



WORKABILITY

ASIA

NEWSLETTER

Vol. 21

From the Board

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MESSAGE FROM THE VICE CHAIRPERSON OF WORKABILITY
ASIA

TALENT- WISE EMPLOYMENT CHARTER OF HONG KONG

DEBORAH WAN



Naoko Saito / Katsunori Fujii / Deborah Wan / Fuki Sato

It has been two years since I wrote for Workability Asia's Newsletter and I am so pleased to share with you the promotion of employment in Hong Kong since 2013 so I choose this issue's topic on Talent-Wise Employment Charter. This Scheme was launched in September 2013 as one of the means of Poverty Alleviation and the organisers are the Labour and Welfare Bureau, Rehabilitation Advisory Committee, the Hong Kong Joint Council for People with Disabilities and the Hong Kong Council of Social Service. In my dual capacity as a member of the Rehabilitation Advisory Committee and Chair of its Employment Subcommittee and also as the Vice-Chairperson of the Joint Council, I chaired and convened the working group on Talent- Wise Employment Charter.

From the Board ... cont.

Charter Objective:

The Charter seeks to engage employers of all trades and sectors in providing more employment opportunities for persons with disabilities, thereby, unleashing their potential, enabling their self-reliance, fostering social integration and building a caring and supportive society for all.

Charter Contents:

The Charter is to be signed on a voluntary basis by organisations which aspire to play a part in promoting the employment of persons with disabilities. By signing the Charter, an organization commits itself to the aims of the Charter and undertakes to make their best efforts to implement the Charter and promote the employment of persons with disabilities. We have listed out Good Practice and Measures for Implementation the Talent- Wise Employment Charter.

- 1.To introduce policies and measures on employment of persons with disabilities
- 2.To employ persons with disabilities
- 3.To publish periodically in corporate publications/publicity materials related to employment of persons with disabilities
- 4.To promote a barrier-free working environment and assistive devices for employees with disabilities to facilitate their performance of duties
- 5.To make reasonable and appropriate adjustments to the work process according to the special needs of the employees with disabilities
- 6.To participate in various on-the-job training and support programmes organized by relevant government departments or introduce apprenticeship scheme or similar measures as to provide training and job opportunities for persons with disabilities
- 7.To launch mentorship scheme or similar measures to impart knowledge to persons with disabilities
- 8.To use products or services provided by rehabilitation social enterprises and workshops, suppliers employing persons with disabilities or self-employed persons with disabilities
- 9.To set up non-profit making social enterprises to employ persons with disabilities
- 10.To set up simulated workplaces in collaboration with non-profit organisations to provide induction training for persons with disabilities



From the Board ... cont.

- 11.To set aside shops or stalls for social enterprises or self-employed persons with disabilities to run business or sell their products
- 12.To create new jobs with due consideration to the work abilities of persons with disabilities thereby enhancing their employment opportunities
- 13.To participate in publicity and public education activities to promote open employment of persons with disabilities
- 14.To implement other measures to assist persons with disabilities in securing employment



As of January 2015, more than 380 organisations have joined the Charter Scheme including all Government bureau/ departments , public bodies, non-government organisations, small and medium enterprises, private companies and

chambers of commerce. The second round of promotion launch of the Scheme will commence in the year 2015 with enlisting more companies to participate in this scheme.

The Charter Scheme is not an one-off event and it will be continuously launched as to promote the employment opportunities for persons with disabilities. Each company will be given a logo after joining scheme and the active organisations are recognized for their achievements. In September 2014, after one year of launching the Charter Scheme, a Recognition Ceremony was held cum a drama showing the abilities of persons with disabilities and it was broadcast in television and well received by the public. In order to attract more companies, a simplified enrolment form is introduced in February 2015 and more publicity will be launched soon.

For further details of the Charter Scheme, please go to the website :www.lwb.gov.hk

The past 2 years have been very active years for me as I have joined all the Board Meetings of Workability Asia and also the Workability International's Board Meeting in Tokyo in April 2014. I also share with you the photos of the Tokyo meeting as well as the Charter Scheme's Recognition Ceremony.

I look forward to meeting all of you in Pattaya in July this year for Workability Asia 's Annual Conference.

ABEDA'S SUCCESS STORY

Dr. Shamim Ferdous, Bangladesh Protibondhi Foundation

Abeda is a 16 years old girl. She was admitted in Bangladesh Protibondhi Foundation at the age of 10 with for visual and hearing impairments, speech and boarder line intellectually delay due to complication of Congenital Rubella Syndrome. She had also severe behavior problem. At the beginning she was very restless. Her heart operation was done when she was 10 years 6 months old. Gradually she was enrolled in the intervention progamme. At present, she is very social and emotional, with improved behavioral skills. She can do all household activities and communicates with others by using sign language. At the beginning, her class teacher was worried about her improvement; however, within a short period her functional skills improved significantly.



Figure 1. Teaching and learning methods to develop functional and social skills

ABEDA'S SUCCESS STORY ... cont.

Her mother works as a housemaid and earns only Tk. 1000/month. She is separated from her husband. Maximum time they remain half fed and suffer from depression. From this year she has been enrolled in the Income generating programme supported by Job Placement, Australia. Only Tk. 10,000 per month changed her family life. Her mother purchases cloths from whole-sale market and sells these within the community by door to door visit. Abeda also makes ornaments by using crystal, which are also sold along with the cloths. Now she earns Tk. 6500 per month and repays Tk. 500 per month without interest. Abeda's father again returned back to his family. Gradually her family overcame the challenges which enabled Abeda to become more independent and self-reliant within the mainstream society. At present she is an asset of her family not a burden. We wish her a bright and prosperous future.



Figure 2. Income generating programs

Workability Asia Conference 2015

8 - 10 July 2015, Pattaya, Thailand

- **Date:** 8 - 10 July 2015
- **Venue:** Hilton Hotel Pattaya, Thailand
- **Key Theme:** Together We Can Make The Difference
- **Program:** 8 July 9:00-16:00 (Opening / Keynote Speech / Launch Welcome Disability Initiative / ASEAN Forum)
18:00-20:00 (Charity Gala Dinner)
9 July 9:00-17:15 (Panel Discussion / WAsia AGM / Closing)
15:00-16:15 (*Workability Asia Annual General Meeting for WAsia members only*)
10 July 8:30-14:00 (Study Tours)
⇒ For more information, please visit the conference website.
- **Registration:** Early bird (1 April - 15 May 2015)
Regular registration (16 May - 26 June 2015)
- **Contact:** Ms. Sakulthip Kiratiphantawong, Secretariat WTH
- **Email:** workabilityasiaconference@gmail.com
- **Facebook:** www.facebook.com/workabilityasiaconference
- **Website:** www.workabilitythailand.com



NEWSLETTER

From the Secretariat

Workability Asia Exchange Program on Employment Support for Persons with Intellectual Disabilities

Three staffs from the Redemptorist Foundation will visit Japan for 2 weeks to observe provisions of work and employment supports for persons with intellectual disabilities, and exchange good experiences on supports for persons with disabilities between Thailand and Japan.

- Date: 12-25 April, 2015 (2 weeks)
- Host: KYOSAREN

On the final day of the program, the Thailand/Japan Exchange seminar on Employment of Persons with Disabilities will be held to report the outcome of the program, learn the current situation of PWDs in Thailand and discuss our mission for progressing work and employment for PDWs in Asia.

- Date: 24 April, 2015
- Venue: Toyama Sunrise, Tokyo
- Host: Workability International Japan

Workability International Conference in San Diego USA

Annual Conference of Workability International will be held at Hotel Del Coronado in San Diego USA in 20 – 22 June 2015 in cooperation with Goodwill Industries International.

Theme is “Strengthening Communities Across the World – Focus on Personal and Organizational Health”.

Please visit website for detail.

<http://workability-international.com/>

Save the dates!

EDITORIAL NOTES

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Your contribution to the WAsia Newsletter is always welcome.



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