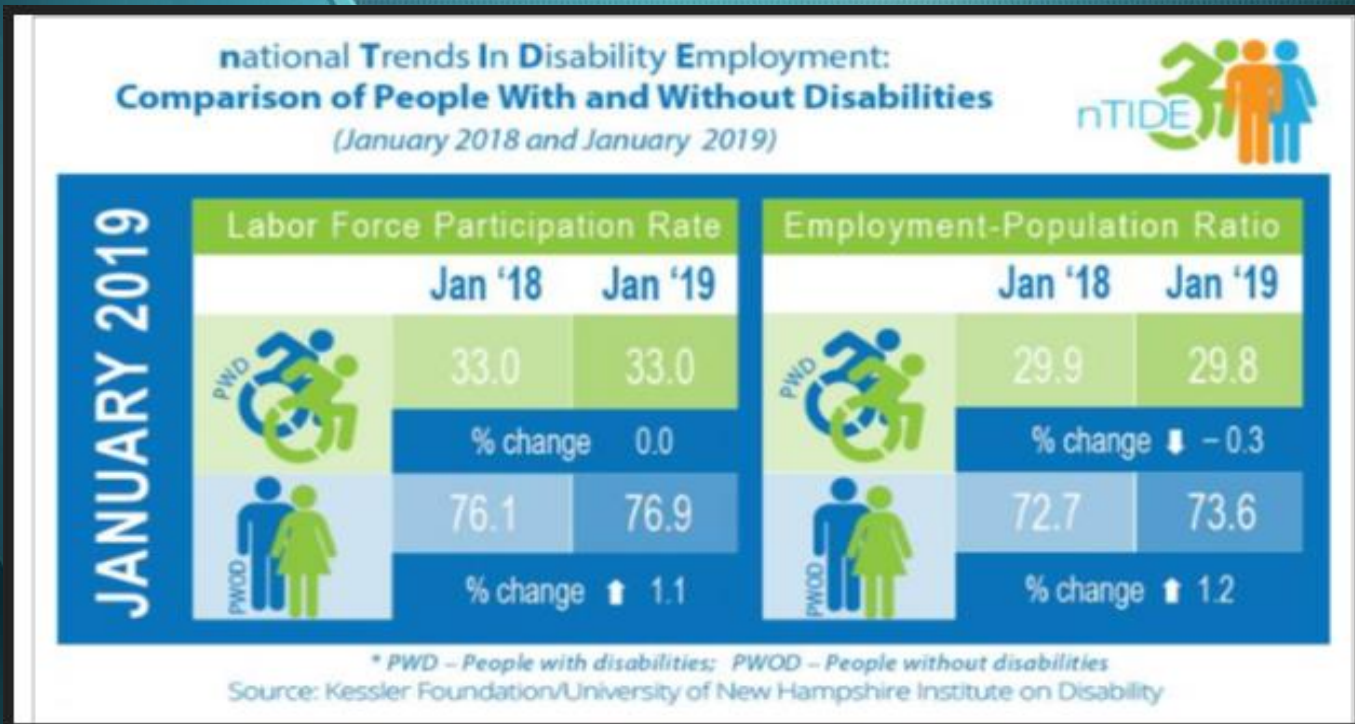


WORKABILITY ASIA

What's on

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National Trends in Disability Employment (nTIDE) January 2019



Kessler Foundation and University of New Hampshire release nTIDE Report – Monthly Update – with a focus on representing disability in the entertainment industry and the employment initiative Lights! Camera! Action! 2.0

Durham, NH – Economic indicators for Americans with disabilities were flat in January, while those for people without disabilities increased, according to today's National Trends in Disability Employment – Monthly Update (nTIDE), issued by Kessler Foundation and the University of New Hampshire's Institute on Disability (UNH-IOD). During "awards season" national attention focuses on the entertainment industry, and a hot topic is the under representation of diversity, including the largest minority group – the 20% of Americans with disabilities.



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LCA 2.0 receives collaborative support from EIN SOF and LCA 2.0 co-founder, the Loreen Arbus Foundation, as well as the National Disability Mentoring Coalition, PolicyWorks, Deaf Film Camp, and numerous agencies, corporations and disability organizations, including Kessler Foundation, CBS, BBDO, NY Women in Film & Television, ReelAbilities Film Festival, Ruderman Family Foundation and the Coelho Center for Disability Law, Policy and Innovation, to name a few.

Why focus efforts on such a competitive industry? “Diversification of the media industry is an important path toward putting old stereotypes to rest,” responded Hartman Squire, “while underscoring the tremendous capabilities of people with disabilities, and highlighting their valuable contributions to the creative arts.”

Upcoming LCA 2.0 Summits will be held in Hollywood on February 20 (application deadline February 8 -- <https://bit.ly/2RJT3WI>), New York City on April 3, 2019, in conjunction with ReelAbilities Film Festival NY, and in Silicon Valley on May 17, 2019, hosted by the Computer History Museum, Disability Media Technology Alliance and the Mountain View Chamber of Commerce.

Join our nTIDE Lunch & Learn series today, February 1, at 12:00 pm Eastern. This live broadcast, hosted via Zoom Webinar, offers attendees Q&A on the latest nTIDE findings, provides news and updates from the field, as well as invited panelists to discuss current disability-related findings and events., Tari Hartman Squire from EIN SOF Communications, and Alec Frazier from Autistic Reality, join Dr. Brucker, Dr. O'Neill, and Denise Rozell, Policy Strategist at AUCD, to discuss employment opportunities in media and entertainment. Join live or watch the recordings at: www.ResearchonDisability.org/nTIDE.

“Followers of nTIDE will be interested in the upcoming Employment Policy and Measurement State of the Science conference on February 12, 2019, presented by the University of New Hampshire, Kessler Foundation, and their partners,” noted Debra Brucker, PhD, research assistant professor at the University of New Hampshire. “While the event will be held in Washington, D.C., both in-person and online participation options are available. Registration is free. For more information, please see this link: <https://researchondisability.org/2018reg>.”

More : <https://iod.unh.edu/article/2019/02/ntide-january-2019-jobs-report-job-numbers-hold-steady-americans-disabilities>

Author : Kessler Foundation



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What's on

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Disability Employment Summit 2019

2019 Disability Employment Summit

March 31 - April 2, 2019



Hilton Old Town Alexandria
1767 King St.
Alexandria, VA 22314
Toll Free: (800) 445-8667

The 38th annual Disability Employment Summit

The Summit will begin on Sunday, March 31 and will wrap-up on Tuesday, April 2, 2019.

The future of disability employment policy is up to us. Please join us at the 2019 Disability Employment Summit and lend your voice to championing equal opportunity for people with disabilities everywhere.

Requests for accommodations should be sent to the NRA national office at: info@nationalrehab.org as soon as possible and not later than Friday, March 8, 2019.

More : <https://www.nationalrehab.org/event/disability-employment-summit-2019-2019-03-31-2019-04-02-7/page/introduction-disability-employment-summit-2018-1>

Author: The National Rehabilitation Association



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From the Secretariat

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Membership Information Update:



- Please update your profile organization for the communication of member by filling in the forms on <https://docs.google.com/forms/d/e/1FAIpQLSfoaWpLDhHpq6JiaOhTCWJPIkmW-pUuzGfqs1BtFK8rW3P33A/viewform>
- Please submit your information or send your profile organization to WAsia Secretariat Team via workabilityasia@gmail.com within **30 Apr, 2019.**

Key Activities 2019:

- Please update your events/activities plan of organization in 2019 to provide information for all your members by filling in the form on <https://docs.google.com/forms/d/e/1FAIpQLSfH8w8PcjFdBj2UbVQ33zbyppLM0kPouMJpzLwcB6aCHFRm7A/viewform>
- Please submit your information or send your profile organization to WAsia Secretariat Team via workabilityasia@gmail.com within **30 Apr, 2019.**





WORKABILITY ASIA

From the Secretariat

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Share Your Stories:

- Please share your knowledge and experiences with WASIA members and our network.
- You can send your articles (1-2 pages) with some photos.
- Send your stories to WASIA Secretariat Team via workabilityasia@gmail.com to be part of the next newsletter **by 30 Apr, 2019**.

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