



# WORKABILITY ASIA NEWSLETTER Vol. 28

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## From the Board

# Open pathway for future

**Dr. Shamim Ferdous**

**Director of WAsia and Executive Director of Bangladesh Protibondhi Foundation**



**On behalf of Bangladesh Protibondhi Foundation and Workability Asia, I would like to give my heartfelt thanks to all the Directors and members both in Workability Asia and Workability International for your continuous support and advice to improve the life style of PWDs. I am very pleased that both Workability Asia and Workability International Conference will be held jointly in Hong Kong from 12-14 June 2017 at Kerry Hotel under the theme “Creating a Sustainable Ecosystem for Persons with Disabilities at Work”.**

Practicing sustainable ecosystem in a work place for People with disabilities is one of the challenging issues. For this, it is necessary to provide facilities of protective environment, financially risk-free which will help to meet their basic needs, ensure participation and live with honor and dignity. It is essential to actively involve PWDs in the discussion, planning and implementation of the workplace to promote sustainability. **Hope from the forthcoming conference the participants will be able to overcome many challenges after gaining and sharing the knowledge.**

**In recent times, the SDG has been formulated with a key motto – “Leave No One Behind”! It has taken into cognizance that despite all our collective efforts, some people in different corner of the world still remain disadvantaged and discriminated due to various factors. And one of the largest sections of people is the people with disabilities. They first and foremost need to be accepted as an integral part of human diversity. As the society has been built without keeping them in mind, the barriers need to be broken to facilitate their participation. And their presence and their contributions need to be recognized within the society, on an equal basis with others. I am hopeful all the participants those who are attending the conference keep in this Key motto in their mind.**

### From the Board... cont.

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Recently Bangladesh Govt. has enacted two laws:

The Disability Right & Protection Act-2013

Neurodevelopment Disability Protection Trust Act-2013.

Both the acts are Right-based and covered vast area of Disability Rights with additional attention towards protection.

The government of Bangladesh had declared a 10% quota for people with disabilities about two decade back and 1% quota in all cadre service jobs. Though the implementation producer is slow, but it is improving. NGOs and other civil society groups have been key development partners in Bangladesh since independence. They have made major contributions to promote realization of human rights through advocacy, research, provision of services and development of state-of-the-art models of service delivery, both mainstream and specialized.

Govt. of Bangladesh has positive attitude towards the PWDs and changing attitudes and beliefs about disability are evident at all levels. Recently person with disabilities gain access to health services, education, vocational training, employment and other opportunities; it not only fulfils their rights but also increases their visibility and participation.

Bangladesh Protibondhi Foundation is a member of WAsia since 2014. At the beginning the concept, vision and mission of Workability Asia was not clear among the people those who are working in this field and the Person with Disability. Gradually develop interest after the good networking and information from the article of the News letter and web site.

However, inclusion of people from all segment of the society including people with disability in the mainstream development activities is necessary for achieving sustainable development and minimizing inequalities. Appropriate employment opportunities can minimize marginalization, expedite the inclusion process and enhance mainstreaming of people with disabilities.

## **Public Private Partnership Model towards Sustainable Inclusive Employment for Person with Disabilities**

### **Message from President of Workability Thailand**

*With my most pleasure to welcome all friends and being the host of WASIA in 2015, it also has been my honor to be the Board of Workability Asia since last year. And in this end of 2017, it's such a great endeavor and privilege for WTH to be appointed as Workability Asia Secretariat after the fantastic and movement from Japan.*

*We confident that with our long journey and good foundation of WAsia, the strong support from board, membership, and partnership across an international level. We all together can draw the better future for the huge amount of person with disabilities in Asia, the better opportunity to access more decent job towards the better quality of their life.*

*By strengthen collaboration and empowering member and key stakeholders, sharing practices and knowhow across region. With our determination and commitment, we look forward the positive attitude to PWDs, strong support in policy level, cohesive expansion of collaboration towards the Inclusive Employment for PWDs.*

*Suporntrum Mongkolsawadi  
President of Workability Thailand*

### **New era of Person with Disabilities in Thailand**

According to the survey conducted by Ministry of Social Development and Human Security, 2017, there are a total of 1,771,417 persons with disabilities. About 42 percent of this number, or **748,941 persons with disabilities aged between 15 – 60 years**. From this population, there are 28.56 percent (or 213,896) who are employed, **53.11 percent (or 397,800) who are able to work but unemployed**, the rest 18.33 percent (or 137,245) has severe disabilities and are unemployed.

**The Promotion and Development of Quality of life of Persons with Disabilities Act B.E. 2550 (2007)** is the major legislation that specifically guarantees the rights of persons with disabilities, the Ministry of Labor has issued a ministerial rule setting out the proportion of the number of persons with disabilities that each public agency or private enterprise must employ to the total number of workers it is employing at **1:100**. It is estimated that such proportion would create job opportunities in both public agencies and private enterprises for **over 60,000 persons with disabilities**. So far about 23,000 persons with disabilities have been employed in accordance with the provisions of this Act.

## From WTH ... cont.

Beside the Law, **Cooperation is also one of the key success** for sustainable employment PWDs. There is a huge awareness that has been created, public and private sector are more and more concern and Changing has been created gradually in many big firms/organization, especially the strong support from government policy through “Pracharat” government’s public-private partnership development model using resources sharing and collaboration between business and social sector. Additional employment of person with disability by at least 10,000 position has been set by the collaboration of Ministry of Social Development and Human Security, Ministry of Labor and Thai Chamber of Commerce together with leading business leaders.

**Strategy and Innovation has been splendid generated** to fulfill the employment quota rate. Job Coach Network Thailand has been established by cooperation from Job Coach Japan, Workability Thailand, Ministry of Labor and Ministry of Social Development and Human Security in 2016. Currently Labor ministry plan to launch Job Coach National Center to provide Supported Employment System as well as building JobCoach practitioners in 2017.

Various program, activities, research and study has been established. **Innovators and influencers has been entered in the field** to raising not only the actual employment rate but also the healthy and sustainable employment eco system in Thailand. More than 600 person with disabilities employed by Thai Bank Association (TBA) under this Act, TBA contribute these work force to work for Thai Red Cross to support social work across 77 provinces in Thailand. Many companies apply this model by **contribute the employment person with disabilities to support social work in community**. Also by this act, many social enterprise for person with disabilities has been established by venture support from companies. For example, **ABLE**, group of person with intellectual disability supported by Central group to provide silk screen and hand crafting <https://web.facebook.com/Ableth> **Half&half**, bakery school&catering service, under the redemptorist foundation for people with disability, provide skill training for children with special need and their parent [facebook.com/fr.rayfoundation](https://facebook.com/fr.rayfoundation) **ArtStory**, by **AutisticThai**, art printing screen and hand crafting service by autism and their parents [facebook.com/Artstory-By-AutisticThai](https://facebook.com/Artstory-By-AutisticThai) **Cube Center**, supported training and employment joint program between Rachasuda College, Mahidol University, **Rajamangala University of Technology** and Workability Thailand, providing vocational training and transition to work program to create PWDs into competitive market workforce [facebook.com/CUBE-Center](https://facebook.com/CUBE-Center)

With all these key driving forces of Law&Enforcement, Strategy&Supported Employment System, Cooperation and Key Player&Influencers, we can Improve quality of life and create new era for person with disabilities in Thailand.

# WORKABILITY ASIA

## NEWSLETTER

From WTH ... cont.

### Workability Thailand:

#### Creating Opportunity, Inclusiveness and Connectivity Platform

WTH has establish since 2014 as association of the membership that has strong belief in ability of person with disabilities and aims to enabling the ecosystem across the public private and social sectors to empowering person with disabilities and creating shared value towards an inclusive society. With four key focus areas:-

- 1) Awareness & Advocacy: Create awareness Thai society of power and workability of persons with disability.
- 2) Collaboration & Networking: Exchange knowledge and support to the member organization, give support for initiations of laws, policies.
- 3) Business Opportunity: Value added and standardised on goods and services of PWDs social enterprise.
- 4) Capacity Building: To improve, develop a skills and knowledge which needed in workplace physically and mentally.

#### Our Impact Journey towards Thai and the way towards Asia region

**Declaration of Welcome Disability (Well-D)** campaign, with a support of Thai Health Foundation, and in partnership with both public and private sector to empower PwDs. This campaign is aiming to create positive awareness and inspiring story in ability of PwDs for employer.



# **WORKABILITY ASIA** NEWSLETTER

From WTH ... cont.

**Workability Asia Conference 2015** lead by the Ministry of Social Development and Human Security cooperate with the private part to sustain the Workability Thailand Conference – give a career to Thai disabled, make more business chances and support opening of AEC.



**Incubation Center on Business Innovation and inclusive Employment for PWDs (CUBE CENTER)**, with the collaboration of Workability Thailand and Rechasuda College, Mahidol University in 2016 , is a job incubation for PwDs. To minimise a gap between persons with disabilities and privates sector which are unreachable to each other, THE CUBE become a intermediary linked both PWDs sector and employer private sector.

# WORKABILITY ASIA

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From WTH ... cont.

**THE CUBE Shop** coffee and bakery cafe, Bangkok Thailand, THE CUBE Shop cafe also got another shop in Rayong, Thailand. The special of Cube shop Rayong is WTH cooperated with goat farm PWDs group and fund support from private sector, contribute and renew the goat farm that formerly only a farm to the new visit place in Rayong. The cube shop now operates as social enterprise. Most of employee are persons with disability. The cube shop provide capacity building, knowledge and skill, and also a decent job with a friendly workplace for them.



**Job Coach Thailand Center**, WTH have been in partnership with Job Coach Japan, as a centre to brought PWDs and employer in private sector to work with each other. Now WTH, Department of employment, and Rachasuda college, Mahidol University is cooperating to build a first job coach Thailand centre. Providing a job coach to find a decent job and reduce turnover rate cause of working environment for disabled people.

TOGETHER WE MAKE A DIFFERENCE

WebSite: [www.workabilitythailand.com](http://www.workabilitythailand.com)

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# WORKABILITY ASIA

## NEWSLETTER

### 2017 Hong Kong Conference Workability International and Workability Asia

**Coming soon!**

Date: 12 – 14 June 2017

Venue: Kerry Hotel, Hong Kong

Theme: Creating a Sustainable Ecosystem for Persons with Disabilities at Work

10 days to the Hong Kong Conference!

435 delegates including 216 from 24 countries/areas are participating to exchange successful experiences to expand more employment opportunities for persons with disabilities.

Very attractive and informative programs are ready now.

12 June 2017 (Monday) • Morning Session		
08:30-09:30	<b>Registration</b>	Level 1, Foyer
09:30-10:30	<b>Opening Ceremony</b>	Level 1, Hung Hom Room 1 & 2
	Marching Band and Lion Dance Performance Opening Remarks by HOST: <b>Ms Deborah WAN (Hong Kong)</b> Chairperson of Organizing Committee Vice-chairman of Workability Asia Director of Workability International Opening Speech <b>Mr Stephen SUI (Hong Kong)</b> Secretary for Labour and Welfare The Government of the Hong Kong Special Administrative Region (HKSAR) <b>Mr Zicheng XIANG (China)</b> Member of Executive Board China Disabled Persons' Federation (CDPF) <b>Mr Jeerasak SIEPHOMMA (Thailand)</b> Deputy Director General Department of Empowerment of Persons with Disabilities Handover Ceremony of Workability Asia Secretariat Souvenir Presentation Opening Ceremony of Conference	
10:30-11:00	Tea Reception	Level 1
11:00-12:30	<b>Keynote Speech</b>	Level 1, Hung Hom Rm 1 & 2
	Speakers:	
	<b>Mr David LEUNG (Hong Kong)</b> Commissioner for Rehabilitation Labour and Welfare Bureau <b>Mr Bruce ROCH (France)</b> Chairperson of ILO Global Business Disability Network	
13:30-14:00	Talk by Towngas	Level 1, Hung Hom Room 1 & 2
	<b>Ms Kit FAN (Hong Kong, China)</b> Head of Corporate Human Resources The Hong Kong and China Gas Company Limited (Towngas)	



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### Hong Kong Conference ... cont.

<b>12 June 2017 (Monday) · Afternoon Session</b>		
14:00-15:30	<b>Plenary Session I</b>	Level 1, Hung Hom Room 1 & 2
	Enabling Ecosystem to Facilitate Work Potential and Employment Opportunities for PWDs Policies and Initiatives on supporting PWDs training and employment on different aspects including government, NGOs, private sector, community acceptance and awareness, and accessibility	
	Speakers:	
	<b>Dr Ken BAKER (Australia)</b> Chief Executive of National Disability Services in Australia <b>Mr ZHOU Haibin (China)</b> National Project Officer of ILO <b>Mr Nicholas SMITH (Hong Kong)</b> General Manager of Kerry Hotel Hong Kong	
15:30-17:00	<b>Parallel Session A</b>	
	<b>Parallel Session A1a</b>	Level 1, Hung Home Room 1 & 2
	Government and NGOs Initiatives on the Latest Thinking and New Service Models on Enhancing PWDs' Workability	
	Presenters	
	Ticket to Work – An Innovative Partnership Approach that Supports Students with Disability to Successfully Transition from Secondary School into the World of Work <b>Australia – Ms Kerrie Langford</b> Diversity in Training: Increasing Employability among Individuals with Intellectual Disabilities <b>New Zealand – Ms Kristyn Gain / Mrs Michelle McIntyre</b> The Social Incubation Model – An Innovative Approach to Providing Assisted Employment to Persons with Moderate to Severe Intellectual Disabilities <b>Singapore – Ms Ng Rei Na</b> Learnings from Disability-Inclusive Development Projects in Lao PDR to Support Employment Pathways and Outcomes for Persons with Disabilities <b>Australia – Dr Stian H Thoresen / Ms Alilath Detvongsone</b> Action Research and NGOs Alliance <b>Hong Kong – Prof Wong Yu Cheung</b>	
	<b>Parallel Session A1b</b>	Level 1, Hung Home Room 7
	Government and NGOs Initiatives on the latest thinking and new service models on enhancing PWDs' workability	
	Presenters	
	Tripartite among NGO, University and Designer <b>Hong Kong – Mr Ho Yiu Tai, Conrad / Ms Hui Wai Ching, Stella</b> Vertical integration between Social Enterprises and Sheltered Workshops in Vocational Rehabilitation Setting <b>Hong Kong – Ms Chris Wong</b> The Way Forward - Enhancing Employment for People with Disabilities through Small Enterprise Project <b>Hong Kong – Ms WU Tsui Kan, Mabel</b> Enhancing the Accessibility to work for adults with high-functioning autism (HFA): The experiences of a pioneer project for adults with HFA in Hong Kong <b>Hong Kong – Dr Wong Chi Yan, Joanne</b>	



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## Hong Kong Conference ... cont.

15:30-17:00	<b>Parallel Session A</b>	
	<b>Parallel Session A2</b>	Level 1, Hung Home Room 3
	Private Sector Initiatives on CSR policies and collaboration model with NGOs	
	Presenters	
	<p>Using Technology to Reach the Unreached in Rural Parts of India  <b>India – Mr Rajendra Tripathi / Mrs Pooja Rao</b>  TE Connectivity Collaborative Training for Deaf along with Enable India  <b>India – Mr Santosh Kumar</b>  Three-tier Support Approach in Supporting Persons with Disabilities in Competitive and Integrated Employment  <b>Hong Kong – Mr Wallace Lam / Mr Nicky Chan</b>  L'Oréal Hong Kong: A 360-Degree Approach on Diversity and Inclusion  <b>Hong Kong – Ms Lisa Wong</b></p>	
	<b>Parallel Session A3</b>	Level 1, Hung Home Room 5
	Accessibility for PWDs, including enhancing physical and psycho-social accessibility	
	Presenters	
	<p>A Study on Positive and Negative Forces to the Development of Disabled Career on Reference of the Existing Historical Data  <b>China – Mr Liang Zouyi</b>  Barriers to Employment for Visually Impaired Persons in Hong Kong  <b>Hong Kong – Mr Sean Fong / Mr Ho Ka Hon / Ms Ng Ka Lam</b>  Increasing Deaf Employability: Review of the Experiences of DLS-CSB CPD  <b>Philippines – Ms Giselle Montero</b></p>	
17:00-18:00	Welcome Reception	



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### Hong Kong Conference ... cont.

<b>13 June 2017 (Tuesday) • Morning Session</b>		
08:30-09:30	<b>Registration</b>	Level 1, Foyer
09:30-11:00	<b>Plenary Session II</b>	Level 1, Hung Hom Room 1 & 2
	Social Innovation in enhancing the employability of PWDs	
	Speakers:	
	<b>Mr Graeme K WHIPPY (The United Kingdom)</b> Disability Workplace Specialist of Channel 4 Television <b>Mr Simon POWER (India)</b> Senior Manager of Cisco's global IT business unit <b>Mr Chusak JANTHAYANOND (Thailand)</b> President of Autisticthai Foundation	
11:00-11:30	Tea Reception	Level 1
11:30-13:00	<b>Parallel Session B</b>	
	<b>Parallel Session B1a</b>	Level 1, Hung Home Room 1
	New technology to enable working beyond limit	
	Presenters	
	Casting Nets: 'Creating a Sustainable Ecosystem for Person with Disabilities at Work' <b>New Zealand – Ms Isabella Chuah</b> Creating a Sustainable Ecosystem for Biomass Briquettes for Environmental Balance and Renewal Energy for Persons with Disability <b>India – Mr Rama Perumal</b> Mobile Application for Interactive Learning and Job Seeking <b>Hong Kong – Ms Emily Yao / Ms Salina Chan</b> Improving the Employment Opportunity of the Visually Impaired with Adaptive Equipment <b>Hong Kong – Mr Joseph Cho</b>	
	<b>Parallel Session B1b</b>	Level 1, Hung Home Room 2
	New technology to enable working beyond limit	
	Presenters	
	The Development of a RFID Based Training System for People with Autism Spectrum Disorder <b>Hong Kong – Mr Leung Chi Wa</b> Livelihood of Visually Impaired <b>India – Ms Srilakshmi Subramanyam</b> Changing paradigm of creating an accessible work environment for Hearing Impaired employees <b>Hong Kong – Mr Ricky Wong</b> New Technology to Enable Working Beyond Limit <b>Hong Kong – Ms Ada Ng</b>	

## Hong Kong Conference ... cont.

11:30-13:00	<b>Parallel Session B</b>	
	<b>Parallel Session B2</b>	Level 1, Hung Home Room 1
	Successful cases of PWDs working at home and self-employment	
	Presenters	
	Self -employment: Create a sustainable employment for person with disability <b>Bangladesh – Dr Shamim Ferdous</b> Microfinance Model in Rural Areas for Employment of PWDs in Nepal with Successful Case <b>Nepal – Mr Ram Prasad Dhungana</b> Meaningful Employment for Persons with Intellectual Disabilities and High Support Needs through Small Business Enterprises <b>Australia – Dr Stian H Thoresen</b> Placement Cell-A Collaboration Model with NGOs-Enable India and RUDSETIs/RSETIs- Successful Cases of PWDs Working at Home and Self-employment <b>India – Mr Shivaprasad Basavalingaiah</b> Creating a Sustainable Ecosystem for Persons with Disabilities at Work <b>Cambodia – Mr Vichetra Kong</b>	

<b>13 June 2017 (Tuesday) · Morning Session</b>		
11:30-13:00	<b>Parallel Session B</b>	
	<b>Parallel Session B3</b>	Level 1, Hung Home Room 7
	Social Enterprises	
	Presenters	
	Scaling up social impact of WISE through corporate social partnership <b>Hong Kong – Ms Kris Wong</b> Critical Success Factors for Running a Work Integration Social Enterprise <b>Hong Kong – Mr Chung Wai Shing</b> Social Enterprise and focus on work and employment for PWDs <b>Thailand – Ms Sakulthip Kiratipanthawong</b> Creative Industry for People with Disabilities <b>Hong Kong – Ms Myra Tam</b>	
	<b>Parallel Session B4</b>	Level 1, Hung Home Room 5
	Enhancing Workability of PWDs through Creative Means	
	Presenters	
	Persons with disabilities have potential in show business <b>Japan – Mr Takasuke Matsuda</b> Successful Work Experience for People who are Visually Impaired: Cases Sharing <b>Hong Kong – Mr Joseph Cho / Mr Danny Chan / Ms Jasmine Tse</b> PSID to Increase employability <b>Bangladesh – Mr Mohd. Abdus Sattar Dulal</b> Towards workability ..... using performing arts for individuals with Autism <b>India – Mrs Sarbani Mallick</b> To Develop the Potential and Creativity of People with Disabilities and to Demonstrate their Talents to the Public <b>Macau – Ms Leong Mei I</b>	

## Hong Kong Conference... cont.

13 June 2017 (Tuesday) - Afternoon Session		
13:30-15:00	<b>Plenary Session III</b>	Level 1, Hung Hom Room 1 & 2
	Social impact of Social Enterprises	
	Speakers:	
	<b>Mr Gerald L. DAVIS (The United States)</b> Chairperson of Workability International / President and CEO of Goodwill Central Texas <b>Mr Yukio MATSUMOTO (Japan)</b> President of SWAN <b>Dr Alice YUK (Hong Kong)</b> Chairperson of Hong Kong General Chamber of Social Enterprises Limited	
15:30-16:00	WI Annual General Meeting	Level 1, Hung Hom Room 1 & 2
16:00-16:30	<b>Closing Ceremony</b>	Level 1, Hung Hom Room 1 & 2
16:30-18:00	<b>WAsia Annual General Meeting</b>	Level 1, Hung Hom Room 1 & 2

## WORKABILITY ASIA ANNUAL GENERAL MEETING 2017

- ◆ Date: 13th June 2017
- ◆ Venue: Kerry Hotel Hong Kong
- ◆ Agenda: Membership Report
  - Financial Report
  - Secretary Report
  - Towards Sustainable Development of Workability Asia
  - Issues should be tackled by Workability Asia

**Looking forward to seeing you soon!**

## EDITORIAL NOTES

Issued in May 2017

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Your contribution to the WAsia Newsletter is always welcome.

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