

From the Board

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NEW YEAR ONE WISH “INCLUSIVE JOB OPPORTUNITIES”

Khee Lian, LOW

The word of “Inclusive” looks simple and easy but for the front promoter on empowerment to person with disabilities, they have to take a lot of effort and challenge to enhance the possibility.

The New Year just began, and only one wish we insist is “Inclusive Job Opportunities for Persons with Disabilities” especially people with intellectual disabilities.



Inclusive Job Fair – Dual Blessing Johor joined the Job Fair for PWDs on Career Expo co-organized by Social Welfare Department in Johor Bahru.



Give them a chance to work

In order to realize an inclusive society where everyone's rights are protected and equal opportunities are supported. Most of the South-east Asia country government and non-government organizations for persons with disabilities are working hard to reveal and uphold the employment opportunities, but yet to face the failure of sustainable development by various kind of unforeseen circumstance.

The major point is “inclusive” is just a verse of “easy said than done”. Unfortunately, people with intellectual disabilities are still deprived of basic education and employment opportunities.

Focus on their ability to work, they need “inclusive employment”. Give them a chance to learn, “inclusive education” is their basic rights.

Workability Asia is one of Workability International's geographic regional groups in Asia which is worlds' largest body representing providers of work and employment services to Persons with Disabilities.

From the Board... cont.

We are so glad that the WAsia is a NGO itself taking the initiative to step forwards for the well-being; enhancing the equity and face the challenges for empowering job opportunities for Persons with Disabilities. I am also proud that the organization I work for Dual Blessing Bhd. is one of the members of Workability Asia.

There are about 85 percent of the persons with disabilities among who has ability to work still unemployed. Although the inaccessible infrastructure, environment and workplace is the main problems, but the practicing of Corporate Social Responsibility has to be enforce for strengthen and create more opportunities for Persons with disabilities.

To promote the employment of persons with disabilities the Malaysian government provides employment services and benefits for persons with disabilities as well as the employers. Since the Disability Act is enforced in 2008, various related government department are making efforts to improve their services and the provisions to enable persons with disabilities to have better assess to employment. These benefits are only entitled to persons with disabilities who are registered with the Department of Social Welfare.

The following are the services and benefits provided by the various government departments : Personal Tax Relief for employees with disabilities; double deduction of remuneration paid to employees with disabilities is entitled to employers; Double Deduction for expense spent for training of employees with disabilities and Deduction for expenses on equipment's and alteration of work environment for employees with disabilities.

The services and benefits are emphasis all the way, but counterproductive. The wishes remain a wish without an action.

One wishes one action "Empowering" for "inclusive Job Opportunities". Let us work hard together.



Focus on their ability – people with intellectual disabilities are capable to work independently after well trained.



Cambodia: Synergy Power and Opportunities **WAsia Director, Supornthum Mongkolsawadi**



Mr. Katsunori Fujii, WAsia Chairperson

It was my first time I had visited Phnom Penh, the capital city of Cambodia, where its people and environment were not much different from Thailand except for its right-hand traffic. If we remove our ingrained concept of nations and borders from our thought, look at different peoples as the same human race, try to be in each other's shoes, and help each other with friendship and mutual respect to our self-worth and human dignity, I personally think that this will put Cambodia into a land of dynamic,

synergetic power and opportunities.

The national workshop on "Employment for Persons with Disability," held on 26th January 2016 at Tonle Basac II Restaurant, Phnom Penh, showed me multidimensional perspectives reflecting the adeptness and brilliance of the organizers. I met senior government officers and representatives from disabled people organizations; namely, from non-government organizations working on the employment promotion for persons with disabilities, from the private sectors that either employed or had not employed PWDs, and from other international organizations based in Cambodia. I found that all these participating multi-sectoral parties actively presented their information about government laws and policies, relevant research findings, and problems faced by PWDs. Moreover, the inputs and comments made by all the participants could help each other fill the gap of development. The most important result of this workshop was the concrete recommendations that called for all stakeholders to take actions.

All the things that I mentioned above might not be new for those who already had experiences, but the workshop atmosphere made me feel it was "Real." It was real in that all the stakeholders desired to create job opportunities for persons with disabilities. A great news was Cambodia ratified the Convention on the Right of Persons with Disabilities (CRPD). An amazing story happened when I visited a primary school in Phnom Penh: school children were taught about the Convention on Rights of the Child (CRC) at grade 4. I thought that in the near future, they will be taught about CRPD as well. It is greatly appreciated that the Cambodian government has enacted the laws specifying that the ratio of hiring government employees between disabled and non-disabled people is 50 to 1; the private sector, 100 to 1. If any workplace employs a person with severe disabilities, that is counted as two in the ratio. However, like many other countries grappling with various problems of barriers and law enforcement, a government executive in the workshop announced, "If you find anyone denying to employ persons with disabilities, please tell me and I will go to negotiate with them to create the real employment". He also gave various examples of the successful cases during the session.

WORKABILITY ASIA

NEWSLETTER

Cambodia ... cont.

Regarding the private sectors, the laws also provide a measure assisting disabled people organizations in the compliance. That is to say, a workplace can choose to pay 50% of the wage of a disabled person it should have employed. In so doing, it has tremendously increased the number of disability organizations. I found this an interesting option but I don't have much detail about it.



Cambodian members of WASia

Handicap International (2007) reports there are 680,000 disabled people in Cambodia, 50% of whom are under 20. Most disabled people lack education opportunities, accessible transports, and barrier-free public environment, thus shutting them off from other good opportunities. I asked one of the Cambodian alumni from the Redemptorist Vocational School for People with Disabilities, Pattaya, Thailand, "if you want to make the rights real for disabled people in Cambodia, how can you do it?" He answered that first, the physical environments and public transports must be made accessible for disabled people. Second, they must be encouraged and empowered to believe in their potential and come out to society. Third, they must be employed. I agree that the three areas he pointed out are important. However, there are a number of things to do at the same time to achieve them whereas moving forwards to making the right real.

One day at the seminar was discussing about the readiness of vocational training in government sector and private sector's readiness of employment of persons with disabilities. It had been mentioned about the readiness and potential of persons with disabilities; preparation processes prior job employment which is not only just in terms of knowledge skills or technical, but also social skills preparing. They had some recommended from the participant that we should provide job matching services to assist on meeting up between employer and employee as well as provide Job Bank for employment of persons with disabilities. What I often heard in this whole day workshop was requested for government to promote job employment of persons with disabilities; and inform PWDs to aware on their rights and advocacy.

On the highlighted closing session, there were rap up with recommendation for all stakeholders; GOs, private sector, and civil society to consider and take actions. The closing remark was delivered by Secretary



General of Disability Action Council. Secretary General stated that Government is now emphasizing on persons with disabilities which lately we had approved regulation on awarding for persons with disabilities who makes national reputation from ASEAN Paragames; also including another international awards which recognizing PWDs abilities and talents. These awards is valued enough to help them buying a house or investing for their small business establishment. Last but not least, the closing session was ended up by accepting all recommendations and call for actions, and all stakeholders should support to each other.

Cambodia ... cont.

All stories I mentioned above, I just want to convey you that there are so many challenges in Cambodia to concern in order to “make the right real.” It is the challenge on multi-sectoral cooperation, which can lead to these opportunities below;

(1). Power of PWDs Potentials is Power of Building the Nation. As 50% of disabilities are under the age 20, it should be the great manpower, which this amount also consist largest of women with disabilities. Therefore, provision of education, vocational training, and promote job employment for these group is the most challenging mission. It is not just only helping them to help themselves, but they will able to be the main power to increase national economics values.

(2). Infrastructure for all. Every place in Cambodia is almost under constructing, developing, including transportation. Many Students in Cambodia can speak English, and everywhere is covered by 4G internet and WIFI. If this developing is holistically for inclusive society, then they should include PWDs/every target groups in all aspects area of development. This can be possible because it is not burden budget generation, but it depends on their mindset and designs which I truly believe that Cambodia People can do it.

(3). Wide of Partnerships. Particularly in Phnom Penh, I observed and seen many civil society partnership; including international organizations from all over the world. So, all Cambodian and all partnerships are really active on their development. If we can synergize all sectoral body, then the development shall be more powerful.

(4). Opportunity for ASEAN: to be a harmony in ASEAN Community as mentioned on Motto that “One Vision, One Identity, and One Community” we should consolidate and not leave each other. Synergizing Power in Cambodia will motivate the linkage synergizes power of all ASEAN and other countries especially in Asia that we will move forwards together.

On behalf of Workability Asia, we are pleased to be part of synergize power and opportunities. It is not only just “Make the Right Real” by followed goal 1: reduce poverty and enhance work and employment prospects which mentioned in Incheon Strategy, but also for peace, friendships, and happiness for all human regions.

On behalf of Workability Asia, I would like express my sincere thanks and great appreciate to 4 Organizations Leaders in Cambodia respectively; KomarPikar Foundation (KPF), Essential Personnel Cambodia (EPC), Cambodia Development Mission for Disability (CDMD), and Disability Development Services Program (DDSP) for their dedicatedly working hard on preparing and organizing this workshop and make this workshop successfully accomplishment. Our most challenges now is how to contribute/apply what we think and what we say into concrete actions, and be bear fruits in order to follow our



Mr. Suporntum Mongkolsawadi, WAsia Director

Disability Development Services Program (DDSP) from Cambodia

DDSP Exective Director, Pheng Samnang's biology

I was born; at one of the rural villages of Pursat province about 212 km from Cambodia capital, in May 1973 during Lon Nol Regime. My father was died in 1975 because of spinal cord injury; two years after I was born and my mother was died at starving in late of 1978 in Pol Pot regime. I was found and taken care by my eldest sister since then. Life was very terrible between 1979 to 1989_ I used to be palm tree climber, pan-cake seller, local Khmer cake seller, banana cake seller, chicken/pig dealer etc. in order to survive.



I am living with a disability by road accident in early of 1992 during I was learning in a pedagogy school to be the secondary teacher. Because of repeated action from the students and not value from the teachers at school I

started with NGO in 2001. My disability is being better afterwards.

With education, I was going through from primary education to high school at local school. I obtained the certificate of secondary school pedagogy teacher and a master degrees; General Management.

I am now an Executive Director of Disability Development Services Program_DDSP(Since 2006), has been board member, and consultant (Research Project) with almost ten years in disability and development with LNGO, INGO and private companies. As a person with disability, I have gone through experience in country and abroad. I have worked on promoting rights and well-being of children with moderate to severe disabilities and specialist in Advocacy and Policy Development on Disability Issue at community level to provincial level and linking directly with funding agencies etc which was started from less funding to more than 8 donors who are still supporting DDSP until the present time.

Since this first with NGO in 2006, I have been involved in developing the national policy on Inclusive Education, National Strategic Plan of disability as well as delivered trainings on Inclusive Education, Community-Based Rehabilitation, and public seminars related to communication,presentation, facilitation, staff motivation, leadership management with Local and International NGOs.

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NEWSLETTER

DDSP... cont.

DDSP is a **Cambodian non-governmental organization** set up in early of 2003. **DDSP's intervention is** focusing on the most vulnerable people ; i.e: people with disabilities such as landmine survivors, people with severe disabilities, paraplegia/ quadriplegia, cerebral palsy, down-syndrome, people with intellectual disabilities, people with hearing and seeing difficulties and other vulnerable people. House-hold headed women, children with disabilities, children living with HIV/AIDS, orphan, children from the poor families, and the poorest people in the communities are also benefited from DDSP.



DDSP Vision: Cambodia is a peaceful country where people with disabilities live with freedom, prosperity and dignity.

Our Mission: We commit to work in a sustainable manner towards a society in which disabled people have equal opportunity.

Our Goal: To promote welfare of people with disabilities through empowering and strengthening partnership with relevant stakeholders

Our main objectives are:

- Help people with disability access a wide range of services; i.e: health/rehabilitation, education, social integration, self-employment, job placement and livelihood services to help them improving their quality of life;
- Raise awareness among communities about people with disability's rights and work towards their social integration in order to reduce the discrimination and promote the participation of people with disabilities;
- Help other NGOs and government departments to work with people with disabilities.

Our Projects: To achieve the above objectives and Goals; a series activities have been applied to improve the quality of life of the client.

1. CBR: Community-Based Rehabilitation — Working with/for people with disabilities, their families and their communities in the rural and remote landmine- affected areas. People with disabilities or their family members and the poor were formed as Self-Help Groups in order to provide a wide rang of services such as health/rehabilitation services and materials, education services, social integration, income generation activities through animal raising, home gardening, other small businesses in order to improve the family income and empowerment through forming SHG/DPOs or Agriculture Cooperatives. The project is also built the capacity of Government staff ; especially the commune councils, district and provincial of Department of Social Affaire Veterans and Youth rehabilitation and Village Disabled People's Committees on how to work with people with disabilities. So far ; the project covers 60 villages in 8 communes and 3 districts and a city.



DDSP... cont.

2. PQR: Paraplegic and quadraplegic rehabilitation

The outreach project providing home based care to the clients with spinal cord injuries who suffer from road accident, falling from the high, landmine and/or tuberculosis.

This project is covering all areas of Pursat. Clients are providing home based care related health and hygiene counselling/materials, rehabilitation support, disability awareness raising and income generation activities to those families. Social Peer-group meeting is also organized for those who are vulnerable to have a regular meeting in order to sharing concerns/ideas, daily activities life experience and commend for a better solution. Clients are also invited for attending the annual

public events of Disabled's Day and inclusive sport to promote their participation. The project has supported 87 PwDs with 32 females in the Pursat Provinces. Most of them are paraplegia, parapolio, quadriplegic.

3. MKP: Mith Komar Pikar 'Friend of Children with disabilities' focusing on access to education and rehabilitation and to improve the quality of education for children with disabilities. The project is divided into a) **Inclusive Education** for children with physical impairment such as children with

moving, seeing, hearing difficulties and so on. Children living HIV/AIDS, orphanage and children from the poor are also supported by the project. school and learning materials, health and hygiene materials, bicycles are supported to those children ; school equipment (play-ground), adapted latrine and accessibilities (ramp) were built for the target schools. School teachers have been trained on inclusive education and how to work with children with disabilities. In addition ; families were counselling to send their children to go to school. Income generation scheme are also support for a better daily income. Children from 68 primary school in Pursat were benefited from the project. b) **Special Education**

classes (integrated class) for children with intellectual disability include down-syndrome, autism, behaviour problem, mental retardation and CP. Special curriculum and techniques were used for such slow learner children. The class run 5 days a week. c) **Physio-therapy center** and d) a **CBR Daycare Center** where children with severe disabilities ; i.e : cerebral palsy and spinal cord problem having physiotherapy services, nutrition food support and basic education in order to improve physical functioning and intellectual cognitive. A home-based therapy and follow-up also conducted regularly to the children.

4. WATSAN: Water and Sanitation It is a cross-cutting project which is aimed to improving access to clean and safe drinking water for people with disabilities through providing health and hygiene education, water ceramic filters, water-jars, wells, rain water collecting system, community ponds and adapted latrines.



From the Secretariat

WAsia Board Meeting was held

The Board meeting was held from 10:00 am on 25th January 2016 at the meeting room of the Almond Hotel in Phnom Penh with the attendance of all 5 Directors.

They discussed vigorously on many agendas such as membership, financial, conference updates. They gave most of times to the discussion on the "Towards Sustainable Development of Workability Asia" which is reviewing the structure of the network for its diverse and brighter future. WAsia

members are requested to join the discussion at the Annual General Meeting to be held at Bangalore, India on 26th August 2016. The meeting was terminated at 4:00 pm.



WAsia Conference 2016 in Bangalore, India

-Date: 25-27 August, 2016

-Venue: Hotel Chancery Pavilion Bangalore

<http://chanceryhotels.com/accommodation/>

-Host: Disability NGOs Alliance (DNA)

-For more information: WAsia HP (<http://workabilityasia.kyosaren.com/>)

Coming next week

BLOCK YOUR DATE

**"Empowerment Through Employment
of Persons with Disabilities"**

Time 09:00 hours onwards | August 25-27, 2016 | The Chancery Pavilion

Workability Asia Conference 2016

Bangalore



From the Secretariat ... cont.

IHC WI Conference 2016 in Auckland, NZ

- Date: 26-28 September, 2016
- Host: IHC
- Theme: Make it Work
- Calling for your abstracts (The due date is 30 March 2016):

<http://www.workability-international.org/>

Make it WORK

He kai kei aku ringa

IHC Workability International Conference

Auckland, New Zealand, 26-28 September 2016

"Workability Asia Exchange Program" afterward

The report from the Redemptorist Centre for Children with Special Needs was arrived. You will find the outcome of "WAsia Exchange Program" with the attached report.

Share your stories

The Workability Asia Newsletter would like to invite you to send an article your activities.

Share your knowledge and experience with WAsia members.

Please send your article (1-2 pages) with some photos for the next newsletter to WAsia secretary (wasia@kyosaren.or.jp).

EDITORIAL NOTES

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