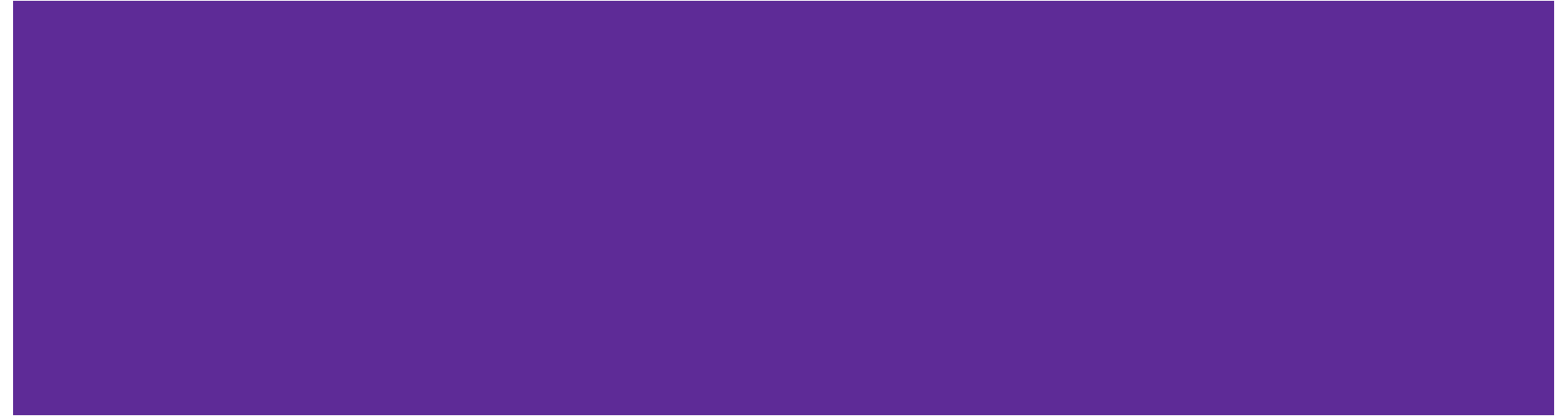# Included in Work and Education

Workgroup 4
Inclusion and preventing Discrimination in Work

Intro

1. PWD and employment

2. Our team

3. How did we work on our document?

4. Short presentation by each of our team members

Our team

Karin van den Bosch

Edwin de Vos

Ikenna Ebuenyi

Steven Kapp

Diederik Weve

Lujan Blankenstein

Short presentations - agenda:

1. Short intro about PWD and (un)employment (Ikenna)

2. Definitions: inclusion in employment + self-employment (Karin)

3. Stigma and discrimination (Edwin)

4. The UN CRPD and other international agreements (Ikenna)

5. (Inter)national education policies (Steven)

6. Organizations/ employers (Diederik)

16%

People with disabilities are -by far- the **largest** minority group

Employment and perceptions about PWD

- They face discrimination in employment, work type and wages
- In Europe, employment rates for person with disabilities is 50% compared to about 70% for the general population(Remploy,2014).
- In LMICs, only about 20% of persons with disabilities are employed(Heymann, Stein, & Moreno, 2014).
- Employment discrimination against PWD takes many forms and varies in severity(depending on disability and setting).
- For persons with mental disabilities, the rates are much more dismal(10-20%)(Heymann, Stein, & Moreno, 2014).

Employment and perceptions about PWD

- Persons with disabilities are more likely to be harassed or bullied by colleagues and or employers.
- 60% of employers would not want to hire persons with disabilities and 20% of people would object to having a PWD as a manager.(Coleman et al,2013)
- Ignorance and negative perceptions about disabilities account for 80% of the discrimination
- Persons with disabilities are perceived to be unproductive and violent(mental disabilities)
- Inclusive employment is a human right
- It has socio-economic benefits for PWD, society and the government

Concepts and definitions

Karin van den Bosch

Equality

Diversity

   Neurodiversity

Inclusion

Inclusive self-employment/
entrepreneurship

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(Formal) equality

Equality is based on the Aristotelian principle that 'things that are alike should be treated alike' and that differences should be deemed irrelevant.

Anti-discrimination legislation is based on the principle of universal rights applied equally to all. Group-based differences, such as gender, race or disability should not make a difference to people's rights and opportunities.

Formal equality does not take into account the fact that the equal application of rules to different groups or individuals can produce unequal results.

To achieve equal opportunities and equal outcomes it is important to recognize and value the differences between people and to see the expression of difference as carrying emancipatory possibilities.

Diversity & Diversity management

'Diversity' is used in different ways:

1) as a descriptor of the workforce

2) as a policy approach to managing the workforce

3) as a theoretical paradigm highlighting the significance of socio-bio-demographic differences.

(Kirton & Greene 2015) (equality and diversity policies in the UK and EU labour market context)

Diversity (management)

- recognition and celebration of workforce diversity
- will deliver benefits to the organization

→ link equality objectives to business and organizational objectives

Focus moves away from a rights-based agenda highlighting discrimination and disadvantage, to systemic and cultural change of the organization based on positive rhetoric.

Inclusion

"Diversity
is being invited to the party.
Inclusion
is being asked to dance."

Inclusion in employment

Figure 1
Inclusion Framework

	Low Belongingness	High Belongingness
Low Value in Uniqueness	**Exclusion** — Individual is not treated as an organizational insider with unique value in the work group but there are other employees or groups who are insiders.	**Assimilation** — Individual is treated as an insider in the work group when they conform to organizational/dominant culture norms and downplay uniqueness.
High Value in Uniqueness	**Differentiation** — Individual is not treated as an organizational insider in the work group but their unique characteristics are seen as valuable and required for group/ organization success.	**Inclusion** — Individual is treated as an insider and also allowed/encouraged to retain uniqueness within the work group.

Shore et al. 2011

Self-employment and entrepeneurship

Data from Europe and the US suggests that <u>self-employment rates are higher among disabled people than those without</u> (*in: Pagán 2009*)

PWD are self-employed at a rate of about 12.2%, which is higher than that of the general population (7.8%) (*in: Rizzo 2002*).

In rural areas in low income countries self-employment constitutes the basis of the family economy

Self-employment and entrepeneurship

(report by John Kitching, 2014 in background report OECD)

Can self-employment and entrepeneurship provide a solution to the challenge of increasing disabled people's labour market participation specifically, and social inclusion more generally?

Self-employment and entrepeneurship

Yes,

but extensive and long-term support is often needed.

Given the numbers of disabled working age people in Europe, and the higher rates of self-employment amongst the labour market active disabled, policy-makers should arguably give serious consideration to entrepreneurship support programmes (Kitching 2014).

Stigma & Discrimination

Edwin de Vos

Reverse Stigma proces: Label, Discrimination and **PAR**
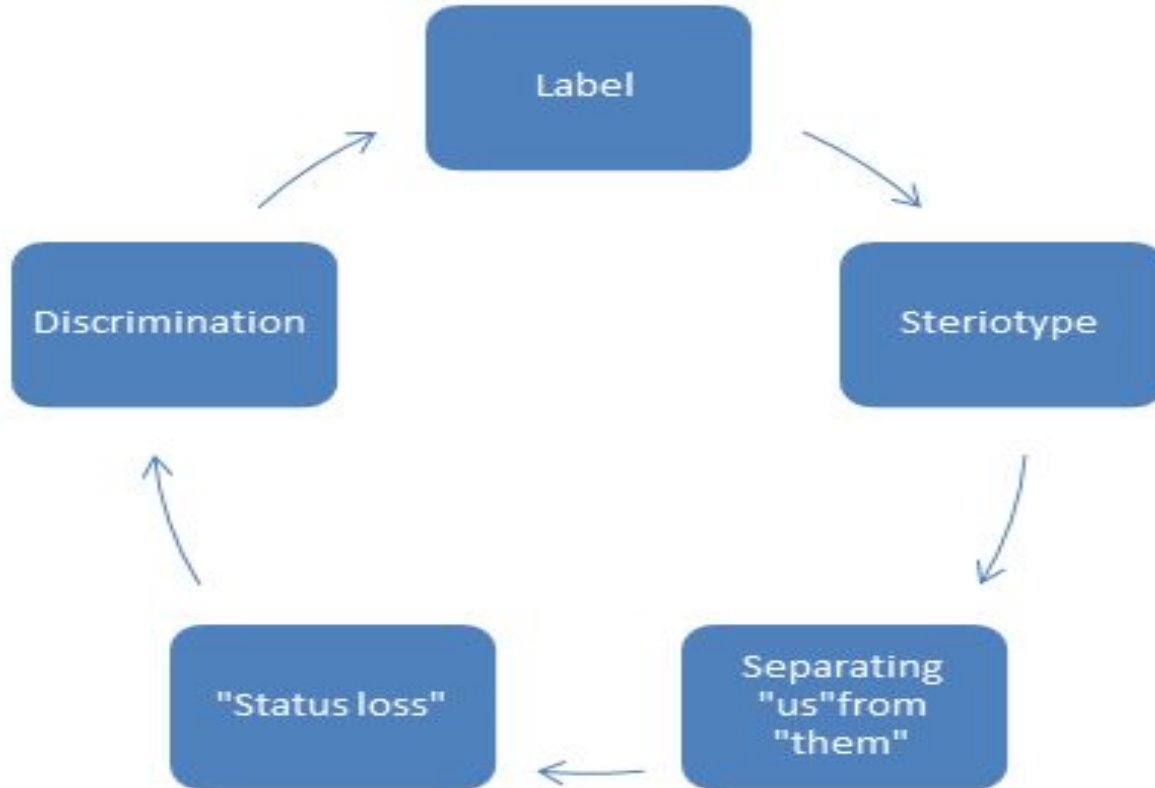
UN CRPD & international agreements

Ikenna Ebuenyi

UN and International agreements

UN CRPD

Inclusive employment in the UNCRPD

UNCRPD and some national laws

UN and international agreements

- Historically, the UN has been at the forefront of safeguarding the rights of persons with disabilities.
- The human rights perspective has been adopted in promoting the participation of (PWD) in labor market.
- Article 23 of the Universal declaration of human rights(UN General assembly,1948)
- Article 6 and 7 of the International Covenant on Economic, Social and Cultural Rights (ICESCR, 1976).
- The 22 standard rules on equalization of opportunities for persons with disabilities(United Nations, 1993).
- Art. 27 of United Nations Convention on the Rights of Persons with Disabilities (CRPD) (UN General Assembly, 2007)
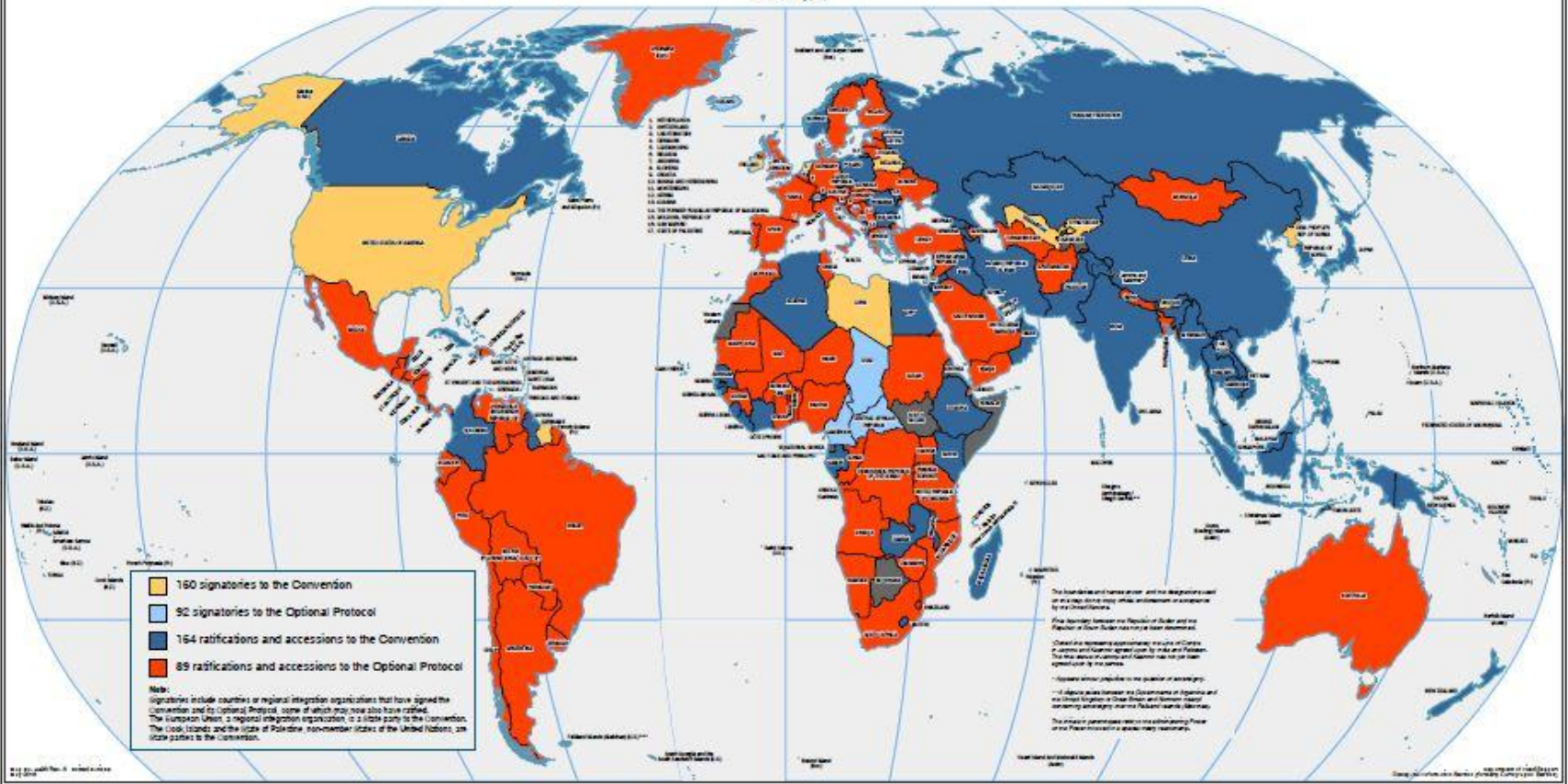
The UN CRPD

- In 2006, the United nations Generally assembly adopted the CRPD in order *"to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity"* (United Nations, 2006)

- The UN CRPD defined persons with disabilities to encompass

''those who have long-term physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others''.

- The convention bestowed on state parties the responsibility of implementing the contents of the convention.

- To date, about 160 countries have adopted and ratified the CRPD.

Inclusive employment in the UN CRPD

- Article 27 of the CRPD states:

"*States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps…*"

- Article 27 recommends 9 steps to achieve inclusive employment(United Nations, 2006)
- It urges state parties to prohibit discrimination through legislations and ensure that reasonable accommodation is provided to persons with disabilities in the workplace.

The UNCRPD and national laws

- Prior to the CRPD, national laws existed that sought to protect inclusive employment for persons with disabilities.
- However, the UNCRPD has become an international framework and reference for most national policies and legislations intent in promoting inclusive employment for PWD.

- ·Notable among them include:

The American with disabilities ACT 1990 and its 2008 amendment (Congress, 2008).

The equality act of 2010 (Act, 2010) in the United Kingdom

The European Disability Strategy 2010-2020.

- The European Commission's European Disability Strategy 2010-2020, was adopted in 2010.
- It builds on the UNCRPD and Its objectives are pursued by actions in eight priority areas:

- The 4th priority area is in employment and aims to:

...*raise significantly the share of persons with disabilities working in the open labour market. They represent one-sixth of the EU's overall working-age population, but their employment rate is comparatively low*

- Yet, in LMICS and HICS, PWD continue to have disproportionate opportunities of employment compared to the general population

UWV

Lujan Blankenstein

Social Insurance Physician

Autism Ambassador

international education policies

Steven Kapp

Overview

National education policies

Finland

Vietnam

Federal, state, and local policies: the U.S.

Primary and secondary education: Washington state

Higher education: Transition and Postsecondary Programs for Students with Intellectual Disabilities (TPSID) grants

"Everyone can work. Everyone should work." –

repeated affirmation by local stakeholders during Washington site visit by U.S. National Council on Disability

Employer responses

Diederik Weve

Legal & monetary drivers

Societal drivers

D&I angles

Promising Practices

Legal & monetary drivers

Differ per country (and hence create inequality):

    Disclosure required vs voluntary

    Boundaries (type, severity, earning power)

    Penalties for disability acquired during employment

    Bonus for hiring disabled person

    Funds for work-placement ≠ funds for preventing loss of work

Introduces inequality

    Between individuals

    Impairment types

    Global economy

    Multi-national organisations

Societal drivers

Value of being seen as acting with social responsibility (or ..perceived..)

Several national mental health & anti-stigma programs: UK, NL, Australia

Rising mental health related absence → 'being well' programs

Increasing retirement age → more age related disabilities

Access to unemployed, under-rated workforce

Not to outsourcing / offshore low grade jobs

Diversity & Inclusiveness angles

Awareness and acceptance like any other diversity (gender, race, culture, …)
Enhance disability confidence
Employee networks, PWD acting as Ambassadors

Employer Knowledge Networks (Business Disability Forum, De Normaalste Zaak, Springboard Consulting).

New business models comprising job carving, recruitment & development programs (e.g. Specialisterre, SAP): UDL versus carved-out

Promising Practices (in 11 EU countries)

Focus Employers' side

• *Dedicated professionals*: Disability management team / Specialized teams - Linking to diversity issues

• *Disability friendly places*: communication, engagement with trade unions, integration protocols – interviews with supervisor, HR, job coach, expert on all information to facilitate integration-, policy formalisation, evaluation assessment

• *Support for employers*: Supporting and reassuring employers to develop disability policy and practice.

• Cooperation with/support of employment service

• *Supported employment* methods – details the tasks, involvement of the colleagues – on the job training, avoid isolation, job coach

• Inclusive way of thinking: Increasing disability awareness & enhance disability confidence.

• Decrease stigma (everybody: employers, persons, parents, friends…) – showing what PwD can do, using video and internet to catch the attention

all this is

...Work

in Progress ...

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