



WORKABILITY

ASIA

NEWSLETTER

Vol. 26

From the Board

Inside this issue:

From the Board	1
WAsia Conference 2016	3
Messages from New Directors	8
WI & WAsia Conference 2017	10
From the Secretariat	11

More powerful WAsia to promote the work and employment of PWDs

-Welcome Address of WAsia Conference 2016-

Katsunori Fujii, WAsia Chairperson

The friends and colleagues of Workability Asia have now gathered here in India again, after the conference at Tiruchirapalli, South India in 2011. There are 37 participants from Asian countries and regions, 360 from India, and that makes the total of 400 participants are here at this conference in Bangalore.

To mark the opening, I'd like to express my sincere appreciation to Ms. Uma Mahadevan, Principal Secretary, Department of Women & Child Development, Department for the Empowerment of Differently Abled & Senior Citizens, Government of Karnataka; Ms. Paiwan Ponlawan, Deputy Director General, Department of Empowerment of Persons with Disabilities, Ministry of Social Development and Human Security, Thailand; Mr. V.S. Basavaraju, Honorable Secretary, Disability NGOs Alliance, representing the local executive committee, and the distinguished guests and the supporters. On behalf of Workability Asia, I'd like to welcome you all to the annual conference of Workability Asia "Empowerment through Employment of Persons with Disabilities".

Having this occasion, I'd like to name one more important person. That is, Mr. Antony Samy, who has been leading the WORTH Trust. Mr. Samy is one of the pioneer who acted as a bridge between Asia and Workability International. Unfortunately, he couldn't join us today, but I'd like to praise his pioneer spirit and achievement, under the name of the Bangalore Conference.

Workability Asia was officially established in 2004 and had been developing every year, now has 45 members from 14 countries and regions. We are still a young organization with lots of potentials. We should invite more members from all parts of Asia including India, to become a powerful organization with stronger presence and unity to further promote the work and employment of persons with severe disabilities.



From the Board... cont.

Now, let's take a look at our main theme, "the work and employment of persons with disabilities." Unfortunately, in Asia, most of the people with disabilities are deprived from their opportunity to work. Working is the primary activity of human beings. Being deprived of such opportunity means the denial of a man's worth. And even though some disabled people got a work, looking at their work condition including the payment, it is far from a decent work.

However, we have clear norms and goals. Those are the UN Convention on the Rights of Persons with Disabilities and the Incheon Strategy to Make the Right Real. Also, in this June, "Transforming Our World; the 2030 Agenda for Sustainable Development", SDGs, was adopted at the U.N., and this will also be an important guide for us. We have to make sure to fully implement these International Norms. We shouldn't just sit on a gold mine. Let's put this at the base of this conference.

Lastly, I'd like to mention about the heart breaking tragedy that happened last month in my country Japan. 19 persons with severe disabilities were killed, and 27 were severely injured at the facility for people with intellectual disabilities. What we shouldn't condone is the fact that there was a belief in eugenics behind this incident. We cannot get the lives of 19 people back. However, there is something we can do. That is to turn this tragic incident as a new momentum to create the true inclusive society. Eugenics is everywhere in the society and in the history of human beings. We should never accept this idea of eugenics. Let's work together to fight against this horrible concept.

I'd like to close my address wishing you all support each other to have a great time for the next two days, and hope this conference to be a very meaningful and fruitful one for the future of all the people with disabilities.



Workability Asia Conference 2016 in Bengaluru, India

“Empowerment through Employment of Persons with Disabilities”

V.S. Basavaraju, Hon. Secretary, DNA

Firstly, BIG Thank you from all of us at DNA- Disability NGOs Alliance, India for the support that we got from Workability Asia leadership and its board members who provided an opportunity to conduct the Workability Asia conference in Bangalore during 25-27- August 2016.

The Workability Asia event allowed us to showcase the extraordinary work that organisations in India and organization across Asia; who have done an extraordinary work with regard to employment of persons with disabilities. The active participation by the key stake holders provided the necessary impetus to deliver an enriching experience to the delegates.

Highlights of the event:

Over 400 delegates participated in first two day event Plus 30 volunteers; 37 international delegates took part, 65% attendees from NGO's, 15% from Corporates; rest from Govt, Individuals, students. We had three tracks, 20 sessions; 50 speakers and panellists and a Separate session on multiple disabilities. Event provided an inclusive environment for delegates – sign-boards, low service for lunch. 125 Visitors visited for three sites on day three.

Partnerships for the event:

We got good Support from various organizations for conducting the event which includes: Work ability Asia, Govt. of karnataka; Strategic partner – Accenture; Track sponsors – Enable Academy, The Hans Foundation, and American India Foundation. Delegate Sponsor – Dr. Reddy's Foundation; Networking Partner – NASSCOM Foundation and NHRD; Support from India Inclusion Summit to DNA and individual sponsors; Support from APD, Enable India and Vindhya InfoTech for site visits; Event Management Company: Phase- 1.

Discussion Points on Multiple Disabilities:

It was agreed that there is an immediate need for Change in understanding and attitude of parents that nothing is possible for their children and provide support (to parents) about possibilities and working with them to create these possibilities. Importance of building ecosystems; for creating greater opportunities and enabling livelihood of people with multiple disabilities.



WORKABILITY ASIA

NEWSLETTER

WAsia Conference 2016... cont.

Skill Development -Track:

Highlights were Approaches and models for skill development for persons with disability must be diverse. Situational contexts are critical for skill development. Skill development must not only meet industry requirements, but also equip and enable persons with disability to meet their potential.

Enabling the Ecosystem -Track:

Highlights were need to create a collaborative platform to collaborate various solutions, projects, problem statements, role models in order to influence and inspire a broad spectrum of people and organizations. Prominence must be given for inclusive design for sustainability and affordability.

Parental engagement is of utmost importance in developmental and mental disabilities to ensure support to individuals at a later stage in life when parental support is no longer available.



Mainstreaming Livelihood -Track

In order to create greater opportunities, the Government policies can significantly impact PwDs employment. It was recognized that, all must keep in mind that policies are perceived differently by different people. Employment of PwDs has twofold. It ensures economic independence, and also gives dignity. If employers of PwDs must focus on dignity, it will automatically lead to inclusion at workplace. Collaboration is the key to scaling. Different stakeholders must collaborate to scale PwDs hiring.

To conclude the platform provided platform for sharing and exchange of knowledge and experiences. Most felt that they were happy to be part of event and they look forward for such event in near future.



Learnings at the Workability Asia 2016 Conference Empowerment through Employment of People with Disabilities

**Oscar Sherlo Reyes, Coordinator
De La Salle-College of Saint Benilde, School of Deaf Education and Applied Studies
Philippines**

Last August 24-27, I was able to attend to the Workability Asia Conference in Bangalore India through some support from Workability International Japan. It was a meaningful gathering of old friends and new ones. There are so much to share after a year of not seeing each other and working for the betterment of the People with Disabilities (PWDs) in our respective countries.

I have always look forward attending the Workability Asia Conference since our organization became a member of Workability Asia. Attending the conference allows me to renew commitment, find inspiration and learn new things about the disability sector. Some of the major take away I had was the sharing of Ms. Deborah Wan of Hong Kong on Employment Charter. I think it would also be good to perhaps start this kind of initiative in my home country Philippines. There have been many companies already employing PWDs and patronizing PWD products and services in the Philippines. We even have an award giving body that recognizes groups and individuals and/or agencies that have made outstanding contributions to Persons With Disabilities annually, we call it The Apolinario Mabini Awards. This is being spearheaded by The Philippine Foundation for the Rehabilitation of the Disabled. Though the Charter I think would be good to constantly monitor the companies. Having this elite circle of companies that advocates for PWDs will also encourage more and more companies to support the PWDs either through directly employing them or utilizing their services.

I also like the concept shared by CISCO. The speaker said that for us to convince the companies to hire PWDs it is important for us to win the companies' wallet, head and heart. Winning the wallet means showing to companies that the company will benefit financially when employing People with Disabilities. This has been proven by several organizations. PWDs are much loyal and stay longer with the companies. Having PWDs as part of a companies' work force the company can save more time and resources in training and hiring new personnel each time one personnel resigns. Winning the heart, means showing them that People with Disabilities are also members of the society that deserves to have equal opportunities. By employing PWDs the company can claim that they are an inclusive organization, thereby promoting equal access to the members of the society. The last is winning the head. This is by showing to the companies that PWDs are very much productive and loyal. Thus it is way logical to have the PWDs as part of the organization.



WORKABILITY ASIA

NEWSLETTER

WAsia Conference 2016... cont.

I also like the concept shared by CISCO. The speaker said that for us to convince the companies to hire PWDs it is important for us to win the companies' wallet, head and heart. Winning the wallet means showing to companies that the company will benefit financially when employing People with Disabilities. This has been proven by several organizations. PWDs are much loyal and stay longer with the companies. Having PWDs as part of a companies' work force the company can save more time and resources in training and hiring new personnel each time one personnel resigns. Winning the heart, means showing them that People with Disabilities are also members of the society that deserves to have equal opportunities. By employing PWDs the company can claim that they are an inclusive organization, thereby promoting equal access to the members of the society. The last is winning the head. This is by showing to the companies that PWDs are very much productive and loyal. Thus it is way logical to have the PWDs as part of the organization.

The trip to Enable India capped my learning journey. I have seen how they are able to integrate people across disabilities. One thing that I can't forget is what one of the staff of Enable India said. He said, more than the skills, it's the values and attitude that will determine for the PWDs to stay longer in the company. That is why these are well integrated in their training modules. More than the skills, they also teach the PWDs on how to take responsibilities to heart.

As I began my journey back home, I started listing down things that I can start in my respective organization and country. One of this is to develop a creative collateral that would summarize on what Cisco has shared –Winning the wallet, head and heart of the company. I think it is a good way to convince companies having these three arguments. Another is to develop a plan for each company that I am trying to convince accepting our Deaf graduate until they would say YES! This plan should be comprehensive, and should include the person who needs to the task, the strategy to employ and the collaterals and materials to use. And my ultimate goal for now is to convince more and more advocates to adopt the Employment Charter that Hong Kong has developed.



In the conference I can't also help notice the lower food table for those in wheelchair. The two big screens on both sides for the sign language interpreters, where the speaker is just an inset of the screen. In our country and other places that I have been to, its usually the speaker that is on the big screen and the sign language interpreter is just an in set. This is truly a manifestation that organizer tried and were doing their job to make the conference accessible to all.

The three days seems so short. It's time for me to fly back to the Philippines and apply what I have learned in Bangalore. I have one year to implement all these learnings and I am hoping to see each other again in Hong Kong on 2017 as we share our respective pursuits in enabling workplaces for the PWDs. Truly I am delighted with Workability International Japan for the support and this opportunity. The trip to Bangalore is a worthy investment for the betterment of the Filipino PWDs.

Mainstreaming Livelihood

Employment creation through Community Based Rehabilitation (CBR) activities in Nepal

Ram Prasad Dhungana, President, NRCD Nepal

As a National Member Organization of Workability Asia from Nepal, National Rehabilitation Center of the Disabled (NRCD Nepal) presented the paper on **Mainstreaming Livelihood/Employment creation through Community Based Rehabilitation Activities in Nepal** at the Workability Asia Conference that was held in Bangalore, India on 25th -27th August, 2016 in kind and generous support from Workability Japan. As a member organization of Workability Asia NRCD Nepal would like to extend its warm appreciation and sincere thanks to WI Japan for providing this opportunity to present paper on behalf of Nepal, one of the least developing countries in south Asia and the people with Nepalese disabilities.



Through the presentation of Employment creation through Community Based Rehabilitation activities in Nepal as a member of panelist we realized a quite honor and respect being the member of Workability Asia. It was really a great and quite accessible platform to share our existing situation of employment creation through CBR activities in Nepal and NRCD's role to create self employment opportunities with the support from DPOs and its member organizations throughout nation. Furthermore, it was a very unique platform to gain the advanced and the latest knowledge and experiences on creating employment opportunities even to a profoundly and severe person with disabilities. The most remarkable and the greatest achievement was that we shared our knowledge, experiences and mutual cooperation among all Workability Asia members with each other. It was really an acquired vast knowledge and sharing experiences among all Workability Asia members.

Moreover, the most important achievement during the Annual General Assembly was that we amended Workability Asia constitution and elected the vacant post on Board of Directors to Workability Asia board. With the member of panelist from Workability Asia, NRCD Nepal learned many ways of learning skills through different presentations among the various Workability Asia members and Workability Japan too.

As soon as we back to Nepal, NRCD Nepal organized a grand knowledge sharing workshop to government officials, DPOs, leaders of people with disabilities, stakeholders, development workers and the parents of people with disabilities to share an acquired knowledge, skills and experiences that we achieved in course of attending the Workability Asia Conference in Bangalore and the different ways to create various employment creation skills through government, semi-government, I/NGOs, civil society and development workers to people with different kind of disabilities even to a severe and profoundly intellectual disabilities. It was really an impressive and quite lively. Most of the stakeholders were very much impressed with the presentation that we did and many of them expressed their commitment to create more jobs to people with different kinds of disabilities. I think, it was our great success to make them commitment to do more for creating more employment opportunities to the people with disabilities in Nepal.

Messages from New Directors

The Annual General Meeting of Workability Asia was held on 26th August 2016 at the Park Plaza Bengaluru Hotel.

As the result of the vote, Mr. Suporntum Mongkolsawadi from Thailand was elected for his second three year term.

Ms. Shamim Ferdous from Bangladesh was elected for her first three year term and Mr. Dipesh Sutariya was also elected for his first three year term.

Dear Workability Asia Members

Congratulation for another stepping stone of Workability Asia towards our greater impact on empowering person with disabilities, expanding and strengthening collaboration among network members throughout this very successfully Workability Asia Conference 2016 held in Bangalore, India.

On behalf of Workability Thailand, we would like to express our highly appreciation to country host, Disability NGOs Alliance (DNA) and Enable India for creating such great experience, learning and sharing platform among policy makers, businesses, public, academic and PWDs sector. As we've impressed and gained more sight of knowledge and various practical model. With an outstanding of NGO/SEs sector movement in India which plays important roles in developing impact program and platform to alleviate the poverty, to provide accessibility to having a good quality of life and to empower PWDs in diverse range in urban and rural area.

Last but not least, to create job opportunity and various employment practices, all those fruitful and intensive knowledge and practice have been sharing among public-private sector. We also would like to extend our gratitude to all board members for kind contribution and commitment towards sustainable growth of workability Asia network.

In addition, I would take this chance to express my sincerely thank you for giving me chance to keep contribution to WAsia as my second term of Director, I committed to moving forward WAsia with more collaboration, more opportunity for one unite goal of an inclusive society for all. Also we would like to warm welcoming our new Directors from Bangladesh and India, I do believe our network will be stronger ever with the wider perspective of area and culture base and very long experience of them will make a big movement.

I do hope this this successful event will bring us all intention and inspiration to scale our impact throughout our work and synergy by sharing each members knowledge and information spread out this network, engage more friends in various field to fulfill our unite goals together, exchange technical assistant and knowledge among members would be very useful, we are welcome everyone to visit Redemptorist Foundation for People with Disabilities and also our workability Thailand network.

Lastly, I anticipate to join the next conference in Hong Kong and would like to invite all members taking this chance to creating opportunity and synergy as it will be Workability Asia and also Workability International Conference held together. Let's connect for sharing and growing for all. Together we make the Difference!



Suporntum Mongkolsawadi

Secretary General of Redemptorist Foundation for People with Disabilities
President of Workability Thailand

Messages from New Directors ... cont.

Greetings from Bangladesh!

I am very grateful to all Board Members for selecting me as one of the Director of Workability Asia from South Asia. It is my great opportunities to work with all for empowering the Person with Disabilities to make them as a productive member of the society, so that they can work and live anywhere with dignity, enjoying all the rights in a safe and secured environment.

To achieve the sustainable development goal (SDG, goal 8) the inclusion is required for all people – including in development plan and actions. That means to provide all people, including the people with disability equal access to opportunities, assets and services respecting their unique characteristics and knowledge. I am very sure that with their contribution country would be able to achieve the sustainable development goal.

It is really a very challenges, time consuming and matter of patience to prepare them for job and also very difficult to create a new job. Therefore it will be easier to incorporate them in all existing program.-which would be more accessible for them to step in the open labor market. We can include them in a need-based flexible way but have to need the change of attitude, policy and friendly environment.

Lots of challenges to face, still I am very much sure that we will be able to achieve our destination in near future by holding hands together.

I wish a great success of Workability Asia.



Dr. Shamim Ferdous, Executive Director
Bangladesh Protibondhi Foundation



Congratulations to the Board of Directors of Workability Asia to be inclusive by having a geographical representation in the Board. It gives me a great pleasure to be part of this board and bring my years of experience in working for the cause for economic independence and dignity for persons with disability in India.

Looking forward to sharing and learning from the experiences from across the world.

I always feel that working on livelihood for persons with disability is a growing industry and we are setting up benchmarks and best practices. Also, with the digitalisation era, the economic scenario is rapidly changing and we need to keep up with it. This is a challenging task and this can only be achieved with collaborations and am very happy to be part of such a fantastic network of Workability Asia.

Mahatma Gandhi once Said, "Dreams at first seems impossible, then seem improbable, and finally when we commit ourselves, become inevitable.

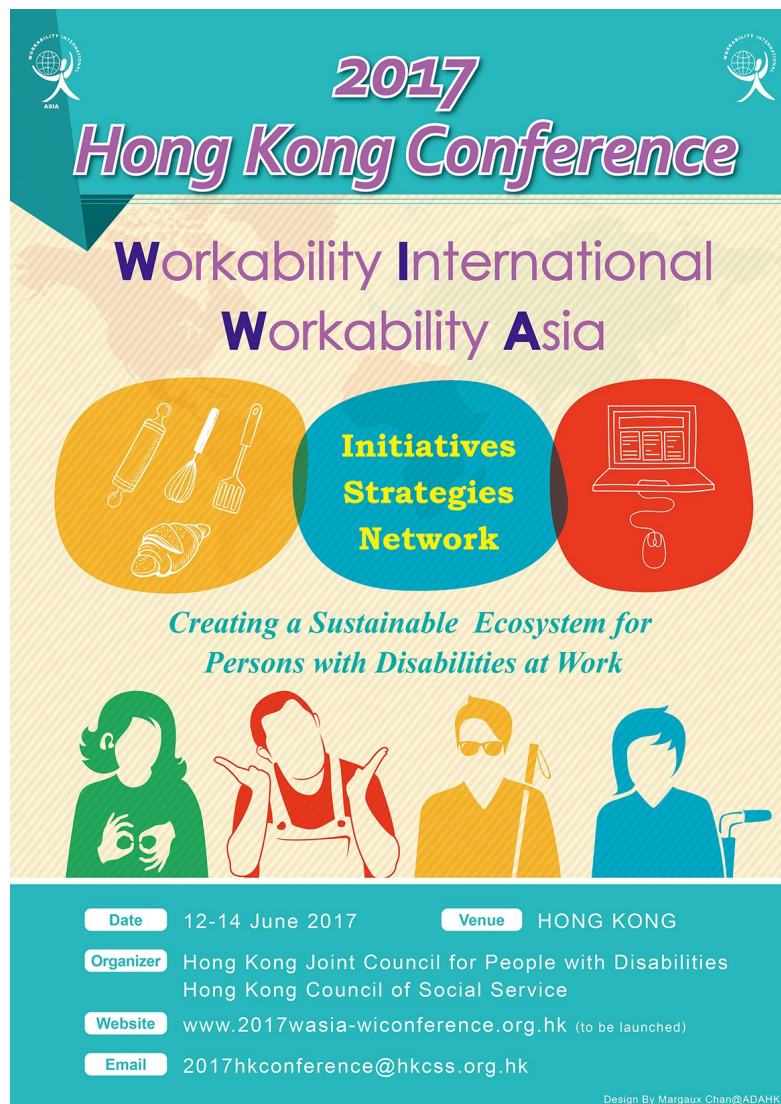
I am committed for the cause of economic independence and dignity for persons with disability.

Mr. Dipesh Sutariya, CEO & Co Founder, Enable India

WI & WAsia Conference 2017 in Hong Kong

- Date: 12– 14 June 2017
- Venue: Hong Kong
- Theme: Creating a Sustainable Ecosystem for Persons with Disabilities at Work
- Registration Fees

Participants	Professional Early Bird Rate (until 28/2/2017)	Professional Standard Rate (after 28/2/2017)	Person with Disabilities/ Accompanying Person
Overseas(USD)	230	300	100
Hong Kong (HKD)	1,500	2,000	500



**2017
Hong Kong Conference**

**Workability International
Workability Asia**

**Initiatives
Strategies
Network**

*Creating a Sustainable Ecosystem for
Persons with Disabilities at Work*

Date 12-14 June 2017 **Venue** HONG KONG

Organizer Hong Kong Joint Council for People with Disabilities
Hong Kong Council of Social Service

Website www.2017wasia-wiconference.org.hk (to be launched)

Email 2017hkconference@hkcss.org.hk

Design By Margaux Chan@ADAHK

From the Secretariat

Make it WORK

IHC Workability International Conference “Make it WORK” was held in 26 – 28 September 2016 at the SKY-CITY Convention Centre in Auckland, New Zealand. IHC has been advocating and providing services for persons with intellectual disabilities and autism in New Zealand. 360 participants including about 70 outside New Zealand gathered and exchanged robust discussions in three days conference for realizing the rights of persons with disabilities in particular rights to work.

The keynote speaker was Ms. Catalina Devandas Aguilar, UN Special Rapporteur on the Rights of Persons with Disabilities. Catalina talked about the social protection in the promotion workplace inclusion of people with disabilities.

The discussion will be continued to WI/WAsia Conference in Hong Kong in 12 – 14 June 2017.



WI President Changed



Hiroshi Ueno, Gerald Davis, Patrick Maher

The Annual General Meeting of Workability International was held at the SKY-CITY Convention Centre on 27 September 2016. Mr. Patrick Maher completed his term as the President and will be serving for WI for more three years as the Immediate Past President. Mr. Gerald Davis, who had served as the Director several years was elected as new President. Following the change the WI Secretariat will be moved to Goodwill Central Texas, U.S.A. from NDS Australia from 1 November 2016. On behalf of Workability Asia we would like to extend our heartfelt appreciation to Mr. Maher for his great leadership and support to Asia during his presidency.

EDITORIAL NOTES

Issued in Oct. 2016

Editors: Hiroshi UENO, Fuki SATO

Your contribution to the WAsia Newsletter is always welcome.

Address: 4-8-16 9F, Kitashinjuku, Shinjuku-ku, Tokyo, 169-0074

Tel: +813 5937 2444 Email: wasia@kyosaren.or.jp