

Workshop on Livelihoods

Peter Coleridge

The story so far

- Mainstreaming on the agenda since early 89s.
- Practice lags far behind policy.
- CRPD has injected new urgency.

A rights based approach

- PWDs are not objects of charity but subjects of rights.
- **Empowerment:** empower PWDs to make their own choices, advocate for themselves, and exercise control over their lives.
- **Enforceability and remedies:** PWDs should be able to enforce their rights at the national and international levels.
- **Indivisibility:** must protect both the civil and political rights as well as economic, social, and cultural rights of PWDs.

Rights (contd.)

- **Participation:** PWDs must be consulted and participate in the process of making decisions that affect their lives.
- **Access:** PWds have access to the physical environment, transportation, information and communications, and to all facilities and services provided to the public.
- **Inclusion:** PWDS should be included in all reflections and discussions that lead to making decisions that will have an impact on them.

Obligations under CRPD

- Signing and ratifying the Convention requires a check on all existing legislation, policies and programmes to ensure that they comply with CRPD provisions.
- Countries should take action in the following areas: access to education, employment, transport, infrastructures and buildings open to the public, granting the right to vote, improving political participation and ensuring full legal capacity of all persons with disabilities.

Article 32

Stipulates that international cooperation should:

- Be inclusive of and accessible to persons with disabilities;
- Facilitate and support capacity-building, including through the exchange and sharing of information, experiences, training programmes and best practices;
- Facilitate cooperation in research and access to scientific and technical knowledge;
- Provide technical and economic assistance, including by facilitating access to and sharing of accessible and assistive technologies, and through the transfer of technologies.

Impact of the CRPD

- No studies on its impact on employment.
- But has stimulated policy documents by major bilateral donors. Eg. EU study.
- But attitudes among the bureaucrats of these organisations need to change. Eg. of EU survey.

CRPD and Livelihoods

- Independence and social standing depend heavily on being economically active.
- Article 27 of the CRPD recognises the right of people with disabilities to work, on an equal basis with others.

ILO Conventions

- Convention 159, *Concerning Vocational Rehabilitation and Employment of Disabled Persons*, 1983.
- Requires member states to adopt national vocational rehabilitation and employment policies that:
 - based on the principles of equal opportunity and equal treatment,
 - with an emphasis on mainstreaming when appropriate
 - and on community participation.

The ILO *Code of Practice on Managing Disability in the Workplace* 2001

- Reinforces importance of removing barriers to recruitment, promotion, job retention, and return to work.
- Advocates addressing the issues affecting PWDs within the framework of labour markets rather than social protection policies.
- The code promotes:
 - the business case for employing people with disabilities,
 - human rights of people with disabilities,
 - the economic empowerment that contributes toward independent living and sustainable livelihoods.