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Included @ Work

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RI Work & Employment Commission

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Included @ Work

Abstract

[Excerpt] We call on all public sector, voluntary sector, government departments, membership organisations and any other organisations who care about this issue to publicise this cause and take actions which seek to change the status quo in favour of equality for people for disabilities.

Keywords

work, disabilities, person, national, state, government, economic independence, freedom of choice, programs, processes, benefit, policies, equality

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“Included @ Work”

A Global Campaign initiated and promoted by RI's Work & Employment Commission

Campaign Commenced August 2005

Prepared by Ray Fletcher,
Global Chair of RI Work &
Employment Commission

and

Presented by Stig Larsson,
European Chair of RI Work
& Employment Commission

What are we calling for in the

“Included @ Work”

Campaign?

- **We call on national and state governments to urgently install and invest in more and expanded programmes and processes that offer people with disabilities a route to the world of work and which enhances each individual's economic independence and freedom of choice**

- **We call on national and state governments to recognise the facts associated with the disenfranchisement of people with disabilities in the world of work and to invest substantially in programmes, processes and policies for the benefit of all**

- **We call on all public sector, voluntary sector, government departments, membership organisations and any other organisations who care about this issue to publicise this cause and take actions which seek to change the status quo in favour of equality for people for disabilities**

- **We call for the removal of a patronising and condescending approach to this issue that is not based on charity or hand outs but on the recognition of the positive contribution that people with disabilities can make to the community and economic prosperity**

- **We call on key players in labour markets to recognise the significant contribution that people with disabilities will make to improving commercial performance of enterprises if given the chance**

- **We call on employers not only to employ disabled people but to ensure that there are no differences in people policies at work particularly with regard to opportunities to progress careers and managed self development.**

- **In addition to seeking national and state legislative changes we also call on organisations in the labour market to work together in partnership to remove all barriers to work and employment as quickly as practicable**

- **We call on service providers and other organisations to press for and implement flexible and non dogmatic support systems and processes which fit the needs of each and every person with a disability who wants to work or who wishes to stay in work**

- **We call on service providers in the field of work and employment to ensure that people with disabilities are involved and included in the provision of services to ensure that services provided are relevant and appropriate**

- **We call for healthcare processes that do not write off people with disabilities but instead see a route to employment and economic growth as a means of establishing individual self esteem and social inclusion.**

- **We call for education systems and processes that provide direct routes and connections to work and employment particularly for young people with disabilities.**

What are the Aims of the
“Included @ Work”
Campaign?

- ✓ **Our aim is to enrol every RI member organisation in supporting this campaign and to work to establish individual country/state actions to achieve change in favour of equality for people with disabilities who want to work**

- ✓ Our aim is to double the number of people with disabilities who are in work in every country inside of ten years
- ✓ Our aim is to ensure that there are no negative statistics relating to the employment of people with disabilities within twenty years in any country

“Included @ Work”

Campaigning

RI Work & Employment Commission

- ❖ Ensure that there are local and national campaigns which call for equality of treatment for people with disabilities in accessing work and whilst at work**
- ❖ Set targets for the full inclusion of people with disabilities in the world of work in your country or state. We should aim to reach a point where people with disabilities experience the same level of employment/unemployment as people without disabilities**

- ❖ Form active partnerships with like minded organisations to increase the weight of opinion and pressure within local and national communities for positive change**
- ❖ Lobby politicians at all levels to raise the profile of this issue and seek commitments from them to establish processes that positively change the attitude of the state to the employment of people with disabilities**

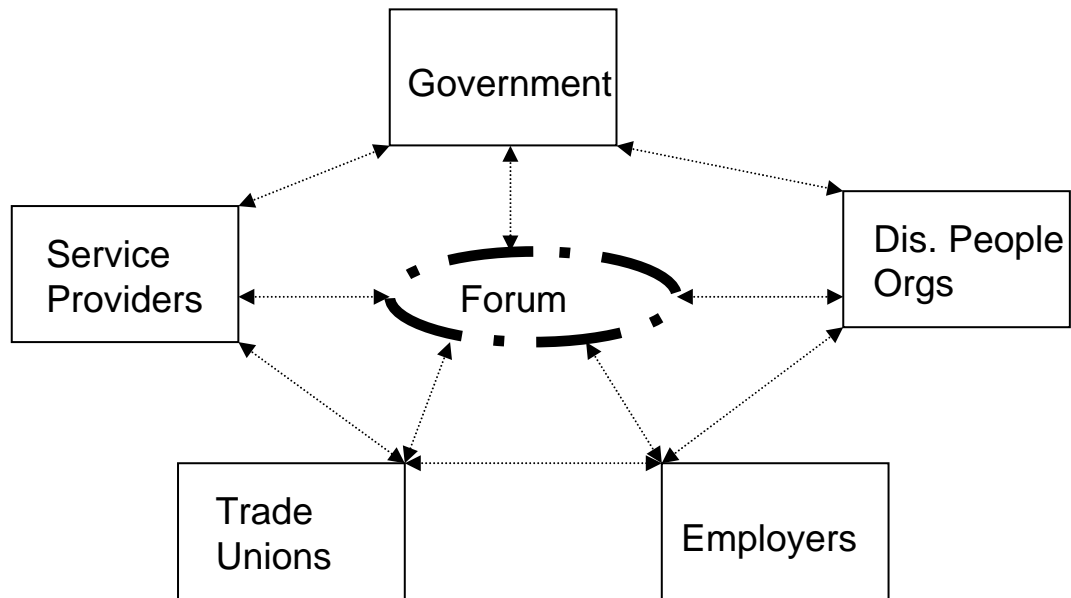
- ❖ Press for legislation that outlaws discrimination in the world of work and seek to establish back up mechanisms that ensure this legislation is acted upon and working to the advantage of people with disabilities**
- ❖ Enlist labour unions to include the employment of people with disabilities as a priority in their policies and actions and to press for the removal of barriers to work in the workplace through such mechanisms as workplace audits**

- ❖ **Encourage employers and organisations representing employers to positively promote policies and activities that achieve the employment and development of people with disabilities in and at work**
- ❖ **Encourage the development of financial and business development support mechanisms which actively encourage people with disabilities who wish to become self employed to start up businesses and enterprises**

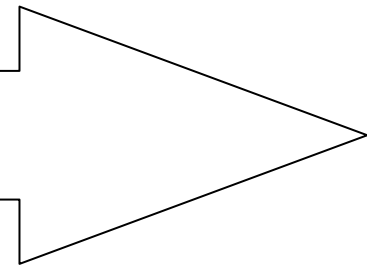
❖ Establish joint groups at local and national level with amongst others: labour unions; employers; service providers and organisations representing people with disabilities to place work and employment higher on their agenda and form action plans for change

❖ Establish National Partnerships for Action

National Partnership for Action



Working together to achieve full social & economic inclusion



❖ Engage with organisations that represent employers to increase their awareness of the capabilities of people with disability and the contribution people with disabilities can make to improve their businesses especially by understanding and reflecting their customer base

❖ Establish links with those in the world of education at all levels to ensure they understand issues affecting people with disability in the world of work and seek to establish action plans that provide enabling support from education to work particularly for young people with disabilities

- ❖ Establish projects and processes that encourage self advocacy amongst people with disabilities to support their aims to enter the world of work.**
- ❖ Encourage and train for self advocacy when in the world work.**

- ❖ Establish links with health services to increase awareness of the potential for embracing work in all its forms as part of a process of health recovery and personal development**
- ❖ Encourage and cooperate with higher education establishments to produce validated research to support the full inclusion of people with disabilities in the world of work**

❖ Press for National and state governments to take a lead in setting and achieving targets to employ people with disabilities as a form of leadership to the rest of the labour market.

- ❖ Work with partners and governments to establish reliable statistics and data regarding the employment/unemployment of people with disabilities for monitoring and publicising this issue**
- ❖ Establish national and state level monitoring processes that regularly highlight progress in achieving the full inclusion of people with disabilities in the world of work**

❖ Encourage national and state governments to recognise that investment in processes and policies that open up routes to the world of work for people with disabilities will provide a positive return to the community in terms of increased individual economic and social inclusion and contribution

❖ Involve national and local media and press in the issue encouraging them to raise the profile of the exclusion of people with disabilities from the world of work. Find examples of how this is manifested and publicise it.

- ***GOOD LUCK – LETS CHANGE THE STATUS QUO!***
- ***PEOPLE WITH DISABILITIES ARE ENTITLED TO EQUAL TREATMENT IN THE WORLD OF WORK – NOTHING LESS***

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