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**WAsia Conference 2019 in Macau**  
From Mr. Hetzer Siu

### Mission1000 – A Collective

(Our columnist : Mr. Dipesh Sutariya,  
Vice-Chairman Workability Asia)



**DOT accredits Deaf Tour Guides**

**ONE Model BPKS**

**Group Work Training**



**Welcome New Member to WAsia**  
**The CareER, Care in Education and Recruitment**

[www.CareER.org.hk](http://www.CareER.org.hk)  
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## The Successful of WAsia Conference 2019

**With support from Macau SAR government, local corporates, NGOs, honorable speakers and participants, Workability Asia Conference 2019 came to a great success on 20 -22. July in Macau.**



Within two days, we had almost 300 participants from local and other 11 Asian regions, which included Mainland China, Hong Kong SAR, India, Japan, Singapore, Thailand, Taiwan, Malaysia, The Philippines, Bangladesh and Nepal, joined the conference and had 10-session discussion regards to the theme on “Promote Corporate Social Responsibility: Increase Social Awareness for Inclusive Employment for People with Disabilities”.

Since the hangover in 1999, the economy and society had a dramatic growth in Macau, and now become a world known city of World Center of Tourism and Leisure. Because of the fruitful economic outcomes, the living and working environment for people with disabilities has been more friendly, and inclusive employment was widely accepted in the society. Besides, with more assessable facilities, it created more opportunities and motivations for PWDs entering labor market and earning life.

Macau’s strength as inclusive and friendly city after the hangover, with no doubt, it had leading experience on increasing social awareness and further supporting PWDs employment in some practical ways. In this conference, we invited 20 local representatives to share different aspects on supporting PWDs employment, which included implementing preferential policy, encouraging corporate social responsibility, establishing social enterprises, providing vocational trainings and etc. Besides, with diversified professional backgrounds of speakers and participants, we could able to explore more sufficient ways to facilitate inclusive employment.





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Job fair exclusively for PWDs is also one of the ongoing support by Macau government for inclusive employment. In addition to discussion sessions, we also arranged a job fair for PWDs to get to know job vacancies and had interview chance with Corporate HR managers on site at the Conference. We made a good demonstration to the participants, especially for the regions that were at the initial stage on developing inclusion employment, one of the sufficient ways to support PWDs employment. Moreover, it was also fully preformed Corporates' commitment to the local Community in Macau.

The purpose of holding Workability Asia Conference is to build a communication platform for all stakeholders to explore a sustainable goal, consolidate thoughts and further set up action plans. I am glad that Macau could take part of it and made contributions on the way to an inclusive employment and community.

Hetzer Siu

CEO & National Director  
Macau Special Olympics





## MISSION 1000 – A Collective

India has a vast population of persons with disability. As per World Health Organization the number stands at a whopping 150 million. Non-participation of persons with disability in economy leads to a GDP gap of 5-7% globally as per the report published by ILO on ‘The Price of Inclusion’

Till 2004, there were very few organizations who focused on employment of persons with disabilities. The main employment was in the government and PSU sector where there was a reservation for the disabled.

From 2004, there was a slow shift in the environment with organizations pioneering employment of persons with disability in the private sector.

Despite marked progress in livelihoods for PwDs; severe, intellectual, developmental and multiple disabilities remain neglected, especially in the mainstream. The barriers that exist in the ecosystem are multi-folds:

Companies lack exposure about potential and possibility; competency to utilize value from different types of abilities.

Different non-profits provide intervention in various aspects of the journey of a person, but not the entire lifecycle. They dedicate decades with each individual for their development. This effort does not lead to fruition because of lack of suitable livelihood opportunities.

Parents’ support is limited to rehabilitation, not extending towards livelihoods. Due to lack of knowledge of solutions, parents do not push their son/daughter towards livelihoods.



To address these barriers, a conglomerate approach with focus on creating, sustaining and scaling opportunities for persons with severe, developmental and multiple disabilities is needed. The value chain for this pool consisting of their families, enablers from non-profits, job coaches is essential for the success. Simultaneously, an inclusive and enabling environment at workplace is equally important.





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In response, Mission 1000 campaign, which is time-bound, outcome-based and driven on mission mode. This game changing campaign is owned by companies, supported by disability NGOs working in synergy and a strengthened value chain of enabled parents/families and other service providers. This aims at building persons with severe disabilities towards sustainable livelihoods utilizing the collective strengths of all stakeholders.

The opportunities are not seen through the narrow prism of wage employment alone. Opportunities range from providing pre vocational training, vocational training, outsourced opportunities, and inclusive procurement of products made by persons with severe disability, self-employment and wage employment. This empowers the candidates with severe disability who are in need exposure for several years before they become independent. They have a path to success which helps them to gradually go up the ladder of economic independence and dignity.



Since its inception, companies owning Mission1000 across 11 sectors have collectively provided 350+ opportunities to persons with intellectual and developmental disabilities, with 2800+ sensitized employees forming a part of the inclusive environment within.



**Author : Mr. Dipesh  
Sutariya,  
Vice-Chairman  
Workability Asia**

**CEO and cofounder,  
Enable India and  
President DNA  
(Disabilities NGO Alliance)**

The road ahead for Mission 1000 includes working with more NGOs and companies in India as well looking to scale its work across borders.



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### DOT accredits deaf tour guides

Manila, Philippines -- The Department of Tourism (DOT) has accredited at least 13 tour guides whose first assignment was to shepherd 30 students from the Philippine School for the Deaf (PSD) to Manila's historical spots, including Rizal Park, National Museum, and Fort Santiago.



Such specialized tour, which is the first of its kind, was curated to foster a non-handicapped educational tour with inclusivity as a guiding principle for sustainable growth and development in tourism, initiated by the Office of Industry Manpower Development (DOT-OIMD) in partnership with the De La Salle College of Saint Benilde (DLS-CSB).

Tourism Secretary Bernadette Romulo-Puyat said the program seeks to give training for deaf individuals to become tour guides for deaf visitors.



“Having tour guides skilled with knowledge of sign language and an understanding of the services needed by persons with disabilities (PWDs) is a must under the DOT’s thrust for barrier-free tourism. Not only will this provide quality service to tourists with special needs, but more importantly, this will create opportunities, which are the very essence of an inclusive tourism industry”.

Hearing-impaired tour guides Catherine Ballen (left) and Sheila Tenorio (right) accompanied the students of the Philippine School for the Deaf (PSD) on their tour of Manila’s historical sites.



According to Puyat, the DOT is geared towards conducting more similar training programs. “We’re working with the National Council on Disability Affairs. We’re identifying areas where there is a notable number of population of deaf and mute.”

This effort is in line with Republic Act 7277: An Act Providing for the Rehabilitation, Self -Development and Self-Reliance of Disabled Persons and their Integration that stressed that “the state shall develop their (PWDs) skills and potentials to enable them to compete favorably for available opportunities”.

Director Nelly Dillera of the Office of Industry Manpower Development (OIMD), said that the Deaf Community Training Seminar was conducted in Manila last March that led to the accreditation of the 13 deaf tour guides. Earlier this year, the DOT initiated an inter-agency consultation to address the facilities and infrastructure lacking in the country’s tourism establishments.

One of the identified challenges is the small number of service providers who have the skills to communicate with local and foreign tourists who are deaf.



At present, only 27 deaf tour guides have passed the rigorous training process of the DOT-OIMD. These aspiring special tour guides must successfully complete the seven-day training program based on the ‘Community Tour Guiding’ module provided by the DOT. “There are already existing institutions like the DLS-CSB that have programs like this for tourism and tour guides. We are partnering with them so that these community training programs will be implemented not only in Metro Manila but also in other regions.”, Dir. Dillera added.

Meanwhile, the DOT has coordinated with the Intramuros Administration (IA) to provide the newly-minted deaf tour guides with opportunities to serve tourists with special needs. They are all members of the Deafinite Tour Guiding Service (DTGS), a non-profit, professional organization consisting of deaf tour guides committed to deaf identity, service excellence, and professional ethics.

The DTGS educates deaf local and foreign guests about the rich Filipino culture and history and strives to make Metro Manila accessible to deaf tourists around the world. They can be contacted at numbers (+63)917 828 1300 and (+63) 966 408 1913.





## ONE MODEL BPKS

BPKS was established in 1985 by the initiatives of a person with disability, Abdus Sattar Dulal, the current Executive Director. BPKS is a non-government, voluntary organization for all types of disabled persons in Bangladesh. It was registered with different government authorities. It has democratic governing boards that 'National Council (NC)' consists of 21 members and 'National Executive Council (NEC)' consists of 7 members who are the representatives of persons with disabilities from grassroots DPOs. BPKS runs its operations from the Complex (headquarter), an 8 storied eco-friendly building including office, conference, seminar, dining, training and accommodation facilities. There are 72 dynamic professionals (66% of whom have disabilities).

BPKS as safeguarding organization of disabled persons' rights, it focusing right based approach and enhancing their rights and their sustainable development including employment promotion in accessible and friendly environment for all. It works change the policy, increase participation of disabled persons in all development activities and it actualized the development process by implementing innovative examples.

BPKS organized hundreds of events such as national leadership trainings, congregations, conferences, seminars and workshops. BPKS innovative approach PSID (Persons with Disabilities Self-Initiative to Development) implemented in 33 districts and established 18 permanent resource centers in Bangladesh, resulting in improvement in lives of Bangladeshis with disabilities. 2000 Grassroots DPOs have been established with more than 41,000 disabled members of those organizations.

BPKS also facilitated DPOs and formed their network body, NADPO (National Alliance of Disabled People's Organizations) in 2005. NADPO organized 2 national congregations in Bangladesh where more than 100 thousands of disabled persons in each participated.



Disabled citizens' rights and opportunities promotion: BPKS organized different events such as national congregations, seminars, conferences etc. regularly with leaders, policy and decisions makers with participation of representatives of most ministries, departments and key stakeholders' agencies/institutions of Bangladesh. These types of events contributed in promotion of national policies and programs that ensure citizens' rights and opportunities for disabled persons.



BPKS supports thousands of disabled persons such :

- Assistive devices to 66,000
- Skill training to 18,000
- Capital support to 250,000
- Education support to 9,600 children with disabilities
- Installed 700 accessible sanitary latrines
- Teacher, community and religious leaders' training to 500,000
- Training and orientation gave to 32 thousand professionals including journalists
- 500 advocacy meetings with all authorities including President and Prime Minister of People's Republic of Bangladesh sharing specific proposals

BPKS broadcast more than 300 TV programs on Bangladesh Television, private channels ATN and others, by which 80% of Bangladesh people are made aware of disability issues and rights. These actions contribute to improvement of national policies and opportunities for disabled citizens in the country.



Employment promotions workshops held at national level, organized by BPKS.



Jasmin's BPKS advocacy meeting, tanning to professionals, policy makers resulted in promotion of disabled persons educations and employment.

BPKS worked as partnership and instrumental collaboration with different organizations/government in the world such as-EU, AusAid, BPKS JAPAN, USAID, International Republican Institute and National Democratic Institute, USA, WHO, UN bodies, Universities, Asia-Europe Foundation (ASEF), Workability International, DPI, CIDA, JICA, Business Communities and many others.

BPKS leadership contribution is instrumental in the world as such BPKS leadership received many awards including 'UNESCAP Disability Rights Champion' and BPKS is recognized by the United States Department of the State.

BPKS enthusiastically waiting to host another dimensional initiatives- WAsia Board Meeting in November 2019 and November 2020 Regional Conference that surely creates awareness and contributes change the life of disabled persons in Bangladesh.



## National Rehabilitation Centre of the Disabled Nepal (NRCD Nepal)

National Rehabilitation Centre of the Disabled Nepal (NRCD Nepal) as the national level cross disability self-help organization of the persons with disabilities, it has been conducting different kinds of vocational skills, income-generation activities, job placement services and employment creation through community based rehabilitation (CBR) program in Kathmandu, Nawalparasi and Rupandehi districts. As its consequence 45 women and 20 persons with disabilities have been capacitated with doll making, cloth painting, sewing, cutting and embroidery skills for their economic empowerment. Now most of the women and persons with disabilities have been self-employed with their own business. Most of the beneficiaries earn above 10,000 in a month for their livelihood. They are independent with their own. Furthermore, some of them have started job at their own locality as a trainer and worker through job placement services.

Keeping the facts in mind, NRCD Nepal has planned its activities to extend and expand those activities in other parts of the country if it gets any supportive hands in the days to come. With the successful implementation of self-employment creation activity, NRCD Nepal has been awarded with NRs. 1,50,000/- case prizes from the government of Nepal. Beyond those activities, NRCD Nepal has started IT (Information Technology) training to 10+2 passed students since 2015. As its consequence 20 youth with disabilities have participated Global IT competition organized by RI Korea and have won Gold and Silver medals in 2017 and 2018 respectively. Except this achievement, 23 youth with disabilities have been employed at private and government offices as a computer operator, designer and office secretary through competition in an open job market.



Doll Making



IT Competition



Tailoring Skill





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## How Business Leaders Are Introducing Disability Rights As an ESG Issue in 2019

### Launch Disability Equality Index (DEI) and why disability inclusion will be on board room and C-suite

New York State Comptroller Thomas P. DiNapoli is calling on major corporations to be more proactive in demonstrating their disability inclusion efforts. In a recent statement as well as in letters to 49 company presidents in New York State's pension portfolio (including Apple, McDonald's, Nike and Twentieth Century Fox) he asked each to measure and report inclusion across the enterprise, beginning in 2019. DiNapoli is recommending that disability inclusion data be measured and reported using a benchmarking tool called the Disability Equality Index (DEI) is a joint initiative from Disability: IN, a nonprofit resource for worldwide business disability inclusion, and the American Association of People with Disabilities (AAPD). "We are starting 2019 with a new effort to press corporate America to have clear policies on disability inclusion," said New York State Comptroller Thomas DiNapoli. In essence, the announcement catapults disability inclusion into the corporate accountability mainstream, putting it on par with environmental, social and governance (ESG) issues.

Here's what you need to know about disability inclusion and why it will be on board room and C-suite agendas in 2019:

#### **1. There Is A Strong Business Case for Inclusion**

Measuring ROI on any issue can be a challenge—but the case for inclusion has gotten a lot more accurate. "We want the companies our pension fund invests in to be desirable places to work for everyone," DiNapoli said. "Studies have shown that businesses that commit to disability inclusion outperform their peers. Companies should seize the opportunity to join the growing number of corporations that recognize the benefits of disability inclusion and are reporting their efforts."

In other words, disability inclusion is not a charitable act; it is a corporate social responsibility with a huge upside: jobs and a jumpstart for profits.

#### **2. This Is Not A Diversity Issue. It's An Inclusion Strategy**

According to Houghton, president, and CEO of Disability: IN. "While the Americans With Disabilities Act (ADA) opened doors to economic opportunity for people with disabilities, it can't legislate attitudes," says Houghton, "Disability: IN was built on the premise that businesses respond to their peers and competition. Disability inclusion leads to better business performance and those companies recognizing this are coming out on top."





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### 3. Disability Inclusion Will Be Seen As An ESG Issue In 2019

Why this issue, right now? Like environmental, social and governance (ESG) issues, everyone is affected in some way by disability and inclusion issues. One in five people in the U.S. has a disability and as the population ages, this number will only rise, say experts. Efforts to recruit people with disabilities are only just beginning and there is a lot of work to be done. Today, nearly 20% of people of working age have a disability and close to 70% are unemployed. That's an incredibly high number of people without jobs in such a booming market—and it's not due to a lack of talent.

### 4. Big Corporations Need To Get Started

The DEI also clears one very big hurdle for companies: finding an objective, comprehensive way to measure inclusivity. Getting buy-in to weave inclusive practices into everyday work will be new for many businesses. It is also a process that takes an estimated 30 to 40 hours of work to complete. That's exactly why its proven to be so effective. So far, more than 150 companies including CVSHealth, Comcast NBC Universal, DuPont, EY, Fidelity, GM, J.P.Morgan Chase & Co., and Voya Financial are already measuring and tracking their efforts. Within one year, GM made significant gains in their inclusion initiatives and received a top rating of 100 on the 2016, 2017 and 2018 DEI.

The payoff: "New research shows that hiring people with disabilities increases corporate financial performance and shareholder returns," wrote Ted Kennedy, Jr., AAPD Board Chair, via email. "It's not enough just to have programs and policies – the entire culture of an organization must be inclusive and equitable for employees with disabilities to experience the true benefit of total immersion within a corporate environment. Consumers and investors are paying attention," wrote Kennedy.

DiNapoli asked that all of the companies in the New York State pension fund portfolio measure their disability inclusion in 2019. "By building the tool together with leaders across the disability community and with input from business leaders, the DEI became a business tool that can be taken to the board room."

**More:** <https://www.forbes.com/sites/denisebrodey/2019/01/21/how-business-leaders-are-introducing-disability-rights-as-a-corporate-social-responsibility-csr-issue/#7c685402441b>

Workability Asia Newsletter would like to invite you to :

- Share your knowledge and experiences with WAsia members and our network.
- Send your articles (1-2 pages) with some photos.
- Send your stories to WAsia Secretariat Team via [workabilityasia@gmail.com](mailto:workabilityasia@gmail.com) to be part of the next newsletter **by 31 Oct, 2019**.

**CONTACT US:**

**WORKABILITY ASIA**

**Address:** c/o The Redemptorist Foundation for People with Disabilities, Box11 Pattaya City, Chonburi Thailand 20260

**Tel.** +66 2 5724042 Ext.8201 **E-mail :** [workabilityasia@gmail.com](mailto:workabilityasia@gmail.com)