



W3RKABILITY ASIA

Newsletter

ISSUE 1 / Jan - Mar 2020

“如何運用企業社會責任，達至殘疾人士友善就業環境”
“Promote Corporate Social Responsibility:
Increase Social Awareness of Inclusive PWDs Employment”



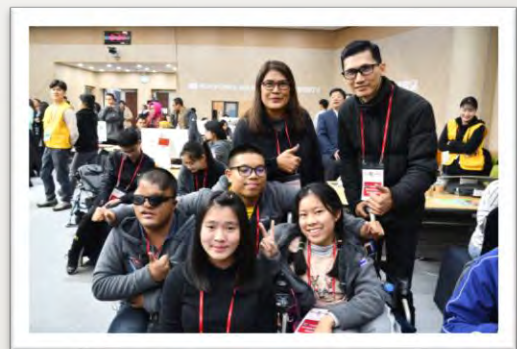
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Making the Future of Work Inclusive of PWDs



VAIDE has received Third-Class
Labor Medal awarded by the President
of the Socialist Republic of Vietnam



Thai Disabled Youths Win 2019 Global IT
Challenge for Youth with Disabilities in
Busan (South Korea)

WAsia Conference 2020 in Dhaka, Bangladesh

Date : 4-6 November, 2020

Host : Bangladesh Protibandhi Kallyan Somity (BPKS)

** Please save your date!



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News from the Board

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Making the Future of Work Inclusive of People with Disabilities



At present, everywhere has declared a health emergency. The news of coronaviruses has spread and made everyone panic. The outbreak has affected People with Disabilities heavily. Exercise is very important for everyone, we would be strengthened because of exercise, but the most of PWDs cannot, especially People with Severe Disabilities. Moreover, physical strength also affects employment opportunities for PWDs. Through employment, PWDs can earn a living and improve self-esteem and increase participation in the community.

In 2020, the Workability Asia Conference will be held on 4-6 November in Dhaka, Bangladesh. The benefits for our memberships are the opportunity to have an assembly and to coordinate with international networks. We can exchange our knowledge and support each other. We can discuss to create new jobs and career paths for PWDs or provide counsellors to give employment support. Apart from that, we develop potential and work among our WAsia colleagues. We should collaborate with the corporate section and other networks. I, as the chairperson of WAsia, recommend our memberships to study on the website : www.thevaluable500.com - the information will support our mission to achieve the desired goals. Together we can accomplish great things. Following the collaboration between corporate sector and our memberships, we would like to show you some examples such as the information on page 3 and 4.

In addition, there are some questions as to what benefits are there for being in the membership of WAsia and Workability International. In case the benefits from the Boards or among our members are not concrete, each membership works together and exchanges knowledge and ideas, sharing their resources. The memberships create guideline plans and programs to support each other and hold the seminar. We can collaborate with international organizations or multinational companies. We must initiate these efforts! Even though the outbreak has spread, if these actions are activated, your membership will be valuable for generating jobs and sustainable development for PWDs in Asia.

Mr. Suporntum Mongkolsawadi

**Chairperson
Workability Asia**





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What's On

Microsoft



Valuable Leader: Satya Nadella

Region: Thailand

Microsoft's Valuable 500 Commitment:

The Microsoft mission is to empower every persons and every organization on the planet to achieve more. This includes the over 1 billion people with disabilities around the world. To live our mission, we strive to create accessible products, services, websites and company culture for all.

We are taking an integrated approach to disability inclusion, embedding four accessibility pillars into the DNA of the company:

Culture: Embracing disability to build a culture of inclusion

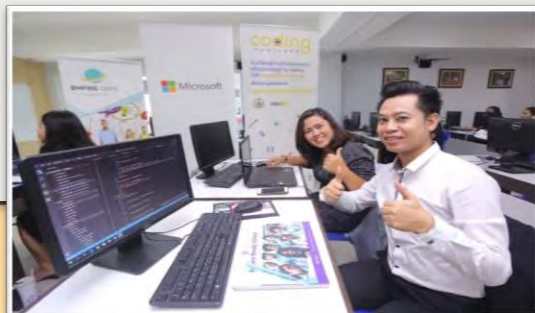
System: Systemic inclusion from start to finish

Products: Accessibility built into our products, not bolted on

Future: Disruptive innovations to change what's possible for people with disabilities

There are no limits to what people can achieve when technology reflects the diversity of everyone who uses it. Building accessibility into everything we do helps empower everyone, including people with disabilities, to achieve more.

Want to learn more? Visit us at [Microsoft.com/Accessibility](https://www.microsoft.com/accessibility)





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What's On

CENTRAL Group

CENTRAL Group



Valuable Leader: Pichai Chirathivat

Region: Thailand

Central Group's Valuable 500 Commitment:

In 2020 we will hire 789 people with disabilities, which is above the law that states we must hire 740 people.

As a retail business, we will always welcome people with disabilities and provide full accessibility and services for them.

When working with us, we strive to create a supportive environment for any person with disabilities.

We collectively believe in the ability of people with disabilities

We will continue to employ people with disabilities over the requirement of the government.

Our disabled employees will have the same standard benefits as all other employees, including training and adjustments.

We believe in sponsoring various disability projects across Thailand in order to improve the lives of people living with disabilities.

We currently sponsor the "Sports Association for Disabled of Thailand", focusing in Table Tennis, Athletics and Swimming.



LINDE

Valuable Leader: Moloy Banerjee

Region: South Asia

Linde Group's Valuable 500 Commitment:

Inclusion is a part of Linde's core values and we continue to grow and support it by ensuring that we provide equal opportunities to people with disabilities. For this, we pledge to-

- Create opportunities to employ differently abled people as part of our diverse workforce
- Support Community Engagement programs that are targeted towards providing medical support and vocational training for children and young adults with disabilities
- Invite members with disabilities to speak to employees during Inclusion programs to increase awareness



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From our members

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Vietnam Association of Invalids and Disabilities Enterprises (VAIDE) has received Third-Class Labor Medal awarded by the President of the Socialist Republic of Vietnam



Chairman of Vietnam Association of Invalids and Disabled Persons - Major General Le Ma Luong summarized the association's performance over the past 16 years

were signed. These products made by people with disabilities and war invalids were sent to friends all over the world. Therefore, the revenue of the member businesses increased significantly and the income of employees in the member businesses improved. Over 16 years of striving for growth, with nearly 1,000 member enterprises, organizing vocational training and creating jobs for nearly tens of thousands of laborers who are war invalids and people with disabilities nationwide, especially with our members, to be conferred the noble title of 'Labor Hero in the Renovation Period' by the Party and the State such as: 1/4 war invalids Tran Hong Quang - Director of Quang Minh Hai Phong War Invalids Collective Enterprise; War invalids 1/4 Le Hong Quang - Chairman of the 277 Joint Stock Company - Hanoi; Mr. Doan Xuan Tiep - Chairman of the Board of Directors of Chan Thien, my economic group. ” - Major General Le Ma Luong said.

Attending the ceremony, Deputy Minister of Labor, Invalids and Social Affairs Le Tan Dung sent congratulations to the association and said: “Vietnam is a country that has experienced many wars to protect the country. At present, there are over 9 million people with meritorious services to the revolution,

At the ceremony, Major General, AHLLVTND Le Ma Luong, Chairman of VAIDE said : “Towards the fine tradition of the nation, implementing the principle of ‘drinking water to remember the source’. Over the years, the association has organized many programs of gratitude for war invalids and martyrs. Every year, the association and its member businesses organize many working delegations to visit and give gifts at the centers of seriously wounded soldiers and nurses and organize visits to martyrs' cemeteries”. He summarized the association's performance over the past 16 years.

“The association has organized many missions to bring representatives of member businesses to visit and learn about production experience abroad. After each trip, many export orders were signed. These products made by people with disabilities and war invalids were sent to friends all over the world. Therefore, the revenue of the member businesses increased significantly and the income of employees in the member businesses improved. Over 16 years of striving for growth, with nearly 1,000 member enterprises, organizing vocational training and creating jobs for nearly tens of thousands of laborers who are war invalids and people with disabilities nationwide, especially with our members, to be conferred the noble title of 'Labor Hero in the Renovation Period' by the Party and the State such as: 1/4 war invalids Tran Hong Quang - Director of Quang Minh Hai Phong War Invalids Collective Enterprise; War invalids 1/4 Le Hong Quang - Chairman of the 277 Joint Stock Company - Hanoi; Mr. Doan Xuan Tiep - Chairman of the Board of Directors of Chan Thien, my economic group. ” - Major General Le Ma Luong said.

accounting for nearly 10% of the population, nearly 800,000 wounded soldiers and policy beneficiaries like war invalids; over 180,000 diseased soldiers;



Deputy Minister of Labor, War Invalids and Social Affairs Le Tan Dung (authorized by the President of the Socialist Republic of Vietnam) awarded the 3rd Labor Medal to the Vietnam Association of Invalids and Disabled Persons.



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*Deputy Minister of Labor,
Invalids and Social Affairs Le Tan Dung
speaks at the ceremony.*

nearly 320,000 resistance activists were infected with toxic chemicals and 6.2 million people with disabilities ”.

In the past 16 years, the Business Association of Vietnam Invalids and People with Disabilities has attracted nearly 1,000 member businesses to join and support many groups to overcome difficulties in the market place. As a result, millions of workers are working in businesses of wounded soldiers and people with disabilities, maintaining jobs and earning stable incomes to support themselves.

Members and businesses in the association's system have contributed trillions of dong of tax money to the State budget through programs and solutions implemented and organized by the association.

VAIDE and hundreds of affiliates voluntarily lobbied for many practical activities such as donating houses, building a Grateful Fund, responding to the meaning, "Patriarch of compassionate soldiers", "Finding teammates"..., has brought great results. Up to now, the 'Gratitude and Gratitude' movement launched by the association has encouraged thousands of wounded and sick soldiers to overcome difficulties and integrate into everyday life, many houses were built for policy families. .. "- Deputy Minister Le Tan Dung said.

On April 14, 2003, VAIDE (with the original name of the Association of Manufacturing and Business of the Disabled) was officially established. Overcoming many difficulties and challenges, the association has now become a prestigious unit with thousands of member businesses. With the mission of caring for people with meritorious services, war victims, disadvantaged people in life, VAIDE was born. It promotes policy, law and markets for businesses that are owned by war invalids and disabled people.



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From our members

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Thai Disabled Youths Win 2019 Global IT Challenge for Youth with Disabilities in Busan (South Korea)



IT Challenge for Youth with Disabilities

Jidapha Nitiwirakun, a student at the Pattaya Redemptorist Technological College (PRTC) has won a gold medal at the Robot-Control Programming Competition. The team also won one silver medal at the Microsoft PowerPoint Program Competition and another silver medal at the Internet Search Competition., “2019 Global IT Challenge for Youth with Disabilities (GITC)” organized by the Rehabilitation International Korea (RI Korea).

This competition was held in Busan, South Korea. There were 20 participating countries including United Kingdom, South Korea, China, Thailand, Vietnam, India, Tibet, Kazakhstan, Sri Lanka, Laos, Myanmar, Ethiopia and many more.

Upon returning to Thailand she received congratulations from the Prime Minister, General Prayut Chan-o-cha and a plaque of honour from the Minister of Social Development and Human Security.

Author : The Redemptorist Foundation for People with Disabilities





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From Secretariat Team

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COVID-19: Who is protecting the people with disabilities?

GENEVA (17 March 2020) – Little has been done to provide people with disabilities with the guidance and support needed to protect them during the ongoing COVID-19 pandemic, even though many of them are part of the high-risk group, today warned the UN Special Rapporteur on the rights of persons with disabilities, Catalina Devandas. (UN rights expert)

"People with disabilities feel they have been left behind," the UN human rights expert said. "Containment measures, such as social distancing and self-isolation, may be impossible for those who rely on the support of others to eat, dress and bathe."

"This support is basic for their survival, and States must take additional social protection measures to guarantee the continuity of support in a safe manner throughout the crisis."

The UN expert stressed that reasonable accommodation measures are essential to enable people with disabilities to reduce contacts and the risk of contamination. They should be allowed to work from home or receive paid leave to guarantee their income security. Family members and caregivers may also require reasonable accommodation to provide support to people with disabilities during this period.

She stressed that people with disabilities deserve to be reassured that their survival is a priority and urged States to establish clear protocols for public health emergencies to ensure that, when medical resources are scarce, access to healthcare, including life-saving measures, does not discriminate against people with disabilities.

Full sentence is here :

<https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=25725&LangID=E>

Workability Asia Newsletter would like to invite you to :

- Share your relevant information, knowledge or 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 to be part of the next newsletter **by 15 May, 2020.**

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