

行政院所屬各機關因公出國人員出國報告書
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民國 106 年 6 月

亞太經濟合作(APEC) 第 3 屆身心障礙之友 (GOFD)會議

暨

身心障礙就業政策研討會 會議報告

服務機關：勞動部勞動力發展署
職稱：身心障礙者及特定對象就業組組長
姓名：蘇昭如

服務機關：勞動部
職稱：綜合規劃司專門委員
姓名：林永裕

服務機關：勞動部
職稱：綜合規劃司科長
姓名：黃耀滄

服務機關：國家發展委員會
職稱：人力發展處專員
姓名：黃毓芬

服務機關：國家發展委員會
職稱：人力發展處科員
姓名：謝沛穎

出國地點：越南河內
會議期間：106 年 5 月 9 日至 10 日

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壹、第 3 屆身心障礙之友會議 (Third Meeting of APEC Group of Friends on Disability)

一、會議時間：2017 年 5 月 9 日(星期二)

二、會議地點：河內國家會議中心(NCC)

三、與會代表

勞動部勞動力發展署身心礙者及特定對象就業組 蘇組長昭如

勞動部綜合規劃司 黃科長耀滄

國發會人力發展處 黃專員毓芬 謝科員沛穎

四、會議議程

THIRD MEETING OF APEC GROUP OF FRIENDS ON DISABILITY (GOFD)

AGENDA

Venue: National Convention Center, Hanoi, Vietnam

09 May 2017

- | | |
|---------------|--|
| 08:00 – 09:00 | Registration |
| 09:00 - 09:20 | (1) Opening Ceremony and Welcome remarks (Chaired by Mr. You Liang, Representing Chair of the GOFD) <ul style="list-style-type: none">• 1.1.Chair remarks by Mr. You Liang, Representing Chair of the GOFD and introduction of Vice Chairs• 1.2 Welcome remarks by Mr. Doan Mau Diep, Vice Minister of Labour, Invalids and Social Affairs of Viet Nam. |
| 09:20 - 09:30 | Group Photo |
| 09:30 - 10:10 | (2) SESSION I: Overview of 2017 APEC Priorities and GOFD Administrative Issues (Chaired by Mr. You Liang, Representing Chair of the GOFD) <ul style="list-style-type: none">• 2.1 Adoption of Agenda• 2.2. Adoption of Minutes of 2016 GOFD meeting• 2.3 Priorities of APEC 2017 by a representative from Vietnam SOM Chair Office.• 2.4 Brief overview of the GOFD's goals in 2017 and adoption of the GOFD 2017 Workplan |

- 2.5 APEC Secretariat Update Report 2017
- 10:10 – 10:30 Coffee Break
- 10:30 – 12:00 **(3) SESSION II: Contributions for the inclusiveness of disability issues in APEC sub-fora and for strengthening the coordination with relevant sub-fora (Chaired by Mr. Chris Watson, Representing of First Vice Chair of the GOFD)**
- 3.1 Presentation by Ms. Wang Yan, Coordinator of HRDWG Education Network (EDNET).
 - 3.2 Presentation by a representative from HRDWG Labor and Social Protection Network (LSPN). (TBD)
 - 3.3 Presentation by representatives from other related sub-fora.
 - 3.4 Intervention by GOFD member economies.
- 12:00 – 13:30 Lunch
- 13:30 – 15:00 **(4) SESSION III: Review of the implementation of the 2016 – 2017 GOFD Workplan (Chaired by Mr. Chris Watson, Representing First Vice Chair of the GOFD) (TBD)**
- 4.1. Presentation by the U.S. on the project “Advancing Employment for Persons with Disabilities in APEC Economies”; intervention by representatives of focal points for the GOFD.
 - 4.2 Presentation by China on project “Promoting Participation of Persons with Disabilities in Economic Activities” and “Assistive Devices + Internet” Cross-Border E-Commerce Platform; intervention by representatives of focal points for the GOFD.
 - 4.3 Recommendations by other representatives of GOFD member economies on the implementation of the 2016 – 2017 GOFD Workplan.
- 15:00–15:45 **(5) SESSION IV: Sharing Good Practices to Promote Disability-Inclusive Development in APEC Economies. (Chaired by Ms. Ha Thi Minh Duc, Second Vice Chair of the GOFD) (TBD)**
- 5.1 Presentation on the good practices to promote the participation of persons with disabilities in economic field by Ministry of Labour, Invalids and Social Affairs of Viet Nam.

- 5.2 Presentation on the good practices to promote the participation of persons with disabilities in economic field by a representative from Chinese Taipei.
- 5.3 Presentation on the good practices to promote the participation of persons with disabilities in economic field by other GOFD member economies.
- 5.4 Intervention by GOFD member economies

15:45 - 16:00

Coffee Break

16:00 - 17:00

(6) SESSION V: Initiatives by GOFD member economies for the 2017-2018 Workplan and long-term goals of GOFD (Chaired by Ms. Ha Thi Minh Duc, Second Vice Chair of the GOFD)

- 6.1 Presentation on project proposals for the period of 2017-2018 by GOFD member economies.
- 6.2 Brain Storming: Project proposals for the long-term goals of GOFD among GOFD member economies, including sustainability of the group itself and whether to seek a mandate extension in 2018 of the GOFD.

17:00 – 17:30

(7) Closing (Chaired by Mr. You Liang, Representative of Chair of the GOFD)

- 7.1 Proposals for the outcome document of 2017 APEC Ministers and Leaders Meetings
- 7.2 Next meeting.
- 7.3 Closing remarks.

五、會議內容

本次會議由 GOFD 主席中國大陸籍尤亮主持，並與 GOFD 第一副主席美國籍 Chris Watson 及第二副主席越南籍 Ms. Ha Thi Minh Duc 共同主持。包括澳洲、智利、中國大陸、印尼、韓國、馬來西亞、巴布亞紐幾內亞、菲律賓、俄羅斯、泰國、美國、越南及我方代表，共有 13 個經濟體與會。

越南勞動、身心障礙及社會事務部部長致詞時表示歡迎大家，並再次說明今年的 4 個優先項目，以及強調 GOFD 對於包容性成長的重要性，也感謝去（2016）年秘魯的會議成果，他表示越南有超過 600 萬的身心障礙者，因此促進渠等就業也是越南一直努力的工作，希望能促成更具包容性的經濟與社會。

（一） 2017 年 APEC 優先項目和 GOFD 行政工作議題

1. 會議首先確認議程與 2016 年會議紀錄，由越南籍代表報告今（2017）年 APEC 主題「創造新動能，育成共同未來」，以及 4 個優先項目，在第一項優先項目促進可持續性的創新和包容性成長部分，與身心障礙者多有相關，並在這個項目下希望促成結構改革及更多創新，而後報告推動茂物目標（Bogor Goals）與 2020 年後願景之進展。
2. 主席說明今年 GOFD 工作目標並採認工作計畫，重點將放在加強跨論壇合作，特別是與 HRDWG 的合作，以及發展輔助器材線上電子商務的可能性。
3. APEC 秘書處 PD Ms. Denisse Luyo 報告今年的工作事項，包括第二階段的計畫經費申請時程、程序以及注意事項，請大家確實注意及遵守。

(二) APEC 次級論壇對身心障礙包容性議題的貢獻及強化相關次級論壇合作

1. 人力資源工作小組(HRDWG) 教育發展分組(EDNET)國際協調人王燕報告 GOFD 與 EDNET 合作情形，以強化對身心障礙者的包容性，她認為透過教育的力量可以促成更多包容性的措施及知識傳播，EDNET 論壇係為確保 APEC 經濟體的教育資源及標準，能夠符合 21 世紀的需求，並透過這樣的論壇交換經驗及共同討論教育相關議題。2016 年舉行之教育部長會議亦重視包容性議題，因此 EDNET 可以透過教師的訓練機制、學校教育、政策及法規擬訂及協助建立 APEC 區域內相關資料庫等方式，與 GOFD 論壇深化交流，並為協助身心障礙者及促進 APEC 地區的包容性成長有所貢獻，其亦邀請 GOFD 正、副主席參與往後的 EDNET 會議。GOFD 副主席回應很樂見未來的合作。
2. 主席說明除邀請教育分組國際協調人外，也同時邀請 HRDWG 總主席與 LSPN 國際協調人致詞，但因其行程安排無法配合，故無法出席。
3. 其他經濟體意見：中國大陸強調網路及電子商務對包容性成長的重要性，其代表認為 APEC 對科技及電子產品及網路經濟方面做過很多努力，近期已草擬 APEC Internet Economy roadmap，建議 GOFD 可與相關論壇(如 ICT、EC、AHSGIE 等)加深合作，如討論利用更多電子產品及網路促進身心障礙者就業，包括開設網路商店等。中國大陸籍 GOFD 主席希望能讓身心障礙者有尊嚴的就業，因此贊同應與 EDNET 及 AHSGIE 等論壇在未來有更多合作及交流的建議。巴布亞紐幾內亞發言感謝中國大陸對身心障礙議題所做的努力，GOFD 副主席則表示很期待明年巴紐主辦 APEC。

(三) 經濟體報告 2016-2017 年度 GOFD 工作計畫的執行情形

1. 美方報告自費方案「促進身心障礙者在 APEC 地區的就業」，報在 2016 年針對 GOFD、HRDWG 及 LSPN 經濟體之調查，以了解渠等經濟體對於身心障礙者的措施與幫助(如訓練計畫)、制度法規(如國際公約的實行狀況)以及身心障礙者的勞動力參與率與遭遇的困難，並建議各經濟體未來在提供更多法律保障、消除刻板印象上之努力以及推廣標竿案例等意見。
2. 中國大陸籍尤亮主席發言，認為在研究建議部分，雖然勞動市場常給予身心障礙者有所保護的場域，但其實許多身心障礙者希望能在更開放平等的就業環境工作；智利發言期望提供更多量化資料以利深入了解研究成果。
3. 中國大陸首先報告「促進身心障礙者參與經濟活動」下之兩個子計畫，第一個為 Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region，研究結果發現網路經濟帶給身心障礙者更多工作與創業機會，第二個子計畫為 Vocational Training on E-Commerce for Persons with Disabilities，在廣西壯族自治區南寧辦理訓練課程，希望透過對身心障礙者學員在技能及知識上的培訓，以及邀請身心障礙者擔任課程講師的方式，提高渠等的就業和生產力，進而提高生活品質。此活動持續邀請經濟體派員參加，惟因中國大陸無法支應機票費用，我方代表發言時表示礙於經費，恐難派員，但可協助連結國內與業務有關之民間團體，提供資訊供參考。
4. 中國大陸報告完後，菲律賓發言詢問是否有相關創業經費支援線上創業活動 中國大陸回應目前只是教導線上創業相關知識，但將會於後續推動時，考慮加入私部門的資源。主席認為線上創業不需很多資金，如阿里巴巴網絡上的線上店家，營業只需一台電腦，僅需要學習如何使用平台。
5. 我方代表發言表示，擁有創業精神且有好的創業模式的身心障礙者僅屬少數，我方對有創業意願的身心障礙者，提供經費補助，

但每年使用此項服務的人數不多，因創業所需的不只是資金，也需要評估承擔風險的能力，建議可以協助已經是自營商的身障者，將原有的經營模式發展為線上商店，使其有更多商機。

6. 中國大陸感謝中華台北的發言並認為是很好的建議，表示他們的訓練的確更多的是引導身心障礙者如何參與經濟活動，主席尤亮並表示 9 月將會有訓練課程相關的研討會，歡迎各經濟體一同參與。
7. 中國大陸接續報告「Assistive Devices + Internet」 Cross-Border E-Commerce Platform」方案，其研究認為，透過網路購買輔具設備，確實能降低身心障礙者取得輔具設備的成本，目前已完成跨國線上商業平台的身心障礙者輔助設備，但區域內障礙仍多，包括各經濟體對於輔具設備的界定，多數設定為醫材，不僅不開放網路購買，且設有關稅，因中國大陸對於此項設備的進口採取免關稅措施，希望在 2017 年徵詢有意願參與的經濟體共同推動，已有菲律賓、印尼與馬來西亞表達參與意願。我國則因主管機關不開放輔具器材透過網路販售，故無法參與本案。

(四) 促進 APEC 區域內身心障礙包容性的優良案例分享

1. 越南勞動、身心障礙及社會事務部代表報告越南身心障礙者人數狀況、組織及針對身心障礙者的社會福利制度，包括月津貼數額等。
2. 我方勞動部勞動力發展署蘇組長昭如報告我國協助身心障礙者之「職務再設計(Job Accommodation)」做法，身心障礙者就業往往會遭遇困難，包括社會異樣眼光、不夠友善的工作環境、缺乏機會及需要軟硬體的協助等。從 1995 年開始，我國即使用此做法協助身心障礙者克服工作上面臨的障礙，並提高生產力，包括在科技上的輔助，面試等時間點即時的幫助等，並分享祥儀公司與 NPO、勞動部勞動力發展署所屬就業中心合作的案例，由 NPO 協助培訓，祥儀公司則為其所聘僱之 17 位身心障礙者開闢特別

生產線，俾利促進身心障礙者就業。報告獲得廣大迴響，越南籍副主席特別感謝中華臺北的報告，認為極其生動且做法令人印象深刻。

3. 其他經濟體報告：澳洲及印尼亦分享其相關制度或案例，澳洲彈性工作制度讓擁有相應的技術者都有機會參與勞動力。

(五) 討論 GOFD 後續規劃

1. 主席尤亮表示 GOFD 未來可以提出一個與包容性及高品質教育相關的倡議，並且跟 EDNET、ICT 與 AHSGIE 等工作小組有更多合作，美國亦表示贊同。韓國則建議 GOFD 可以提出職業訓練相關的政策。
2. 巴布亞紐幾內亞表示希望明年 GOFD 亦是在 SOM2 期間與 HRDWG 併同召開。
3. 中國大陸籍主席請美國（第一副主席）協同文件製作提交經濟暨技術合作指導委員會（SCE）及年度部長會議的成果報告，以確保完整呈現 GOFD 的成果，美國表示同意。
4. 由於 GOFD 有落日條款，中國大陸籍主席表示希望 GOFD 將來能成為一個獨立的工作小組。
5. 主席提醒依據 GOFD 設置要點，主席與第一副主席將於今年年底改選，新任主席的任期將為 2018-2019 年。

(六) 會議具體成果

本次會議議程中，僅我國及越南登記報告，中國大陸籍主席及越南籍第二副主席均感謝我國的積極參與。美方亦感謝我方推薦蘇組長擔任報告人，為我國參與本次 GOFD 的另一具體貢獻。

六、會議期間與其他會員體或 APEC 秘書處互動交流情形

會議期間主席尤亮，除在會議中呼籲各經濟體思考 2017-2018 年可以發展的提案方向，並於場邊詢問我國於 GOFD 提案的意願，經與勞動部勞動力發展署代表蘇組長昭如徵詢意願，因 2018 年預算並未編列相關經費，推動上會有困難，目前尚無提案的想法。

美國代表 Emily Fischer 發言表示，美國目前尚未有明確的提案方向，或許會針對 2016-2017 年推動研究調查，評估下一階段可行的研究方向，但也呼籲各經濟體思考提案的可能。

貳、身心障礙就業政策研討會 (Symposium on Promoting the Employment of Persons with Disabilities)

一、會議時間：2017年5月10日

二、會議地點：河內國家會議中心(NCC)

三、與會人員：

勞動部勞動力發展署身心礙者及特定對象就業組 蘇組長昭如

勞動部綜合規劃司 林專門委員永裕 黃科長耀滄

國發會人力發展處 黃專員毓芬 謝科員沛穎

四、會議議程

May 10, 2017	
8.30 – 9.00 am	Registration and Arrival
9.00 – 9.15 am	<p>Welcome Remarks</p> <p>Mr. Christopher Watson, Senior Advisor for Asia and the Pacific and APEC Affairs, U.S. Department of Labor, United States</p> <p>Mr. You Liang, Representative of GoFD Chair, Deputy Director General of International Affairs Department, China Disabled Persons' Federation, China</p>
9.15 – 9.25 am	<p>Introducing the Advancing Employment for Persons with Disabilities in APEC Initiative</p> <p><i>This session will provide an overview of the Advancing Employment for Persons with Disabilities Initiative, including:</i></p> <ul style="list-style-type: none"> • <i>Contextualizing the work in APEC to advance persons with disabilities, specifically through the HRDWG and the GoFD</i> • <i>Objectives and key findings of the baseline study</i> • <i>Goals for the workshop and walk-through of the agenda</i> <p>Ms. Ann Katsiak, Chief of Party, US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI), Nathan Associates</p>

<p>Session 1 9.25 – 10.20 am</p>	<p>Overview of the Advancing Employment in APEC for Persons with Disabilities: A Baseline Study of Opportunities in the Region</p> <p><i>This session will provide an overview of the research findings and trends across the region in advancing employment for persons with disabilities. The overview will include details on laws and regulations, international frameworks on disability integration, education and training, best practices in integrated employment, cross-cutting issues, and opportunities for improvement.</i></p> <p>Ms. Teresa Cannady, US-ATAARI, Nathan Associates</p> <p><i>Questions and Answers</i></p>
<p>10.20 – 10:50 am</p>	<p>Coffee Break</p>
<p>Session 2 10.50 – 11.35 pm</p>	<p>Panel Discussion: Experiences in Inclusive Education, Training, and Lifelong Learning for Persons with Disabilities</p> <p>Moderator: Dr. Le Ha Van, Program Management Specialist and Senior Adviser, USAID/Vietnam</p> <ul style="list-style-type: none"> • Mr. Dandy Victa, National Council of Disability Affairs, The Philippines • Mr. David Clements, State Manager, Tasmania, National Disability Services, Australia • Ms. Su Chao-Ju, Director, Workforce Development Agency, Chinese Taipei <p><i>Questions and Answers</i></p>
<p>Session 3 11.35 – 12.20 pm</p>	<p>Panel Discussion: Best Practices in Integrated Employment and Career Advancement</p> <p>Moderator: Ms. Katherine Guernsey, US-ATAARI, Nathan Associates</p> <ul style="list-style-type: none"> • Mr. You Liang, Representative of GoFD Chair, Deputy Director General of International Affairs Department, China Disabled Persons' Federation, China • Mr. Christopher Watson, Senior Advisor for Asia and the Pacific and APEC Affairs, U.S. Department of Labor, United States • Mr. Esteban Tromel, Senior Disability Specialist, International Labour Organization
<p>12.20 – 1.45 pm</p>	<p>Lunch</p>

<p>Session 4 1.45 – 2.45 pm</p>	<p>Panel Discussion: Coordinating with the Private Sector and Civil Society Organizations</p> <p>Moderator: Ms. Vu Thi Binh Minh, Founder, Inclusive Development Action (IDEA)</p> <ul style="list-style-type: none"> • Ms. Karen Jorquera Fuentes, Professional, National Disability Service, Chile • Mr. Sudarshan Neupane, Head of Program Quality and Development, Handicap International • Mr. Villy Vilano, Quality Assurance and Content Development Manager, Genashtim Innovative Learning <p><i>Questions and Answers</i></p>
<p>2.45 – 3.15 pm</p>	<p>Coffee Break</p>
<p>Session 5 3.15 – 4.15 pm</p>	<p>Breakout Sessions: Brainstorming Regional Opportunities and Action Priorities for the GoFD</p> <p>These breakout sessions will allow participants to talk through key questions of how the report and presented research and best practices can help inform priorities for the GoFD in the upcoming</p>
<p>4.15 – 4.45 pm</p>	<p>Report from Breakout Sessions</p> <p><i>Facilitated by: Ms. Katherine Guernsey</i>, US-ATAARI, Nathan</p>
<p>4.45 – 5.00 pm</p>	<p>Wrap-Up and Next Steps</p>

五、會議內容

本次研討會係由美國主辦，各經濟體超過 50 名代表出席。會議邀請中國大陸籍 GOFD 主席尤亮及 GOFD 第一副主席美國勞工部 Chris Watson 先生擔任開幕致詞，並由 US-ATAARI 主管 Ms. Ann Katsiak 介紹 APEC 強化身心障礙者就業相關倡議，說明透過 HRDWG 及 GOFD 共同努力的目標及重要研究發展。

美國辦理本次會議的目的，主要係為討論 APEC 區域發展重要議題，希望透過研討會的對話，讓各經濟體支持促進身心障礙者就業相關方案，並透過經濟體代表的自願參與，達到集思廣益的效果。

研討會討論面向共分為 5 項主題，討論內容涵蓋身心障礙者就業的區域機會和挑戰、身心障礙者包容性教育、訓練及終生學習經驗、就業與職涯發展整合的最佳範例、私部門及公民社會團體的協調、GOFD 區域機會及優先行動的腦力激盪等，茲分別說明如下：

(一)促進身心障礙者就業研究報告：區域的機會和趨勢

美國代表 Ms. Teresa Cannady (US-ATAARI, Nathan Associates) 提出促進身心障礙者就業最新研究報告，以對 GOFD、HRDWG 參與經濟體進行問卷調查、訪談 UNESCAP 等國際組織與美國國內的身心障礙團體，搭配法規及資料分析的方式完成，研究結果顯示：

1. 經濟體若能支付與一般人同等薪水給身心障礙者，渠等經濟體之 GDP 能增加至多 7%。
2. 世界銀行估計，壓縮身心障礙者的工作機會的成本約導致了全球 GDP 13.7 億至 19.4 億美元的損失。

研究並從幾大方面提出建議，包括：

1. 可建立最低聘用身心障礙者之比例機制或給予企業聘僱身心障礙者之經濟誘因
2. 提供支持身心障礙者就業之幫助（如就業資訊、訓練、交通）

3. 提供更具包容性的教育環境與機會
4. 從法規制度著手給予身心障礙者平等待遇與保障
5. 減少身心障礙者就業障礙，如友善之環境
6. 重視文化、性別、資料蒐集困難等相關問題
7. 與私部門建立合作機制

(二)身心障礙者融合教育、訓練及終生學習經驗

1. 首先由菲律賓及澳洲代表針對身心障礙者之教育、訓練以及終身學習上的經驗及作法進行專題報告，菲律賓國家身心障礙事務委員會代表 Mr. Dandy Victa 表示菲律賓除官方的相關計畫以外，私部門亦對此做了很多努力，並且希望菲律賓能在此議題上於 APEC 場域貢獻更多；澳洲代表 Mr. David Clements 則說明澳洲國內身心障礙者教育和就業立法背景，並分享澳洲引進國家身心障礙保險計畫的做法，以及支持身心障礙者從事教育培訓和終身學習的方案。
2. 我方勞動力發展署蘇組長昭如，針對促進身心障礙者就業之政策及措施做專題演講，分享許多重要的統計數據，包括身心障礙者的年齡分布、教育程度不斷提高的現象、受大學教育之身心障礙者的類別分布情況(以學習障礙者為最多，其次為身體上的缺陷，再次為自閉症)、聘僱身心障礙者的單位以及身心障礙者從事的工作類別與薪資，接著說明我方訂定的相關法律保障，並介紹「職業重建」機制的運作方式與實行情形，並提出未來展望，蘇組長強調身心障礙者為我國重要的勞動力來源，我們應該更重視這方面議題並更加努力，該演講獲得廣大迴響。

(三)就業與職涯發展整合的最佳範例

1. 中國大陸代表尤亮報告「促進身心障礙者參與經濟活動」情形，說明 Policy Research on Advancing Participation of Persons with

Disabilities in Internet Economy in the Asia-Pacific Region 研究結果，並介紹保障及促進身心礙者就業相關法令，也是中國大陸「十三五」規劃的重要計畫，透過減稅、鼓勵自僱、發展對於心智障礙、嚴重肢體障礙等特定對象支持方案，並利用網際網路協助身障者就業，另辦理全球青年身障者 IT 挑戰研討會，透過國際連結及合作，例如聯合國身障者權益會議及 2030 年永續發展議程等，建立國際社會對於保障身障者就業權益之共識，尋求最佳解決方案。

2. 美國勞工部 Chris Watson 先生報告美國身障就業情形，說明美國公民權利原則包括：1 禁止歧視、2 機會公平、3 合理的調合 (accommodation)，透過 1990 年美國身障法 (1990: Americans with Disabilities Act, ADA) 及 2008 年 ADA 修正，確認國會立法原意身障係指更廣泛的指稱。未來美國面對的挑戰仍在，包括身障者的低勞動力參與率，2017 年 4 月身障者勞參率為 20.1%，非身障者勞參率為 68.6%；以及身障者的高失業率，2017 年 4 月身障者失業率為 10.7%，非身障者則僅 3.8%；民眾對身障者的污名化及誤解，未來可透過公共教育運動 (例如 The Campaign for Disability Employment, National Disability Employment Awareness Month)、各界宣導 (包括實體、軟體、通訊、科技、教育等) 及其他個人經驗例如實習方案等解決。未來可能的做法包括：促進就業及可及的 (accessible) 科技結合、交通可近性 (Accessible Transportation)、客製化就業、包容性青年改變、企業結盟、合理的工作調整、留住及回復工作、整體性的策略等。

(四) 私部門及公民社會團體的協調

1. 國際組織 Handicap International Nepal 代表，報告該組織對於促進身障者就業之相關措施及方案，建議未來可透過合理的輔助支援、勞動力多元發展、跨組織合作、經驗的建立與累積等方式，促進身障者就業。
2. Genashtim 企業代表報告該公司線上學習業務之發展，以及該公司

及所屬產業對身障者之運用及益處，建議未來可促進在家工作的新工作態樣、強化身障者的數位學習、推動和促進身障者在網際網路平台成為微型企業家。

(五)GOFD 區域機會及優先行動的腦力激盪

透過瞭解今日關於促進身障就業之相關報告、研究結果及最佳範例等資訊後，與會人員採分組方式進行腦力激盪，就相關議題充分討論及對話，共同尋求未來 GOFD 的優先議題、行動方案、相關主管單位及挑戰。我各單位出席會議者亦各自參與不同分組之討論。

六、研討會重要結論

促進 APEC 區域內身障者就業，是 GOFD 的重要目的之一，研討會由政府、企業及公民社會共同參與及討論可行方案，透過各方充分表達及溝通，並分享經驗與想法，最後提出具體建議。會議總結報告人及與會人員經討論，提出下列未來共同推動方向：

(一)持續進行就業檢測以確保可維持參與勞動市場。

(二)分析僱用身障者的何種策略是必要的。

(三)強調技能建構和包容性教育的重要，並包括終身學習。

(四)性別平等議題亦將影響身障者，對於就業歧視問題應妥為因應。

(五)對於醫療設備(如輪椅或其他身障者必須使用的器材)關稅及非關稅障礙，應設法降低。

(六)瞭解數位經濟對於身障者的有利或不利影響。

- (七)強化 GOFD 功能，並加強與 APEC 其他相關工作小組例如 ICT、HRDWG 之合作，促進 APEC 本身和其他工作小組對身障者議題之重視。
- (八)蒐集及分享完整資訊，發展最佳範例供 APEC 各經濟體參考。
- (九)加強提供交通輔具及工作場所輔具協助身障者就業。
- (十)聚焦由教育轉銜到就業的措施，加強青年及學齡兒童之職涯發展教育，並投資及提供 ICT 技能訓練。
- (十一) 建立僱用身障者之雇主合作網絡，分享經驗及尋求最佳範例。
- (十二) 尋求 APEC 領袖宣言納入支持促進身障者就業議題。

參、建議事項

- 一、本次感謝外交部支應勞動部勞動力發展署代表，出席 5/9 GOFD 會議及 5/10 美方「APEC 促進身心障礙者的就業政策研討會」之費用，特別感謝勞動部勞動力發展署蘇組長昭如，在美方研討會上擔任講者，報告我方促進身障就業措施，貢獻良多。美方私下表達感謝我方積極參與的態度，亦感謝我方推薦蘇組長擔任報告人，為我國參與本次 GOFD 的另一具體貢獻。
- 二、有鑒於 GOFD 議題聚焦於身障者的就業媒合、職業訓練與教育融合措施，除就業措施外，亦涉及身心障礙者教育制度與教育轉銜制度，2018 年建議依循今年模式，視議題邀請適合之專家與會。
- 三、因 GOFD 設有落日條款，中國大陸籍主席強烈傳達延續 GOFD 之期許，美方亦於 5/10 研討會中，藉由小組討論方式，收集與會專家代表對於如何在 APEC 層次推動促進身心障礙者就業的行動方向，並表示相關建議將做為研究成果，提供 GOFD 及 HRDWG 採納，態度積極。我方對於 GOFD 是否延續，採樂觀其成態度，惟依示 2018 年後國發會不再擔任 GOFD 窗口，建議回歸業務單位主責。

附錄

附錄 1：

第 3 屆身心障礙之友會議相關報告簡報：

- **Reinforcing Inclusiveness of Disability Through Collaboration Between EDNET and GOFD**
- **Advancing Employment for Persons with Disabilities Study**
- **Promoting Participation of Persons with Disabilities in Economic Activities**
- **Social Welfare Policy for Disabled People in Vietnam**
- **Job accommodation – Good Practice to Promote the Participation of PWDs**



Reinforcing Inclusiveness of Disability Through Collaboration Between EDNET and GOFD

WANG YAN

APEC EDNET Coordinator

May 9, 2017 Hanoi, Viet Nam



EDNET

The objective of the EDNET:

To foster strong and vibrant learning systems across APEC member economies, promote education for all, and strengthen the role of education in promoting social, individual, economic and sustainable development.



Establishment of the APEC Education Forum

- To address the need of each APEC member to ensure that its education standards respond to the needs of the Twenty-First Century, the Education Ministers endorsed the **establishment of an APEC Education Forum** for developing and implementing mutually beneficial cooperative activities in education.
- The Ministers agreed that this forum would also serve as a communication link among APEC members, for discussion of education-related issues.



Establishment of the APEC Education Forum (Cont'd)

- the exchange of information: The Ministers agreed that there is a need for exchanges of information among APEC members for the purposes of increasing mutual understanding and improving their education systems.
- the exchange of people for education-related purposes : The Ministers agreed that there is a need to promote exchanges of people directly involved in the development and delivery of education, such as education policy makers, researchers, teachers, education administrators, and students.



1992-2012—Six Education Ministerial Meetings

- 1992: Toward Education Standards for the 21st Century
 - 2000: Education for Learning Societies in the 21st Century
 - 2004: Skills for the Coming Challenges
 - 2008: Quality Education for All: Achieving Competencies and Skills for the 21st Century
 - 2012: Future Challenges and Educational Responses: Fostering Global, Innovative, and Cooperative Education
 - 2016: An Inclusive and Quality Education
-



GOFG and EDNET

- Inclusive Education
 - Special Education
 - Integrated Education
 - Lifelong Learning
-



How could the EDNET contribute to inclusiveness of disability issues?

- Formulating policy, enacting legislation and allocating budgetary resources
 - Providing education administration, implementation and collaboration across sectors
 - Structuring and re-structuring the School System: from Pre-school to university
 - Training teachers: pre-and in-service training and education
 - Monitoring and evaluation
-



Coordination between GOFD and EDNET

- Participation in relevant meeting/workshop/conference
 - Joint meeting/conference/session
 - Collaborative Project and initiative
 - Joint Policy Statement
 -
-



APEC Education Strategy

➤ “Why an APEC Education Strategy?”

The APEC Education Strategy establishes a common vision for the region of inclusive and quality education that lifts the participation rates of disadvantaged and underrepresented groups and aligns with the needs of individuals, societies and the labour markets. The strategy sets out objectives and priority actions that will ensure continued strategic alignment between education initiatives and APEC’s core objectives.”

➤ “Action 3: Modernization of education systems

In modernizing their education systems, APEC economies will focus on providing high quality, inclusive education that is accessible for all. By fostering lifelong learning opportunities from early childhood onwards, modernized systems can lift participation rates and outcomes among disadvantaged groups and ensure that individuals have the opportunity to reach their full potential.”



Action Plan of APEC Education Strategy

➤ Vision and Objectives

➤ Targets and Indicators (Qualitative & Quantitative)

➤ Instruments/tools; Projects/Initiatives



The Way Forward: Recommendations

- Invitation to EDNET Meeting and Workshop on Action Plan of APEC Education Strategy
- Advisory Team of Action Plan of APEC Education Strategy
- Collaborative project
- Joint Meeting/Conference



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Advancing Employment for Persons with Disabilities Study
 Briefing for the GoFD
 May 9, 2017 | Ha Noi, Viet Nam



US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI) *A joint project of the U.S. Agency for International Development, the U.S. Department of State, and Asia-Pacific Economic Cooperation*

REPORT OBJECTIVES

- U.S. undertook baseline study on Advancing Employment for Persons with Disabilities as an HRDWG project in 2016
- Ultimate purpose to provide region and economy level parameters for where APEC can look to focus efforts moving forward (HRDWG and GoFD)
- Aims to provide a baseline of what people with disabilities experience in the region in terms of seeking and maintaining gainful employment
- Highlights successful programs, best practices, and challenges economies face in supporting individuals with disabilities to assist the GoFD in prioritizing areas of cooperation
- Focuses across the workforce entry and advancement spectrum, including: laws and regulations; education; engagement with civil society; integrating the private sector; workforce development initiatives; incentive programs; among others.

REPORT METHODOLOGY AND APPROACH

Information was gathered through a variety of approaches

1. Survey distributed through the GoFD, HRDWG, and the LSPN in 2016
 - 9 responding economies: Australia, Canada, Chile, Peru, the Philippines, Russia, Chinese Taipei, Thailand, the United States
2. Interviews with various international organizations involved in disability advocacy and policy development
 - International: UNESCAP, International Labor Organization, States, World Health Organization, World Bank, UNDP
 - Domestic: Disability persons organizations (DPOs), education advocacy groups, disability legal clinics
3. Desk research
 - Laws and regulations
 - Data collection and analysis
 - Contributing factors toward disempowerment (e.g. cultural barriers, gender, transportation access)

REPORT OVERVIEW

Contents and Layout

- Introduction (key concepts, causes and prevalence,)
- Trends and Challenges to Increasing Employment
- International Frameworks
- APEC Economy Laws and Regulations
- Quotas, Targets, and Incentives
- Supporting People with Disabilities to Find Employment
- Education Support and Vocational Rehabilitation and Training
- Accessibility in the Employment Context
- Cross-Cutting Issues
- Engagement with Civil Society and Advocacy Groups
- Coordination with Private Sector
- Conclusions and Recommendations
- Annex of Laws

INTRODUCTION

- Report does not try to define disability but references the CRPD (Article 1) definition and concepts:
 - “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.”
 - Disability is an “evolving concept” and results from interaction between persons with impairments and attitudinal and environmental barriers that hinder full participation on equal basis
- Three models of disability:
 - Antiquated:**
 1. Medical model: persons with disabilities are considered ‘broken’ and in need of being ‘fixed’ or ‘cured’ by medical professionals
 2. Charity model: persons with disabilities are viewed as lacking the ability to take control of their own lives and be self-supporting. Instead, it is society’s duty to provide resources, typically through charitable delivery mechanisms
 - Modern:**
 3. Social model: as a socially created problem, disability is complex collection of conditions created by surrounding environment, requires collective response from society at-large

INTRODUCTION (continued)

- Prevalence of disability – estimated 1 in 6 persons or up to 650 million in Asia-Pacific region
- Employment rates – for those with and without disabilities tend to be larger in higher income economies
- Productivity – is less, not because of disability, but because they live and work in “disabling” environments
- Employment-related challenges:
 - lack of data
 - incompletely legal protections and enforcement
 - inaccessible and segregated training and education systems
 - poor access to professional networks
 - inaccessible transportation and workplaces
 - stigma and biases
 - lack of support to assist injured/ill workers to return to work

LAWS AND REGULATIONS

- International Frameworks
 - CRPD aims to protect, promote, and ensure full, equal employment
 - ILO Conventions 159 and 168
 - Incheon Strategy to “Make the Right Real” – provides Asia/Pacific region with first set of regionally agreed disability inclusive development goals
 - More focus on human rights
 - Need for clear, effective enforcement mechanisms designed with persons with disabilities or groups supporting them
- Economy Legislation
 - Uneven protection; difference between laws and regulations
 - Lack of compliance with CRPD requirements
 - APEC economies have some of most comprehensive definitions of disability discrimination
 - Report includes general trends for each APEC economy in this section and lists relevant laws in Annex



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EMPLOYMENT PRACTICES FOR PERSONS WITH DISABILITIES – Enforcement of laws and regulations

- Many APEC economies have domestic laws and regulations to address employment rights for persons with disabilities
- Anti-discrimination laws are also important to protect hiring, promotion, termination
- Lack of enforcement by governments; lack of understanding about requirements and protections by persons with disabilities
- Some examples of domestic laws:
 - Philippine’s Magna Carta – prohibits discrimination in employment
 - Australia’s DDA – prohibits discrimination in employment and education; provides disability action plan to address barriers and set policies and programs
 - Peru’s General Law on Persons with Disabilities has rules and mandates to influence employment policies

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QUOTAS, TARGETS, AND INCENTIVES FOR HIRING PERSONS WITH DISABILITIES

Quotas

- Sets minimum percentages for employing persons with disabilities; may be mandatory or optional and have sanctions for non-compliance
- Most studies show quota systems don't achieve their theoretical targets
- Current shift is away from quotas in most economics toward measures to support individuals, coupled with better anti-discrimination laws

Targets and Incentives

- Targets, unlike quotas, are not mandated, but nonetheless encourage employers
- Used to encourage employers, especially small ones, to hire persons with disabilities
- May include wage subsidies, bonus and retention grants, training grants, reduction in social security charges



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SUPPORTING PEOPLE WITH DISABILITIES TO FIND EMPLOYMENT

Recruiting, placement, and career services

- One stop centers for job placement and services with a person-centered approach to match interest and skills to job
- Use of special funds for skills training, job placement, and wage subsidies
- Use of networks of employers who champion and advance employment of persons with disabilities
- Use of websites and technology to find jobs, financing, and training

The shift toward supported employment

- Sheltered usually involves work in separate facilities and receives special government funding
- Trend is moving towards supported and away from a charity model
- Supported is paid work in an integrated setting with ongoing support services
- UN Standard Rules on Equalization of Opportunities promote employment in open labor market unless needs cannot be met there

Training as part of supported services

- Building sustainable services requires training not only for individuals with disabilities, but also employers and business community
- Alternative forms of training help build self-confidence, entrepreneurial skills, and networking relationships
- Companies promoting inclusive employment in Asia-Pacific region find higher retention rates, valuable skills, and improved morale and image

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EDUCATIONAL SUPPORT AND VOCTIONAL REHABILITATION AND TRAINING

- UNICEF estimates that 90% of children with disabilities do not attend school
- Need effective inclusive education for young people with disabilities to learn alongside their peers, both with and without disabilities
- Economic benefits are realized by all when there is inclusive education: children better positioned to succeed and participate in society, families have burden of caring reduced during school day, and society is relieved of setting up separate schools, which are ineffective and costly
- Both CRPD (Article 24) and Convention on Rights of the Children (Article 23) require education conducive to social integration and individual development



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CONCLUSIONS AND RECOMMENDATIONS

- Progress has been made – but much remains to be done
- Continue “people first” approach
- Improve accessibility
- Change attitudinal barriers
- Laws alone cannot solve problems
- Need domestic strategies to improve implementation and coordination
- Effective channels for complaints

APEC Survey Responses Barriers to Employment

- Social and cultural prejudice
- Misconception by employers that accommodation is costly
- Physical barriers to and at work
- Lack of accessible transportation
- Attitudes about skills and abilities
- Limited skills and education mismatch
- Lack of accessible information about employment opportunities
- Legislation, regulations, or policies prevent employment in particular jobs
- Lack of protection from discrimination
- Lack of support for employers and recruitment agencies
- Need to champion best practices
- Lack of focus on long-term career planning and capacity building
- Poor recruitment efforts
- Difficulty in transitioning from school to work

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RECOMMENDATIONS

- ✓ **Provide better legal protections.** It is encouraged that all member economies to consider ratifying or acceding to the CRPD—and to take steps to ensure full compliance.
- ✓ **Increase awareness-raising efforts to overcome stereotypes, myths, and prejudices about persons with disabilities in the workplace.** Employers and employees need better understanding of benefits persons with disabilities bring and to build inclusive work environments.
- ✓ **Address the gendered aspects of employment.** Develop programs to promote employment of women and address additional burdens they face, including small business finance and work from home.
- ✓ **Work with private and public employers to encourage the hiring and retention of persons with disabilities.** Support employers to address concerns and overcome myths about productivity and costs of accommodations.
- ✓ **Ensure consistent, complete enforcement of any quota or target systems and better use of incentives.** Incentives are normally more successful and employers typically respond more positively.

13

RECOMMENDATIONS (continued)

- ✓ **Lead by example.** Having persons with disabilities in the workplace provides strong role models; job coaches can prove successful for workplace integration.
- ✓ **Improve education systems for children with disabilities in anticipation of their future workplace needs.** Youth with disabilities who do not complete higher education are far less likely to find gainful employment.
- ✓ **Provide better employment/job placement services and information to make persons with disabilities aware of those services.** Persons with disabilities and their families should be made aware of the availability of these services.
- ✓ **Ensure that persons with disabilities are paid the same wages as their peers without disabilities and, in no case, less than minimum wage.** The work of persons with disabilities should be valued, monetarily and otherwise, on par with their peers without disabilities.
- ✓ **Increase funding for people with disabilities to start their own business.** Self-employment is a good option and both micro and macro funding should be readily available, along with business development services.

14

RECOMMENDATIONS (continued)

- ✓ **Make transportation accessible and affordable for persons with disabilities.** Economies should make public transportation accessible or provide special services.
- ✓ **Increase public awareness activities to address cultural barriers and attitudes about persons with disabilities, especially concerning their employment capabilities.** Overcome attitudes of pity and recognize strong potential.
- ✓ **Increase engagement with private sector.** Collaboration has proven successful to encourage hiring, develop special training programs, and adapt workplaces for persons with disabilities.
- ✓ **Address discrimination issues for indigenous people and Afro-descendants with disabilities.** They face double discrimination; need to address vulnerabilities and raise awareness of rights for better integration.
- ✓ **Develop employment skills training opportunities in rural areas for persons with disabilities.** Better skills training services and employment programs are needed to support improved outcomes in rural areas.

15

RECOMMENDATIONS (continued)

- ✓ **Engage persons with disabilities in the development of disability policies and programs.** Economies should establish channels for open discussion between DPOs and representatives from the public and private sectors.
- ✓ **Encourage the establishment of systems to transition people with disabilities from education to employment, such as technical or vocational skills training opportunities, or internships.** Should be linked to likely employment upon completion. Internships and job opportunities should begin while still in school
- ✓ **Develop best practices for increasing labor market participation that address barriers to employment faced by employers in hiring people with disabilities.** A system of public-private partnerships could prove useful to address barriers and promote the advantages of diversity and inclusiveness in the workplace.
- ✓ **Increase accommodations, including auxiliary aids and services, to remove communication barriers in employment settings of people with disabilities, especially for people who are blind, deaf, or have intellectual or learning disabilities.** Auxiliary aids and services include qualified interpreters, captioning, and materials in alternative or different formats.
- ✓ **Encourage regular data collection on incidence of people with disabilities through household surveys.** Use of this data would compare levels of participation in employment, education, or family life for those with disability versus those without disability to see if persons with disability have achieved social inclusion.

16

QUESTIONS AND ANSWERS





Promoting Participation of Persons with Disabilities in Economic Activities

People' Republic of China
May 9, 2017

Promoting Participation of Persons with Disabilities in Economic Activities

Project Number: GOFD 01 2016S

Sub-Projects:

- ◆ Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region
- ◆ Vocational Training on E-Commerce for Persons with Disabilities

Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region

OBJECTIVES

- **Review** the latest practice and experience of APEC economies in facilitating persons with disabilities' participation in Internet economy;



Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region

OBJECTIVES

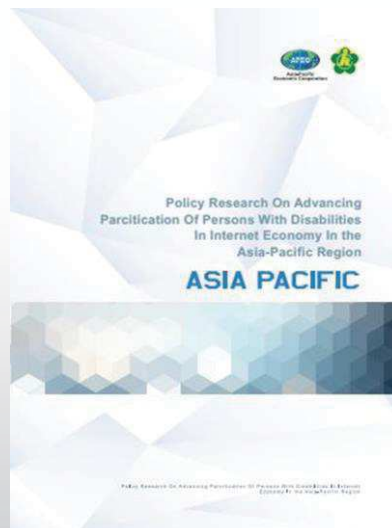
- **Analyze** the current challenges and potential opportunities for persons with disabilities to be included via Internet in the services of education, employment and social protection in this region;



Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region

OBJECTIVES

- **Propose** strategic alternatives and policy recommendations in facilitating persons with disabilities' participation in Internet economy.



Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region

STRUCTURE

Chapter 1

Background, goal, structure, and main conclusions of the report

Chapter 2

Overview of the Internet Economic Development in the Asia-Pacific Region

Chapter 3

Process and Achievements of the Asia-Pacific Regional Cooperation on Disability Issues

Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region

STRUCTURE

Chapter 4

Internet Economy Provides New Employment and Entrepreneurship Opportunities for Persons with Disabilities

Chapter 5

Internet Economy and Improvement of the Life of Persons with Disabilities through Assistive Devices + Internet

Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region

STRUCTURE

Chapter 6

Internet Economy and Improvement of Educational Attainment of Persons with Disabilities

Chapter 7

Proposal for Cooperation in Increasing the Inclusion of Persons with Disabilities in the Asia-Pacific Region in the Internet Economy

Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region

MAIN FINDINGS

- ▶ The Asia-Pacific Economies Saw Preliminary Cooperation Results in Facilitating the Undertaking for Persons with Disabilities
- ▶ Internet Economy Brings New Opportunities for the Employment and Entrepreneurship to Persons with Disabilities
- ▶ Internet Economy Boosted Development of the Assistive Devices Industry for Persons with Disabilities

Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region

MAIN FINDINGS

- ▶ Internet Economy Brings New Opportunities for the Employment and Entrepreneurship to Person
- ▶ APEC Should Take All-Round Actions to Help Persons with Disabilities Integrate into Internet Economy

Policy Research on Advancing Participation of Persons with Disabilities in Internet Economy in the Asia-Pacific Region



Vocational Training on E-Commerce for Persons with Disabilities

OBJECTIVES

Promoting the employment and productivity of persons with disabilities, and improving their quality of life through training trainees with disabilities and trainers for persons with disabilities.

Vocational Training on E-Commerce for Persons with Disabilities



Date: September 23-27, 2016

City: Nanning City, Guangxi Zhuang Autonomous Region, China

Vocational Training on E-Commerce for Persons with Disabilities



Vocational Training on E-Commerce for Persons with Disabilities

THE FIRST TRAINING

Participating Economies:
about 40 participants
from 7 APEC economies
(the Brunei Darussalam,
China, Indonesia,
Malaysia, the Philippines,
Thailand and Viet Nam)



Vocational Training on E-Commerce for Persons with Disabilities



Vocational Training on E-Commerce for Persons with Disabilities



Field trip to Guangxi Assistive Devices and Technology Center for Persons with Disabilities

Vocational Training on E-Commerce for Persons with Disabilities



Field trip to Guangxi Vocational Training Center for Persons with Disabilities

Vocational Training on E-Commerce for Persons with Disabilities

THE 2ND VOCATIONAL TRAINING FOR PWDs

TIME: September, 2017

City: Nanning City, Guangxi Zhuang Autonomous Region, China\

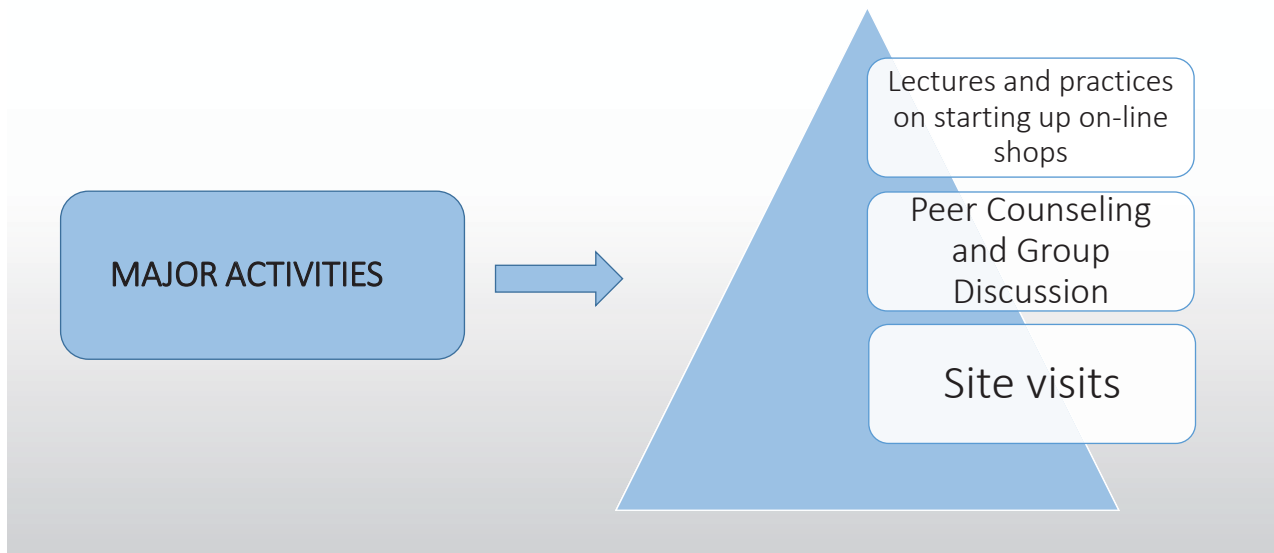
Organizers: China Disabled Persons' Federation

Vocational Training on E-Commerce for Persons with Disabilities

EXPECTED GOALS

- ▶ Confidence and skills to communicate with others,
- ▶ Develop clear and pragmatic career planning;
- ▶ Essential concepts and practical skills for starting up an on-line shop and the possibility to become a trainer for persons with disabilities in their own economy

Vocational Training on E-Commerce for Persons with Disabilities



Vocational Training on E-Commerce for Persons with Disabilities

IMPORTANT INFORMATION

- ▶ Participants should be recommended by GOFD focal points in APEC economies;
- ▶ The organizer will cover fees for the tuition, meals, accommodation and local transportation for 2-3 participants from each APEC economies.
- ▶ Specific training plan will be circulated to GOFD focal points after this meeting.



“Assistive Devices + Internet” Cross-Border E-Commerce Platform

May 9, 2017

People’s Republic of China

1. The platform

WWW.TOCPAD.COM

Transnational Online Commercial Platform for Assistive
Devices

December 25, 2016

Functions:

- 1).International market
- 2).New international products releases
- 3). Expert consultation
- 4).Examples of success in China
- 5).Applications for assistive devices
- 6).Personal online service

Transnational Online Commercial Platform for The Assistive Devices 中文版

Assistive device market

International new product releasing

Expert consultation

China Examples

Assistive device application

有助帮帮
tocpad.com

©2016 China Supply Station of Assistive Products All rights reserved. ICP Filing: 浙ICP备16051766号
Technical support: China International Electronic Commerce Center Zhejiang Fuzhi Youzhu E-commerce Co., Ltd.

WWW.TOCPAD.COM

The platform

International market

To formulate a world assistive devices library that will contain a complete line of product types, provide a "cross-border, one-stop, direct mailing service" with online product video descriptions.

Hello, Sign In | Sign up Free | My Account | Favorites | Help & Contact | Cart(0) | 中文版

有助帮帮 tocpad.com

Products: What are you looking for... [Go](#)

Shopping Guide | Shopping Guarantee | After-Sale Service

Service Hotline : 86-400-8269770

Categories: Home | WHO Recommended | International Assistive Devices | Expert Consultation | Industry Trends | China Examples

limbs | Hearing and S... | Vision | Intelligence | Livelihood | Sports and Cul... | Working and S... | Children | The Old

THE SENIORS SITE

- Assistive devices
- Professional classification
- Home supplies for the aged

ASSISTIVE DEVICES FOR THE AGED

Announcement Board

- English version of Tocpad...

Hot Labels

- Sphygmomanometer
- Mobility Aids
- Bathing Chair

Selected Activities | More →

The platform

New international products releases

To focus on industry hotspots, open information windows that will link the world' s latest assistive devices and technologies, cutting-edge products and assistive devices industry experts with key user demands.

Hello, Sign In Sign up Free My Account Favorites Help & Contact Cart(0) 中文版

有助帮帮
tocpad.com

Products
Q What are you looking for... Go


Wheelchair | Walking Stick | Typoscope | sock aid | Blind crutch

Shopping Guide Shopping Guarantee After-Sale Service
Service Hotline : 86-400-8269770

Categories Home WHO Recommended International Assistive Devices Expert Consultation Industry Trends China Examples


Home > International new product releasing

International new product releasing

 **Aipoly**
Artificial Intelligence for the Blind

Aipoly uses Artificial Intelligence To Help Visually Impaired 2016-08-22

Technology worth considering when it solves major problems in the world. Mere having fun with it doesn't add value all the time. If you could find a way using technology to generate some value to the world, definitely that value comes back to you.



DARPA developing thought-powered prosthetics 2016-09-22

New research from the government's mad science wing, DARPA, could make life an awful lot easier for people who use prosthetic limbs. DARPA has devised what it calls the "Atomic Magnetometer for Biological Imaging in Earth's Native Terrain." Or, "AMBIENT" if you're into the whole brevity thing, Engadget reports.

The platform

Expert consultation

Will bring together top local experts from various provinces, cities and counties to establish an expert service database that will provide users with authoritative online services for all types of assistive devices.

The screenshot shows the website 1pcpad.com with a navigation bar and a search bar. Below the navigation bar, there is a section titled 'Expert team' featuring eight expert profiles arranged in a 2x4 grid. Each profile includes a photo, the expert's name, and their professional background.


Expert name	Expert name	Expert name	Expert name
Chen Zhenzheng	Zhong Lei	Zhang Guangwei	Tao Jianfeng
Du Xiaojing	Du Bei	Ji Wening	Liu Xidong

The platform

Examples of success in China

The presence of a special crowd-style platform will be developed that will allow you to present your personal success story, allow others to share in your success.

[Hello Sign In](#) | [Sign Up Free](#) | [My Account](#) | [Favorites](#) | [Help & Contact](#) | [购物车](#) | [中文版](#)


 [Go](#)

[Shopping Guide](#) | [Shopping Guarantee](#) | [After-Sale Service](#)






[Wheelchair](#) | [Walking Stick](#) | [Typewriter](#) | [sock aid](#) | [blind crutch](#)

Service Hotline : 86-400-8269770






[Categories](#) | [Home](#) | [WHO Recommended](#) | [International Assistive Devices](#) | [Expert Consultation](#) | [Industry Trends](#) | [China Examples](#)

[Home](#) > [China Examples](#)


Examples in China [More](#)









[Chen Yimei: Female Blade...](#) | [Li Maoda: "Blade" : Exper...](#) | [Yan Yuhong: Upside-down...](#) | [Qian Hongyan: Basketball...](#) | [Lin Wenchao: Running in a...](#)









[Wheelchair Fencer Rong Ji...](#) | [Female Wheelchair Racing...](#) | [Lv Dajun: To See the Tiany...](#) | [Tangshan Rehabilitation Vi...](#) | [Athlete Tie Gang: Give me...](#)


 **Shopping Guide**
[Common Problems](#)
[Shopping Procedure](#)

 **Shopping Guarantee**
[Consumption Guarantee](#)
[Safety and Password Protection](#)

 **Distribution & Payment**
[Payment Methods](#)
[Dispatch & Delivery](#)
[Sign after Receiving Goods](#)

 **After-sale Service**
[Goods Return and Changing](#)
[Return Address](#)

 **Cooperation Negotiation**
[Cooperation Policy](#)
[Cooperation Negotiation](#)


 **About Us**
[Brief Introduction of the Company](#)
[Talent Recruitment](#)
[Legal Statement](#)
[Suggestion Feedback](#)

The platform

Applications for assistive devices

In accordance with varying monetization subsidy policies of the local disabled persons' federations required for assistive devices purchases, this section utilizes internet resources to assist with assistive devices online applications as well as purchase and approval of offline subsidies.

首页 > 商品详情



泰康直把型四脚手杖 TC322 加入对比

有助价 **¥67.00**
市场价 **¥80.00**

运费: 50元
成交量: 0

数量: 还剩98件

立即购买 加入购物车 加入收藏

同类商品

↑

佛山轮椅手杖
FS927L
¥80.00

↑

互邦拐杖 高度可调节
HBLZ102
¥32.00

↑

铁通手杖
XS920

商品详情 | 规格参数 | 商品评论

◇ 厂商信息 VENDOR INFORMATION

厂家名字	天津市泰斯特仪器有限公司	厂家地址	天津市静海区杨成庄北洋工业区泰斯特科技园
厂家电话	022-68673666		

The platform

Personal online service

Network platforms will be used to service individual customers. Other customer requirements are provided through menu type database generated online and offline to produce a customized prescription that may be then uploaded to fulfill the customer's requirements.



2. Supply chain construction

To date there have been more than 120 domestic and foreign enterprises that have joined the platform with a total of more than 2000 products that are directly supplied by the manufacturers.



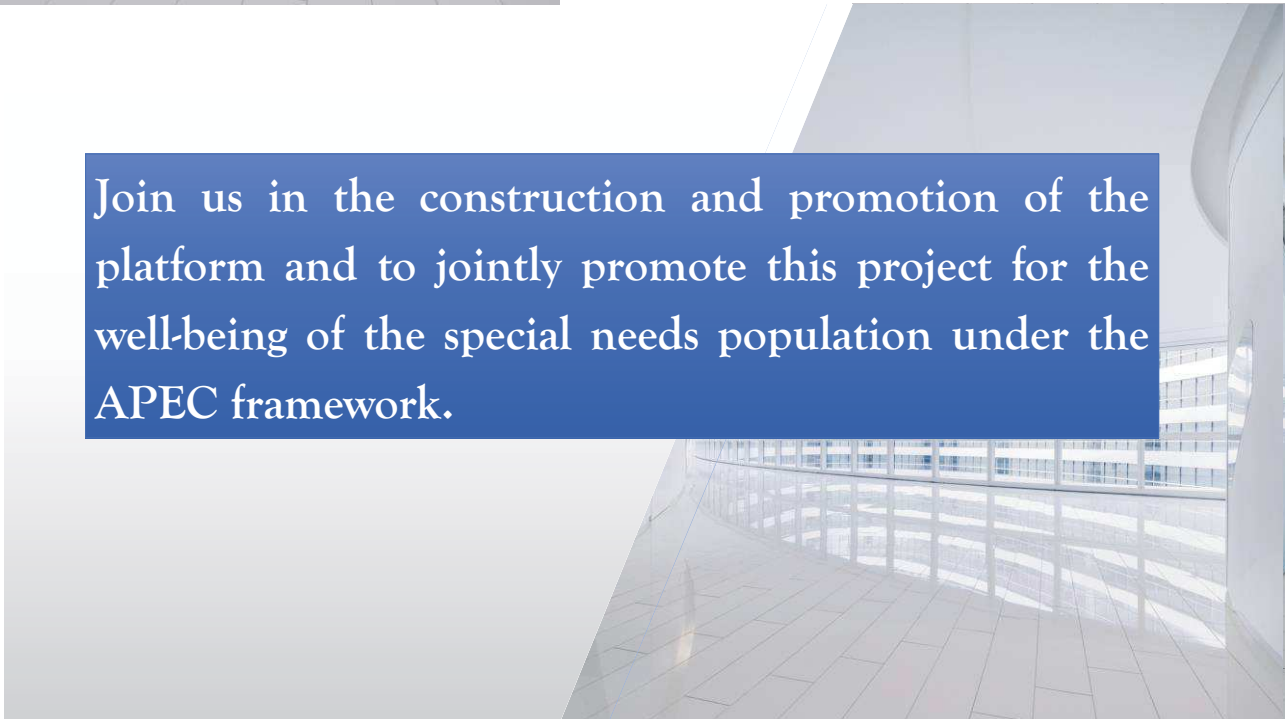
3. Building the core service, custom on-line customer service

In 2017, a multinational team of experts will be assembled to build online service capabilities.



4. Market applications

- 1) To negotiate with the Philippine government to provide assistance and achieve the implementation of assistive devices purchase and fitting services through use of the platform.
- 2) To participate in the Chinese government monetary subsidies for the disabled program.
- 3) To integrate into Chinese hospitals and institutions related to rehabilitation.
- 4) Disability services for the elderly.



Join us in the construction and promotion of the platform and to jointly promote this project for the well-being of the special needs population under the APEC framework.

THANK YOU!



SOCIAL WELFARE POLICY FOR DISABLED PEOPLE IN VIETNAM

**Mr. To Duc - Deputy Director General
Department of Social Assistance
Ministry of Labour, Invalids and Social Affairs**

www.themegallery.com

I. Current situation of disabled people in Viet Nam

1. Definition: As defined in Law on People with disability, disabled people are defective one or more body parts, referring to individual functioning denoted as various types of disability causing difficulty in daily activities.
2. Level of disability:
 - Light disability.
 - Severe disability.
 - Extremely severe disability.



www.themegallery.com

3. Quantity:

- Currently, Vietnam has around 7.2 million disabled people, in which 3.6 million are female and more than 2 million are children (severely disabled children: 31%, intellectual impairment: 27%, mobility impairment: 20%; speech and language disorder: 19%; hearing impairment: 15%; vision impairment 12%; other: 7%; learning disability: 28.36%).
- Vietnam is now one of countries with highest proportion of people with disability over total population in Asia-Pacific region.



4. Central agencies for supporting disabled people:

- Vietnam Federation of Disabilities (VFD);
- The Association for the Support of Vietnamese Handicapped and Orphans (ASVHO);
- Vietnam Association of Victims of Agent Orange (VAVA);
- Vietnam Relief Association for Handicapped Children.





II. Social assistance policies in Vietnam

1. Social assistance beneficiaries

- Severe disabled people;
- Extremely severe disabled people.

2. Social assistance policies

a) Regular social assistance policies

- Monthly social allowance/transfer:
 - o The monthly social allowance for elderly people and social protection beneficiaries is 270,000 VND (\$12) multiplied by the coefficient from 1.0 to 3.0 depending on each targeted group.
 - o The monthly social allowance for disabled people is 270,000 VND (\$12) multiplied by the coefficient from 1.5 to 2.5 depending on each targeted group.



b) Other types of assistance

- Disabled people being social assistance beneficiaries are provided health insurance card; entitled to tuition fee exemption/reduction and funeral cost equivalent to 20 times of standard social assistance level.



c) Emergency relief activities:

- Food assistance for no more than 3 months for disabled people suffering from hunger caused by natural disasters, fires, crop failures or unforeseen risks.
- Assist disabled people having serious injuries caused by natural disasters, fires, traffic accidents, occupational accidents or unforeseen risks.
- Assist disabled people with funeral cost in dead or missing cases caused by natural disasters, fires, occupational accidents, traffic accidents, or unforeseen risks.
- Disabled people in poor, near-poor households having fallen, collapsed, drifted, burnt caused by natural disasters, fires, or unforeseen risks receive the allowance for house reconstructing, house repairing.



- d) Social care at social assistance units: Disadvantaged disabled people who are subjected to social assistance beneficiaries having no self-served capacity, no care giver in community, are sheltered in public and non-public social assistance centers.



3. Health care for disabled people

a) Medical examination and treatment:

- Give priority for disabled people in medical examination and treatment services.
- Arrange appropriate treatment beds for disabled people
- Assist the community-based rehabilitation process.

b) Initial health care at residential place

Health stations at communal, ward, town level are responsible to:

- Deploy the propaganda, dissemination activities on general health care knowledge; guide elderly, disabled people some general skills for to prevent, cure and care for themselves;
- Record, tracking the health care process for disabled people;
- Provide proper health examination, health treatment for disabled people;
- Coordinate with medical center at higher level to organize the periodic health check disabled people.



4. Programmes subjected to disabled people

- Early detection, early intervention, provide orthopedic surgery and assisting devices for people with disabilities.
- Help disabled people to access educational programme.
- Provide vocational training and create jobs for this group.
- Assist disabled people accessing construction schemes.
- Assist disabled people accessing the traffic means.
- Assist disabled people accessing and utilizing information and communication technology.
- Assist disabled people in cultural, sports and tourism activities.
- Disseminate to raise awareness and capacity to assist disabled people.





5. Achievements

- Providing certificates of disabilities for nearly 1.5 million PWDs, including 796,521 people with severe disabilities and extremely severe disability;
- Providing monthly assistance for nearly 900,000 persons with extremely severe disability; 195,000 households caring for PWDs.
- Developing a network of about 80,000 officers, staff and collaborators doing social work in associations and unions at different level.
- Implementing community-based rehabilitation programs in 53 provinces and cities and providing health examination and early detection services for over 700,000 children. Providing health insurance cards for 700,000-800,000 PWDs
- Establishing 20 centers providing inclusive education development and 107 centers providing specialized education for children with disabilities



5. Achievements (continued)

- Providing vocational training and job creation for about 140,000, in which nearly 100,000 PWDs are supported with vocational training; more than 2,500 PWDs are provided with loans from the National Employment Fund; and nearly 40,000 are provided with job introduction.
- In nearly 70 thousands of villages, there are cultural houses and sports fields for the use of the community including PWDs.
- In many provinces, cities, establishments and sectors, there are PWD sports clubs; 45/63 provinces/ cities have sports programs for PWDs.
- According to statistics by the Ministry of Construction, by now, 20.8% of the education buildings, 13.2% exhibition centres and show rooms, 11.3% convention centres, agencies are accessible and usable for PWDs.





5. Some achievements (tiếp)

- The Prime Minister have issued documents on accessible transportation for PWDs.
- Ministry of Information and Communication have issued the list of criteria supporting PWDs to access information and communication technology.
- There are 63 centres, 161 agents, 120 technical divisions in charge of legal assistance. The legal assistance collaborator network from provincial to district and village level with a total number of 8,535 people, has provided legal assistance services to PWDs.
- A number of organisations have been very active and effective: the Viet Nam Association for PWDs and orphans (covering 44 provinces and cities), the Viet Nam Blind Association (covering 52 provinces).
- Different models of assistance provided to PWDs: 5 models of Independent Living centres for PWDs in 5 big cities; many PWD clubs set up and practically operating providing PWDs with skills, confidence and efforts to strive and overcome difficulties in life to integrate in to the community.



III. Challenges

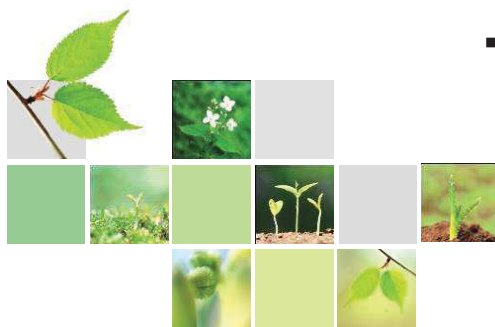
1. Large number of people with disabilities, including mobility impairment, intellectual impairment and other groups.
2. Disabled people are unable to fully access health, orthopedic, rehabilitation, occupation therapy services...
3. Limited accessibility to construction, sports activities, transportation, information and communication technology.





IV. Directions

1. Enhance roles and effectiveness of National Committee on Disabled people in promoting activities for taking care of disabled people and elderly people.
2. Strengthen measures for an efficiency implementation of Law on Disabled People.
3. Increase the social assistance funding from 1.5 to 3% GDP.
4. Enhance the capacity of taking care for disabled people.
5. Raise awareness on social assistance, social care for disabled people and promote the roles of them in the community.



Thank You!





APEC GOFD REPORT

JOB ACCOMMODATION – GOOD PRACTICE TO PROMOTE THE PARTICIPATION OF PWDS

May 9 ,2017

Director Chao-Ju Su

1

Workforce Development Agency
Ministry of Labor
Chinese Taipei

Weakness of PWDs employment

- Social stereotype
- No Barrier-free workplace
- Lack of work opportunity
- Need some hardware and software assistive devices

2

Job accommodation(1/3)

Background

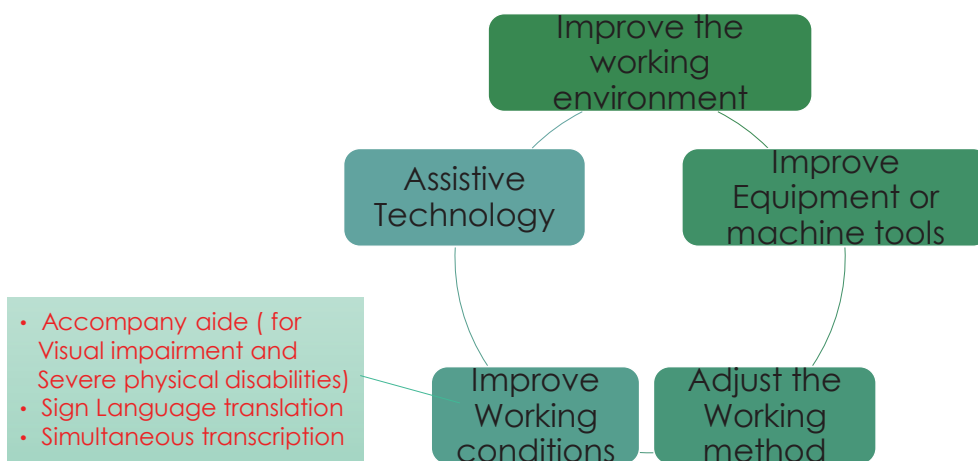
Started from 1995, job accommodation has been used to assist PWDs to overcome employment barriers and increase productivity.

Timing

1. Recruitment/Interview : assessment tools 、 accompany aide
2. Physical or psychological function limited
3. First Job
4. Assistive devices
5. Workplace change
6. Job adjustment
7. Reback to work or shift
8. Vocational training
9. Home employment

3

Job accommodation(2/3)



Job accommodation(3/3)

Significant changes

1. To expand the scope of application
2. Individual application
3. Small job-redesign subsidy (as a method of supportive employment specialist)
4. Representatives of PWDs groups attend redesign review meeting
5. Additional review mechanism

Outcomes(2016)

Amount : 1,991 cases

Working devices rearranged only (no charge) : 172 cases

Subsequent design : 305 cases (US\$67,percase)

Assistive devices recycling : 169 cases

5

Case(1/4)

Established in 1980, SHA YANG YE Industrial Co. Ltd is a professional maker of micro geared motors, servo motors, encoders, intellectual automation devices and robots etc.

The company hires more than 400 people, including 17 PWDs.

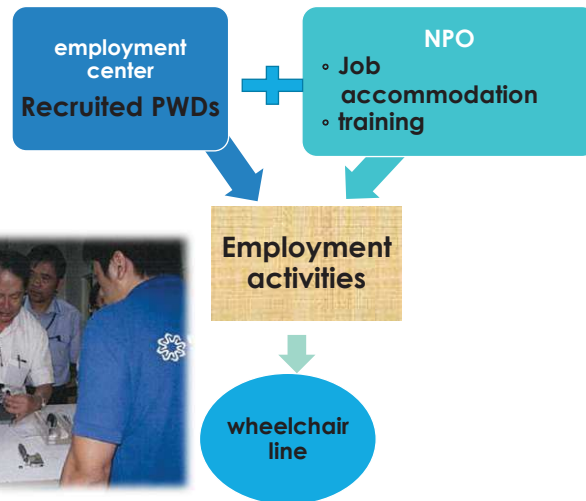


- The company creates a new production line for PWDs, not traditional model, like cleaning and administrative work, SHA YANG YE according to the characteristics and abilities of the PWDs, arranges assembling · riveting or testing work for every each.

6

Case(2/4)

- September 2013, by employment center and NGO, SHA YANG YE arranged a new production line for 10 PWDs.
- The production line close to the staff restaurant, the barrier-free toilet.
- Responsible for the gear box motor assembly work.



Case(3/4)



- Suitable space and vision (barrier-free visibility) for wheelchair disabilities.
- A director on the production line to assist PWDs.
- Each have to be familiar with any part of work processes when job readjustment.
- Capacity requirements: the daily output can achieve the general production line capacity of 90%, and also can meet customer's needs.
- The **salary** and **benefits** of the PWDs are same with the general staff .



8

Case (4/4)



Conclusion

- Job accommodation, barrier-free workplace and supported employment services assist the employers in hiring PWDs.
- Cooperating with NPO help more PWDs return to the job market.



10

Thank for your attention

Chao-Ju Su
SUE@WDA.GOV.TW

11

附錄 2：

身心障礙就業政策研討會相關報告簡報：

- **Advancing Employment for Persons with Disabilities Study**
- **Panel Discussion: Experiences in Inclusive Education, Training and Lifelong Learning for Persons with Disabilities – Perspectives from Australia**
- **The Policies and Measures for Promoting Employment of PWDs**
- **Employment of People with Disabilities in the United States**
- **Panel Discussion on Coordinating with the Private Sector and Civil Society : Perspectives from an International NGO**





Asia-Pacific
Economic Cooperation

USAID
FROM THE AMERICAN PEOPLE

Advancing Employment for Persons with Disabilities Study

Teresa Cannady
May 10, 2017 | Ha Noi, Viet Nam



US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI) *A joint project of the U.S. Agency for International Development, the U.S. Department of State, and Asia-Pacific Economic Cooperation*

Employing Persons with Disabilities Fosters Good Economic Policy



- Research shows economies could increase their GDP by 1-7% if persons with disabilities were paid on an equal basis
- World Bank estimates cost of exclusion based on disability is between \$1.37 trillion and \$1.94 trillion of global GDP
- Reasonable accommodations costs are typically minimal (less than \$500 in US); studies show return on investment of almost 8 times, based on increased productivity and reduced absenteeism
- Australian study showed recruitment costs 13% less and that employees with disabilities performed equal to or better than colleagues with disabilities
- Participation of persons with disabilities in the Asia-Pacific region can minimize expected labor shortages in the coming years

REPORT METHODOLOGY AND APPROACH

Information was gathered through a variety of approaches

1. Survey distributed through the GoFD, HRDWG, and the LSPN in 2016
 - 9 responding economies: Australia, Canada, Chile, Peru, the Philippines, Russia, Chinese Taipei, Thailand, the United States
2. Interviews with various international organizations involved in disability advocacy and policy development
 - International: UNESCAP, International Labor Organization, States, World Health Organization, World Bank, UNDP
 - Domestic: Disability people's organizations (DPOs), education advocacy groups, disability legal clinics
3. Desk research
 - Laws and regulations
 - Data collection and analysis
 - Contributing factors toward disempowerment (e.g. cultural barriers, gender, transportation access)

INTRODUCTION

- Report does not try to define disability but references the CRPD (Article 1) concepts:
 - “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.”
 - Disability is an “evolving concept” and results from interaction between persons with impairments and attitudinal and environmental barriers that hinder full participation on equal basis
- Three models of disability:
 - Medical Model:**
 1. Persons with disabilities are considered ‘broken’ and in need of being ‘fixed’ or ‘cured’ by medical professionals
 - Charity model:**
 2. persons with disabilities are viewed as lacking the ability to take control of their own lives and be self-supporting. Instead, it is society's duty to provide resources, typically through charitable delivery mechanisms
 - Modern:**
 3. Social model: as a socially created problem, disability is complex collection of conditions created by surrounding environment, requires collective response from society at-large

REPORT OVERVIEW

Contents and Layout

- Introduction (key concepts, causes and prevalence,)
- Trends and Challenges to Increasing Employment
- International Frameworks
- APEC Economy Laws and Regulations
- Quotas, Targets, and Incentives
- Supporting People with Disabilities to Find Employment
- Education Support and Vocational Rehabilitation and Training
- Accessibility in the Employment Context
- Cross-Cutting Issues
- Engagement with Civil Society and Advocacy Groups
- Coordination with Private Sector
- Conclusions and Recommendations
- Annex of Laws

INTRODUCTION (continued)

- Prevalence of disability – estimated 1 in 6 persons or up to 650 million in Asia-Pacific region
- Employment rates – for those with and without disabilities tend to be larger in higher income economies
- Productivity – is less, not because of disability, but because they live and work in “disabling” environments
- Employment-related challenges:
 - lack of data
 - incomplete legal protections and enforcement
 - inaccessible and segregated training and education systems
 - poor access to professional networks
 - inaccessible transportation and workplaces
 - stigma and biases
 - lack of support to assist injured/ill workers to return to work

LAWS AND REGULATIONS

- International Frameworks
 - CRPD aims to protect, promote, and ensure full, equal employment
 - ILO Conventions 159 and 168
 - Incheon Strategy to “Make the Right Real” – provides Asia/Pacific region with first set of regionally agreed disability inclusive development goals
 - More focus on **rights** of persons with disabilities
 - Need for clear, effective enforcement mechanisms designed with persons with disabilities or groups supporting them
- Economy Legislation
 - Uneven protection; difference between laws and regulations
 - Some APEC economics have comprehensive definitions of disability discrimination
 - Report includes general trends for each APEC economy in this section and lists relevant laws in Annex



7

EMPLOYMENT PRACTICES FOR PERSONS WITH DISABILITIES – Enforcement of laws and regulations

- Many APEC economics have domestic laws and regulations to address employment rights for persons with disabilities
- Anti-discrimination laws are also important to protect hiring, promotion, termination
- Lack of enforcement by governments; lack of understanding about requirements of laws and rights of persons with disabilities
- Some examples of domestic laws:
 - Philippine’s Magna Carta – prohibits discrimination in employment
 - Australia’s DDA – prohibits discrimination in employment and education; provides disability action plan to address barriers and set policies and programs
 - Peru’s General Law on Persons with Disabilities has rules and mandates to influence employment policies

8

QUOTAS, TARGETS, AND INCENTIVES FOR HIRING PERSONS WITH DISABILITIES

Quotas

- Sets minimum percentages for employing persons with disabilities; may be mandatory or optional and have sanctions for non-compliance
- Most studies show quota systems don't achieve their theoretical targets
- Current shift is away from quotas in most economies toward measures to support individuals, coupled with better anti-discrimination laws

Targets and Incentives

- Targets, unlike quotas, are not mandated, but nonetheless encourage employers
- Used to encourage employers, especially small ones, to hire persons with disabilities
- May include wage subsidies, bonus and retention grants, tax credits, training grants, reduction in social security charges

9

SUPPORTING PEOPLE WITH DISABILITIES TO FIND EMPLOYMENT

Recruiting, placement, and career services

- One stop centers for job placement and services with a person-centered approach to match interest and skills to job
- Use of special funds for skills training, job placement, and wage subsidies
- Use of networks of employers who champion and advance employment of persons with disabilities
- Use of websites and technology to find jobs, financing, and training

The shift toward supported employment

- Sheltered usually involves work in separate facilities and receives special government funding
- Trend is moving towards supported and away from a charity model
- Supported is paid work in an integrated setting with ongoing support services
- UN Standard Rules on Equalization of Opportunities promote employment in open labor market unless needs cannot be met there

Training as part of supported services

- Building sustainable services requires training not only for individuals with disabilities, but also employers and business community
- Alternative forms of training help build self-confidence, entrepreneurial skills, and networking relationships
- Companies promoting inclusive employment in Asia-Pacific region find higher retention rates, valuable skills, and improved morale and image

10

EDUCATIONAL SUPPORT AND VOCATIONAL REHABILITATION AND TRAINING

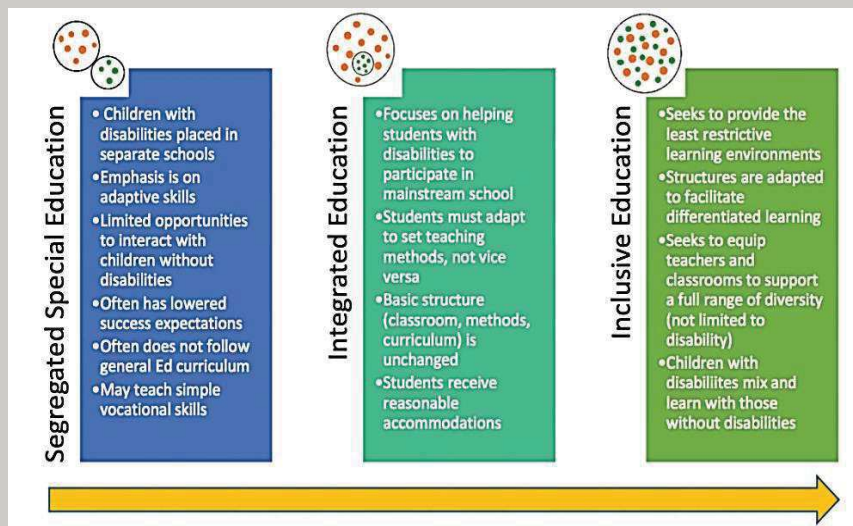
- UNICEF estimates that 90% of children with disabilities do not attend school
- Need effective **inclusive** education for young people with disabilities to learn alongside their peers, both with and without disabilities
- Economic benefits are realized by all when there is inclusive education: children better positioned to succeed and participate in society, families have burden of caring reduced during school day, and society is relieved of setting up separate schools, which are ineffective and costly
- Both CRPD (Article 24) and Convention on Rights of the Children (Article 23) require education conducive to social integration and individual development



11

EDUCATION (continued)

Current Education Models Supporting the Participation of Children with Disabilities



12

EMPLOYMENT ACCESSIBILITY ISSUES

- Reasonable accommodation is required by Article 27 and defined by Article 2 of the CRPD
- Reasonable accommodations may include adapting the work environment with ramps and accessible toilets, allowing for modified work schedules, providing assistive devices, and ensuring accessible recruitment and hiring procedures
- Making work accessible allows persons with disabilities to contribute to consumption and economic growth, adding to the tax base and decreasing need for cash transfers/welfare benefits, and relieves family costs
- Employers often fear costs of reasonable accommodations, but they are typically minimal and offset with incentives and increased productivity and staff retention

13

CROSS-CUTTING ISSUES

Gender

- ✓ WHO Survey revealed 52.8% of men vs. 19.6% of women with disabilities are employed
- ✓ Women with disabilities often work in worst conditions, face harassment and have unpaid positions
- ✓ Greater gender equality in education and employment can bring significant contributions to development and economic growth
- ✓ Incheon Strategy promotes gender equality and empowerment of women with disabilities

Cultural Barriers

- ✓ Disability is often defined in minds of public by dictates of culture and history and varies among cultures
- ✓ Women and men have different perceptions of what constitutes disability and how to address it; religion, ethnicity, class, and nationality often pits one group against another
- ✓ Notions of fairness, equality, and human rights may be very different in traditional societies
- ✓ Disability should be addressed as development and rights issue focused on inclusiveness rather than by pity and charity

Data Challenges

- ✓ Difficult to collect and compare data without consensus on clear definition of disability
- ✓ In Asia-Pacific region disability is often not mainstreamed into general data collection methods on employment or if so, not disaggregated
- ✓ Washington Group has developed long and short question set for gathering information about limitations in basic activity functioning
- ✓ Important to have this data to determine participation level and social inclusion achievement

ENGAGEMENT WITH CIVIL SOCIETY AND ADVOCACY GROUPS



- Important to include people with disabilities in development of regulations and employment programs to dispel misconceptions, share authentic stories, and demonstrate there is a place for people with disabilities in workplace
- Need to overcome traditional perceptions of disability through creative media platforms and advocacy
- Including civil society improves understanding of barriers that prevent persons with disabilities from joining the labor market and results in greater inclusion.
- Examples include annual conferences, consultation when developing policies and strategies, membership in local bodies, participation in budgeting processes, government partnerships with civil society organizations and business networks to enhance workplace inclusion

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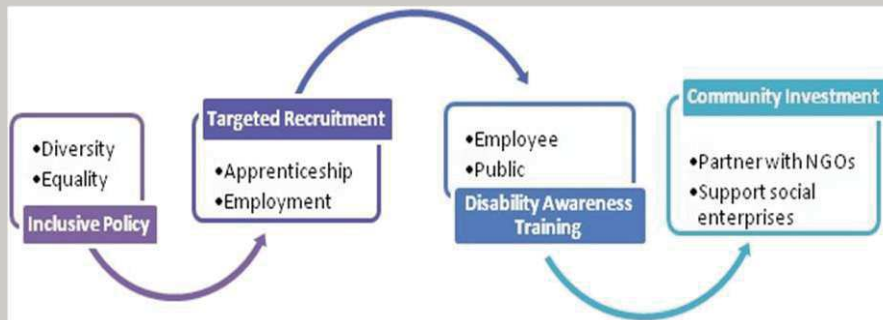
COORDINATION WITH THE PRIVATE SECTOR

- Strong business case for hiring persons with disabilities to improve corporate profitability
- Business has discovered that persons with disabilities:
 - ✓ are dependable employees who are likely to remain in job, avoiding turnover and re-training costs
 - ✓ contribute to inclusive economic growth
 - ✓ bring needed skills and problem-solving, and
 - ✓ understand a key market: persons with disabilities,
- Given global economy, it is in interest of all economies to manage diversity efficiently to increase productivity and business success
- Companies are discovering potential and contribution made by persons with disabilities in the workplace
- Inclusiveness has improved business reputation, provided strong example to the public, and empowered persons with disabilities

16

PRIVATE SECTOR (continued)

A CSR Asia study found many firms pay penalties or miss out on incentives without realizing the losses to their profitability and reputation. They identified this process below as a guideline for better, socially responsible business practices to engage persons with disabilities.



17

CONCLUSIONS AND RECOMMENDATIONS

- Progress has been made – but much remains to be done
- Continue “people first” approach
- Improve accessibility
- Change attitudinal barriers
- Laws alone cannot solve problems
- Need domestic strategies to improve implementation and coordination
- Effective channels for complaints
- APEC has taken important steps to advance economic inclusion of persons with disabilities

APEC Survey Responses Barriers to Employment

- Social and cultural prejudice
- Misconception by employers that accommodation is costly
- Physical barriers to and at work
- Lack of accessible transportation
- Attitudes about skills and abilities
- Limited skills and education mismatch
- Lack of accessible information about employment opportunities
- Legislation, regulations, or policies prevent employment in particular jobs
- Lack of protection from discrimination
- Lack of support for employers and recruitment agencies
- Need to champion best practices
- Lack of focus on long-term career planning and capacity building
- Poor recruitment efforts
- Difficulty in transitioning from school to work

18

RECOMMENDATIONS

- ✓ **Utilize the APEC venue to identify and share good practices**
- ✓ **Provide better legal protections.** It is encouraged that all member economies consider ratifying or acceding to the CRPD—and to take steps to ensure full compliance
- ✓ **Increase awareness-raising efforts to overcome stereotypes, myths, and prejudices about persons with disabilities in the workplace.** Employers and employees need better understanding of benefits persons with disabilities bring and to build inclusive work environments.
- ✓ **Address the gendered aspects of employment.** Develop programs to promote employment of women and address additional burdens they face, including small business finance and work from home.
- ✓ **Work with private and public employers to encourage the hiring and retention of persons with disabilities.** Support employers to address concerns and overcome myths about productivity and costs of accommodations.
- ✓ **Ensure consistent, complete enforcement of any quota or target systems and better use of incentives.** Incentives are normally more successful and employers typically respond more positively.

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RECOMMENDATIONS (continued)

- ✓ **Lead by example.** Having persons with disabilities in the workplace provides strong role models; job coaches can prove successful for workplace integration.
- ✓ **Improve education systems for children with disabilities in anticipation of their future workplace needs.** Youth with disabilities who do not complete higher education are far less likely to find gainful employment.
- ✓ **Provide better employment/job placement services and information to make persons with disabilities aware of those services.** Persons with disabilities and their families should be made aware of the availability of these services.
- ✓ **Ensure that persons with disabilities are paid the same wages as their peers without disabilities.** The work of persons with disabilities should be valued, monetarily and otherwise, on par with their peers without disabilities.
- ✓ **Increase funding for people with disabilities to start their own business.** Self-employment is a good option and both micro and macro funding should be readily available, along with business development services.

20

RECOMMENDATIONS (continued)

- ✓ **Make transportation accessible and affordable for persons with disabilities.** Economies should make public transportation accessible or provide special services.
- ✓ **Increase public awareness activities to address cultural barriers and attitudes about persons with disabilities, especially concerning their employment capabilities.** Overcome attitudes of pity and recognize strong potential.
- ✓ **Increase engagement with private sector.** Collaboration has proven successful to encourage hiring, develop special training programs, and adapt workplaces for persons with disabilities.
- ✓ **Address discrimination issues for indigenous people and Afro-descendants with disabilities.** They face double discrimination; need to address vulnerabilities and raise awareness of rights for better integration.
- ✓ **Develop employment skills training opportunities in rural areas for persons with disabilities.** Better skills training services and employment programs are needed to support improved outcomes in rural areas.

21

RECOMMENDATIONS (continued)

- ✓ **Engage persons with disabilities in the development of disability policies and programs.** Economies should establish channels for open discussion between DPOs and representatives from the public and private sectors.
- ✓ **Encourage the establishment of systems to transition people with disabilities from education to employment, such as technical or vocational skills training opportunities, or internships.** Should be linked to likely employment upon completion. Internships and job opportunities should begin while still in school
- ✓ **Develop best practices for increasing labor market participation that address barriers to employment faced by employers in hiring people with disabilities.** A system of public-private partnerships could prove useful to address barriers and promote the advantages of diversity and inclusiveness in the workplace.
- ✓ **Increase accommodations, including auxiliary aids and services, to remove communication barriers in employment settings of people with disabilities, especially for people who are blind, deaf, or have intellectual or learning disabilities.** Auxiliary aids and services include qualified interpreters, captioning, and materials in alternative or different formats.
- ✓ **Encourage regular data collection on incidence of people with disabilities through household surveys.** Use of this data would compare levels of participation in employment, education, or family life for those with disability versus those without disability to see if persons with disability have achieved social inclusion.

22

QUESTIONS AND ANSWERS



23

**APEC Symposium on Promoting the
Employment of Persons with Disabilities**

**Panel Discussion: Experiences in Inclusive
Education, Training and Lifelong Learning for
Persons with Disabilities – Perspectives from
Australia**

**David Clements
State Manager, Tasmania
National Disability Services
Ha Noi, Viet Nam 10 May 2017**



What this presentation will cover:



- Overview of the Australian domestic disability education and employment legislative context
- Wider Domestic reforms –i.e. introduction of the National Disability Insurance Scheme
- Program that support persons with disabilities to engage in education and training and lifelong learning
- Local level initiative to assist transition to employment from secondary school.

About National Disability Services



National Disability Services (NDS) is Australia's peak body for non-government disability service organisations, representing more than 1100 non-government service providers. Collectively, NDS members operate several thousand services for Australians with all types of disability.

This includes organisations providing support to people with disability in supported and open market employment.

NDS has a head office in Canberra and offices in every state and territory. NDS is governed by a national board which includes the elected chair from each state and territory, as well as representatives elected directly by members.

Overview of the Australian domestic disability education and employment legislative and policy context



- Disability Services Act 1986– sets out legislative and funding framework for a range of disability services, most significantly employment services.
- Disability Discrimination Act 1992 - provides protection for everyone in Australia against discrimination based on disability. The DDA includes amongst its objects:
 - “to eliminate, as far as possible, discrimination against persons on the grounds of disability in the areas of: work...”
- The Disability Standards for Education 2005 (the Standards) clarify the obligations of education and training providers and seek to ensure that students with disability can access and participate in education on the same basis as other students. The Standards were formulated under the *Disability Discrimination Act 1992* and are reviewed every 5 years.
- Signatory to UN Convention on Rights of Persons with Disabilities – sets out principles of National Disability Strategy

Overview of Australian reforms -the National Disability Insurance Scheme – At a glance



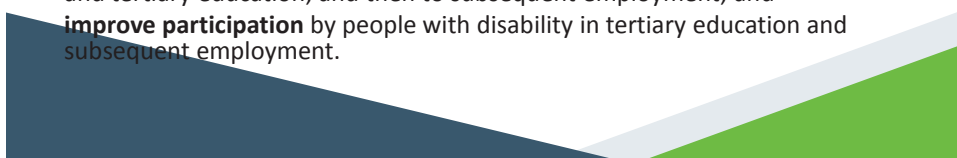
- Insurance principles - investing early to improve social and economic outcomes later in life.
- Most significant social reform program for Australian population since introduction of universal health care program (Medicare)
- Investment growth from \$7.6B AUD to \$21B AUD
- By 2019 approx. 460,000 Australians < age of 65 with a permanent and significant disability receiving supports they need to live an ordinary life.
- Among many other aims, it increases the focus on pathways into and maintenance of employment for persons with disability



National Disability Coordination Officer Program



- The Australian Government's National Disability Coordination Officer (NDCO) Program works to assist people with disability access and participate in post secondary school education and subsequent employment, through a national network of regionally based NDCOs.
- The NDCOs work with stakeholders at the local level to reduce systemic barriers, facilitate smooth transitions, build links and coordinate services between the education, training and employment sectors. The NDCO Program adopts the Disability Discrimination Act, 1992 definition of disability.
- The NDCO Program objectives are to:
 - improve linkages** between schools, tertiary education providers, employment service providers and providers of disability programs and assistance at all government levels;
 - improve transitions** for people with disability between school / community and tertiary education, and then to subsequent employment; and
 - improve participation** by people with disability in tertiary education and subsequent employment.



National Disability Coordination Officer Program (continued)



NDCOs undertake a range of activities which may include:

- Establishing or supporting local networks to strengthen linkages between schools, tertiary education institutions, and employment services in order to improve coordination across the sectors and facilitate smooth transitions
- Working collaboratively with education professionals, employers and the community to identify and address systemic barriers/gaps
- Working with local stakeholders to implement changes to policy and institutional practices to enhance inclusive practices and increase accessibility for people with disability
- Raising awareness and educating local stakeholders, including people with disability, about their responsibilities and rights, education and employment options, and services and support available.



Ticket to Work – An example of NDCO collaboration



- Provides work preparation, industry experiences and school-based apprenticeships and traineeships for secondary school students with disability.
- Enables students to gain valuable employment and vocational experience across a range of industry areas.
- Connects employers, schools to identify eligible students and engages with Disability Employment Service providers to support the training outcomes.
- In Transition from school the aim is to :
 - Be engaged in employment, on-going learning &/or training;
 - Living in and participating in their local community in a way similar to same age peers;
 - Having active social networks with family and friends



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APEC GOFD Report— Chinese Taipei

The Policies and Measures for Promoting Employment of PWDs



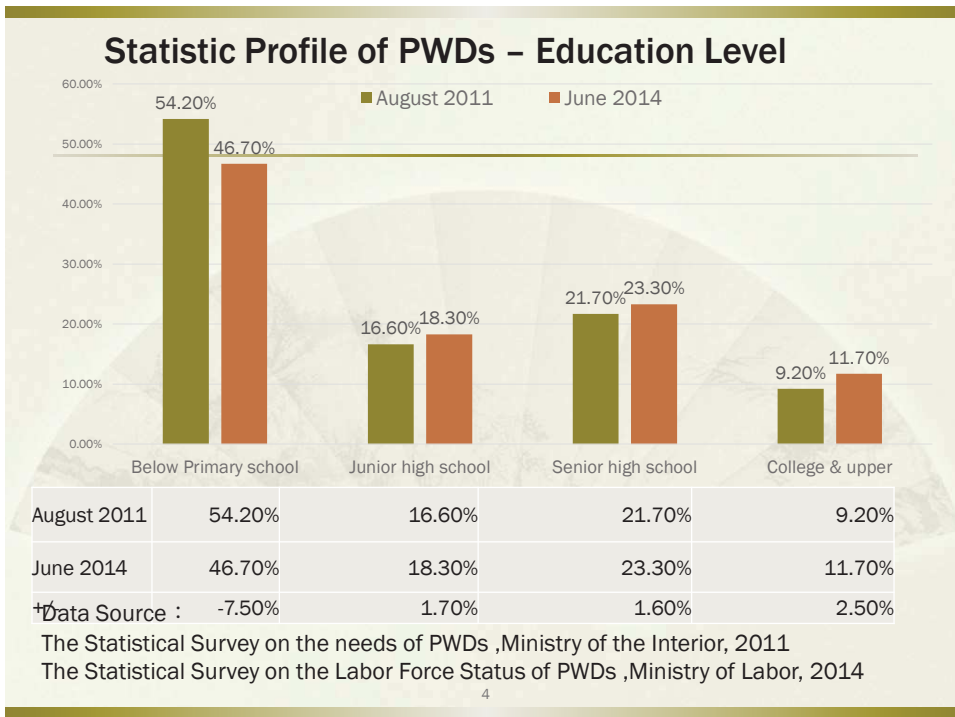
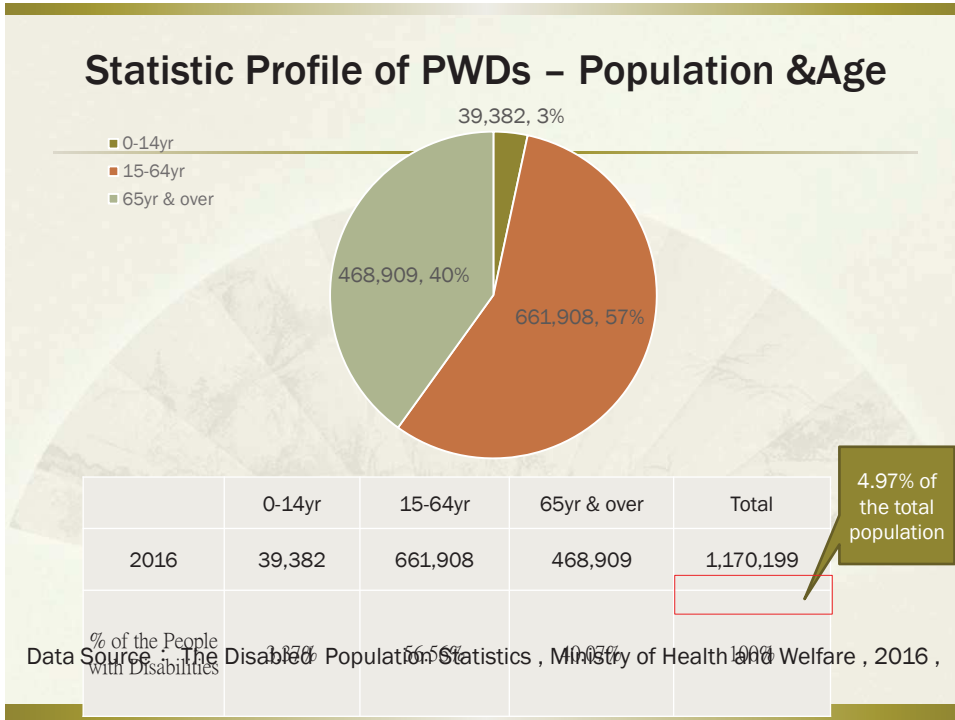
May 10 , 2017
Director Chao-Ju Su
Workforce Development Agency
Ministry of Labor

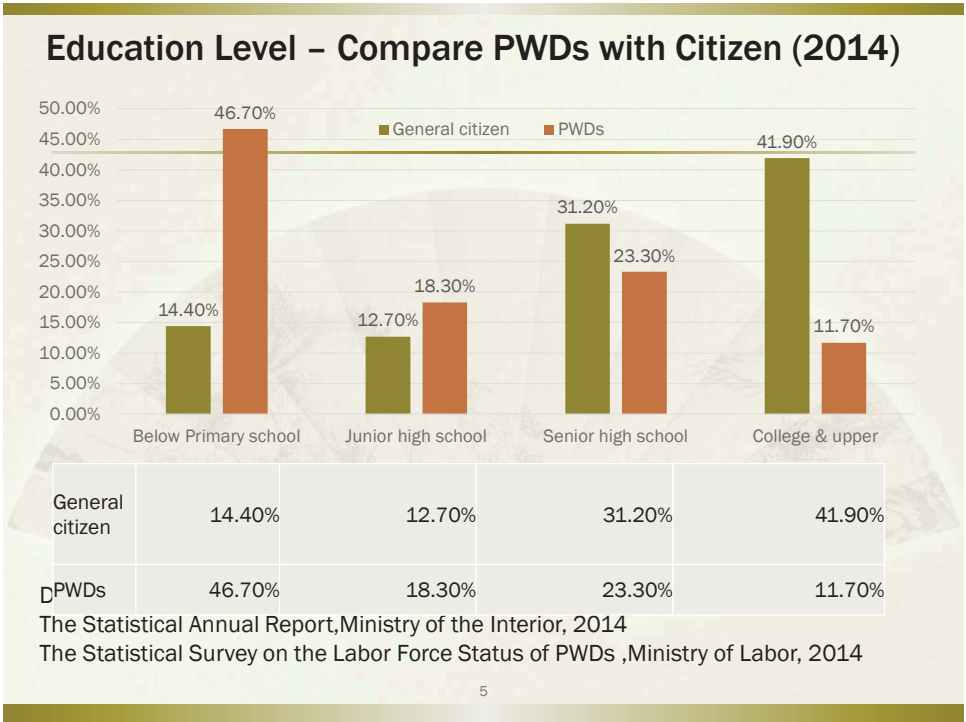
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Outline

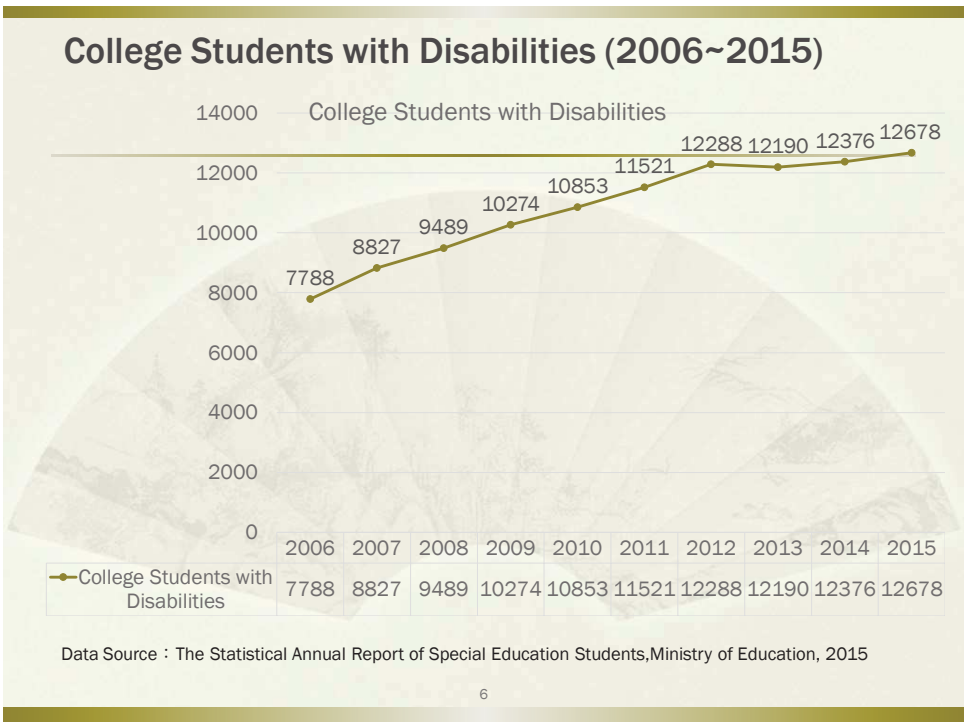
- * Chinese Taipei
- * The Statistic Profile of PWDs
- * Labor Status of PWDs
- * Laws of PWDs employment right protection
- * Measures for promoting of employment of PWDs
- * Convention
- * Conclusion

2



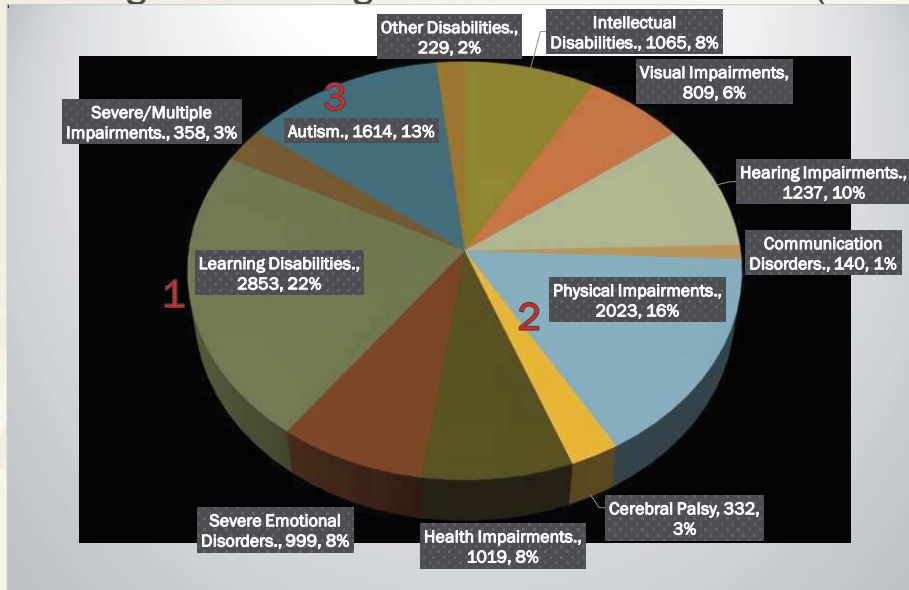


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Categories of College Students with Disabilities (2015)



Data Source : The Statistical Annual Report of Special Education Students, Ministry of Education, 2015

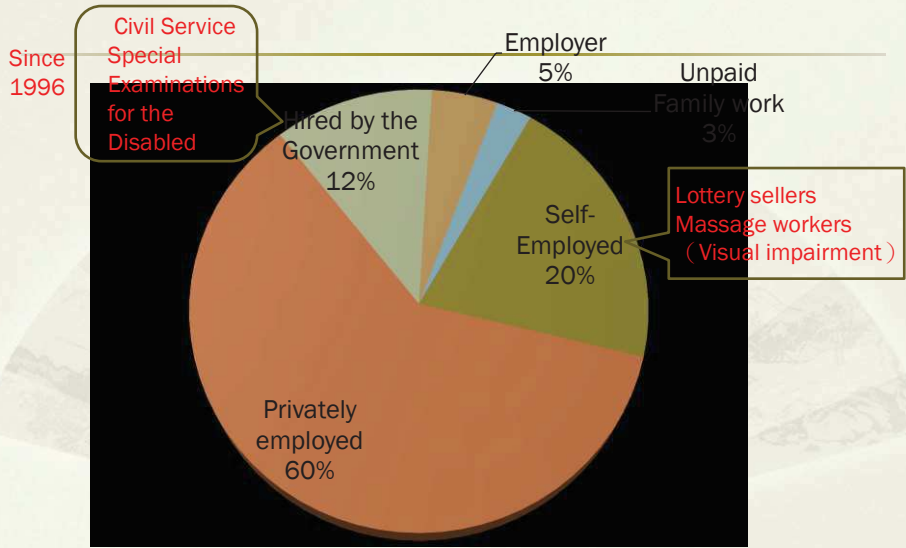
The Unemployment Rates of PWDs

Year/month	Labor Force	Labor Force Participation	Employed Persons	Unemployment Rates
2014 Jun	212,171	19.7%	188,843	11.6%

2.82 times higher than the unemployment rate of general citizens

Data Source : The Statistical Survey on the Labor Force Status of PWDs ,Ministry of Labor, 2014

Status of the employed of PWDs



Data Source : The Statistical Survey on the Labor Force Status of PWDs ,Ministry of Labor, 2014

9

Occupation of PWDs



Data Source : The Statistical Survey on the Labor Force Status of PWDs ,Ministry of Labor, 2014

10

Salary of PWDs

year	Population	Salary	Average weekly working days	Working hours		% of Atypical employment
	(person)	Average monthly salary of an employee	(day)	Average weekly working hours (hour)	Average weekly overtime hours	
		(NTD/ USD)			(hour)	
2014	188,843	24,340/ 804	5.1	38.9	0.8	32.5
2011	173,780	23,512/ 804	5.24	37	1.6	33.8

51% of the pay of an employee in general

8.78 times higher than the % of general citizens

Data Source : The Statistical Survey on the needs of PWDs ,Ministry of the Interior, 2011
The Statistical Survey on the Labor Force Status of PWDs ,Ministry of Labor, 2014

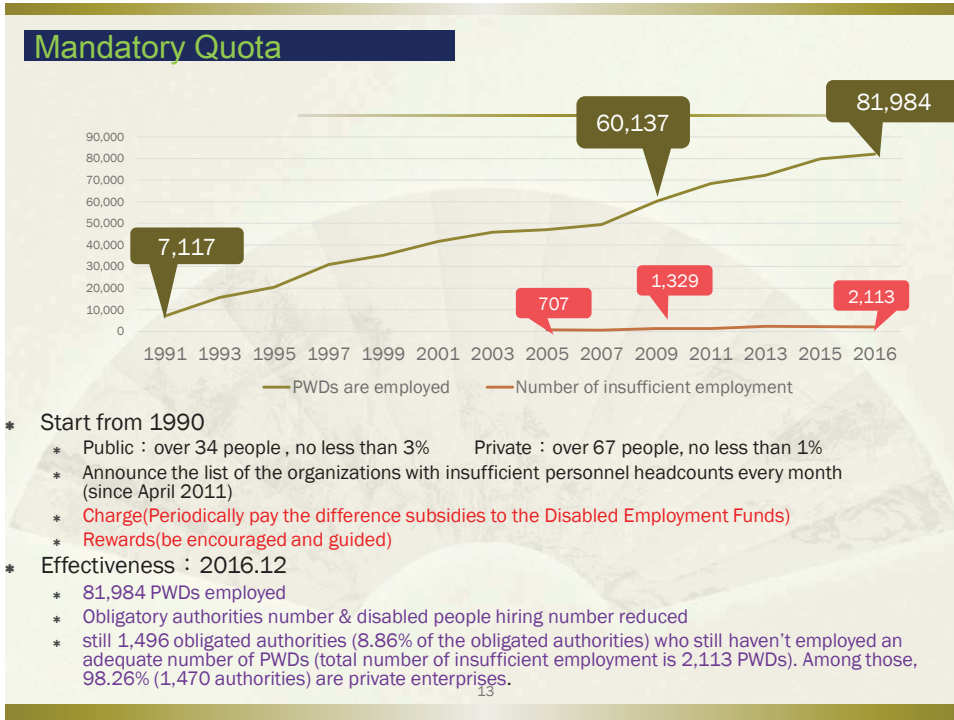
Laws of Employment Protection

PWDs Right Protection Act

- * Employment Discrimination is Prohibited
- * Employment Chapter
 - * Article 38
 - * Article 46-1

Employment Service Act

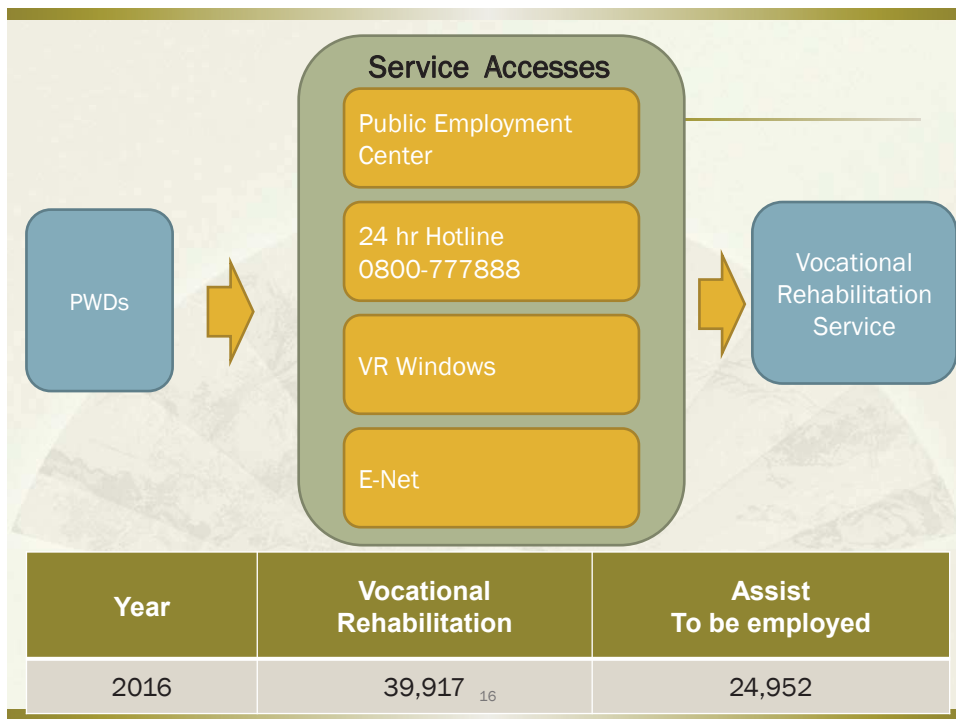
- * Article 5
 - * Employer is prohibited from discrimination any job applicant or employee with disability
- * Article 24
 - * Government should make plans for focus category groups such as disadvantaged people employment

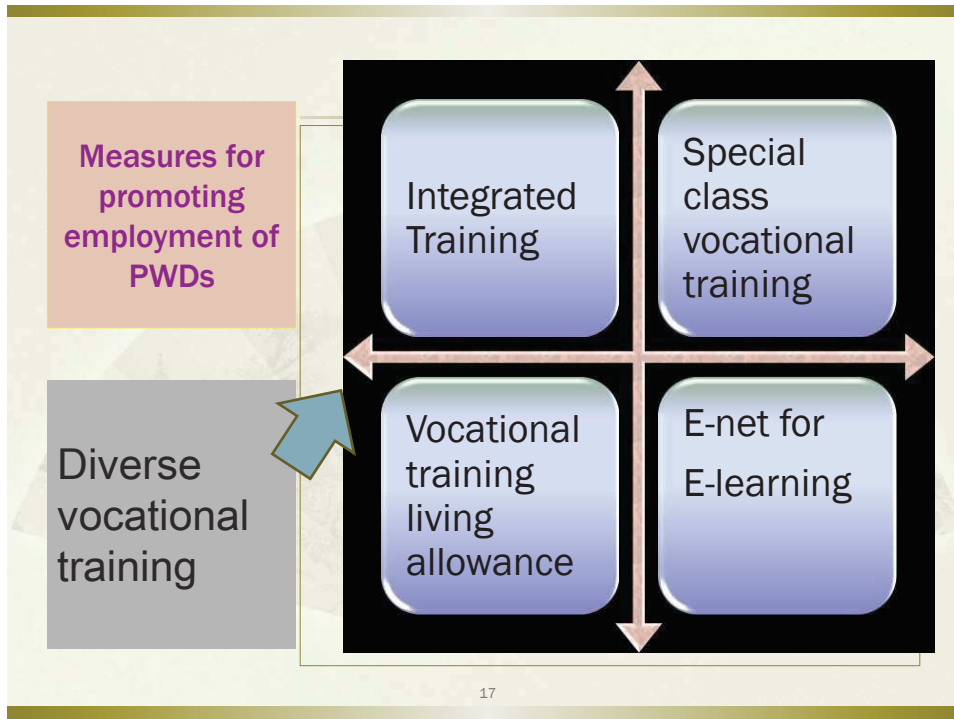


Vocational Rehabilitation



15





VR Professionals Systems

- * 3014 certificated VR professionals (2016)
- * 1186 providing services now
- * Announce Ethics Code for VR professionals (2015)
- * Continuing education : VR professionals must take education and training 90 hours in 3 years, the training including gender and ethics courses (since 2016)

18

Convention

- * 2009 : Legislate Act to Implement the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights ([ICCPR](#) & [ICESCR](#))
- * 2011 : Legislate Enforcement Act of Convention on the Elimination of All Forms of Discrimination against Women ([CEDAW](#))
- * 2014 : Legislate Implementation Act of the Convention on the Rights of the Child ([CRC](#))
- * 2014 : Legislate Act to Implement the Convention on the Rights of Persons with Disabilities ([CRPD](#))

19

Conclusion

- * Keep promoting "Quota Hiring" to protect PWDs' employment opportunities
- * Keep enhancing "Vocational Rehabilitation" to assist PWDs' employment
- * Keep strengthening vocational transition and job preparation services for college students to assist them to be employed after graduation

20

Conclusion

- * People with disabilities are essential labor force
- * They are not just some as normal people, they can do more than us

21

Thank for your Attention

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22

Employment of People with Disabilities in the United States

Chris Watson, International Relations Officer
Bureau of International Labor Affairs, U.S.
Department of Labor
May 10, 2017



U.S. Approach to Employment of People with Disabilities

- ▶ **Civil rights approach includes principles of:**
 1. Non-discrimination
 2. Equality of opportunity
 3. Reasonable accommodation

- ▶ **1990: Americans with Disabilities Act (ADA)**
 - 2008: ADA Amendments Act confirmed Congress' original intent for the definition of disability to be interpreted broadly



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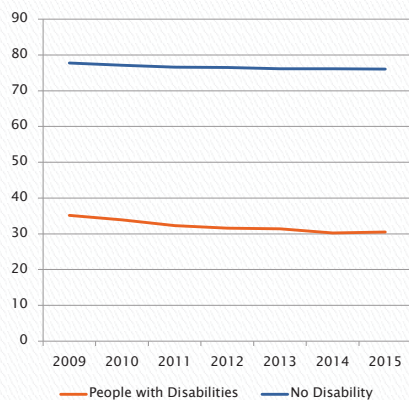
Challenges Persist

- ▶ Low labor force participation among PWD
- ▶ High unemployment among people with disabilities
- ▶ Stigma, misperceptions



3

Labor Force Participation

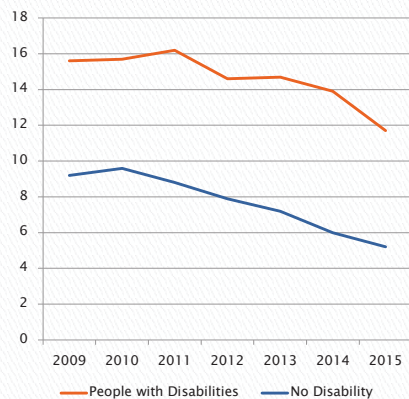


2009 - 2015

- April 2017**
- ▶ People with disabilities: 20.1 percent
 - ▶ People without disabilities: 68.6 percent

4

Unemployment Rates



2009 – 2015

April 2017

- ▶ People with disabilities: 10.7 percent
- ▶ People without disabilities: 3.8 percent

5

Strategies to Address Stigma

- ▶ Public education campaigns
 - [The Campaign for Disability Employment](#)
 - National Disability Employment Awareness Month
- ▶ Address accessibility at all levels
 - Physical, programmatic, communications, technology
- ▶ Educational mainstreaming
 - “The ADA Generation”
- ▶ Other personal experiences
 - Internship programs, including the Workforce Recruitment Program and others

6

Promising Practices

- ▶ **Accessible Technology**
 - Partnership on Employment & Accessible Technology (PEAT)
- ▶ **Accessible Transportation**
 - Coordinating Council on Access & Mobility
- ▶ **Customized employment**
 - Strategy to adapt business needs to the skills of a worker, including when, where, and how work is done
- ▶ **Inclusive Youth Transition**
 - Guideposts for Success



7

Promising Practices (continued)

- ▶ **Partner with businesses**
 - Business Strategies that Work
 - U.S. Business Leadership Network
- ▶ **Reasonable Accommodations**
 - Job Accommodation Network
- ▶ **Stay at Work/Return to Work**
 - Early intervention to facilitate continued employment after an injury or illness
- ▶ **Universal design**
 - Strategy for making products, environments, systems, and services usable to the most diverse range of people possible



8

For Additional Information

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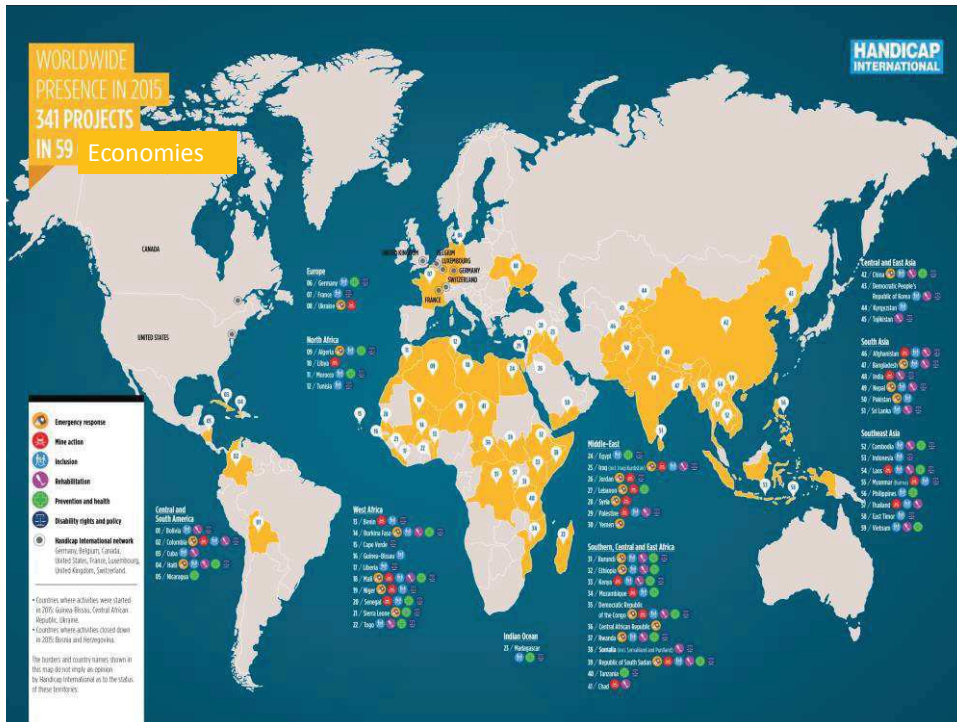


APEC Symposium on Promoting the Employment of Persons with Disabilities

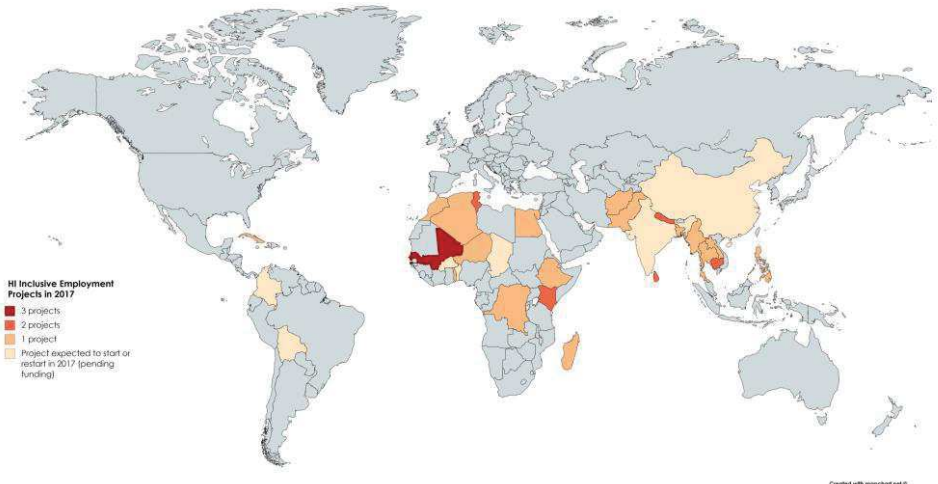
Panel Discussion on Coordinating with the Private Sector and Civil Society

Perspectives from an International NGO

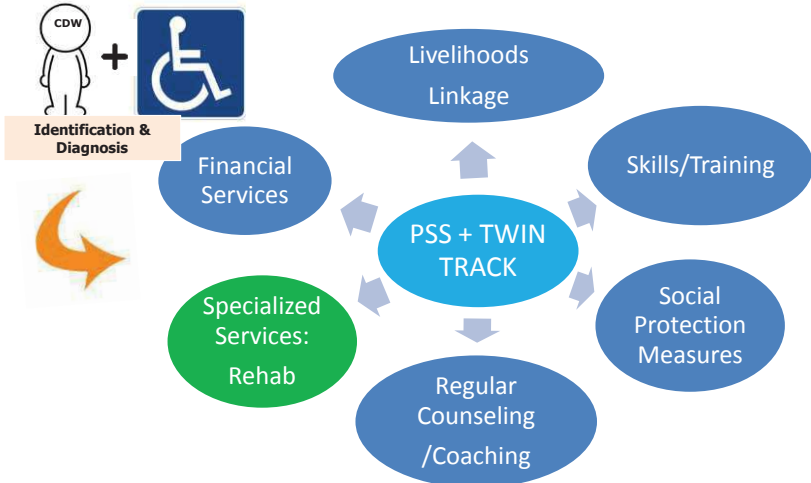
Sudarshan Neupane
Handicap International
May 10, 2017
Ha Noi, Viet Nam



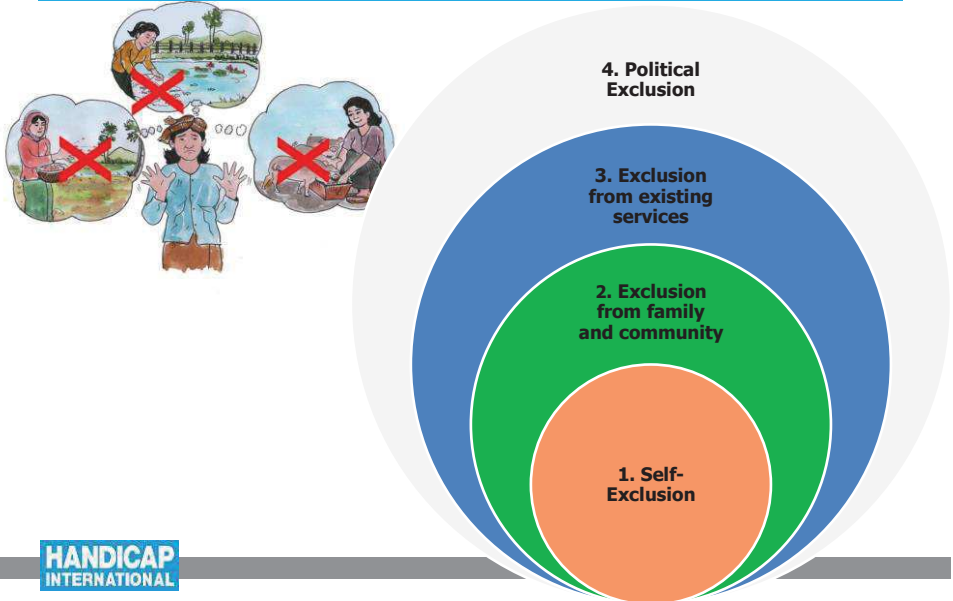
Our Economic Development Projects



Inclusive Livelihoods Project Model






Barriers to Accessing Work



HANDICAP
INTERNATIONAL

Our role and expertise: Paid Employment

<ul style="list-style-type: none"> • Inclusive Job Fair • Trainings in Inclusive Job Placement practice <p>Employment services </p>	<ul style="list-style-type: none"> • Assessing level of inclusion in the workplace • Raising awareness on disability to challenge perceptions • Training & coaching to recruit and retain disabled employees • Support workplace adaptations <p>Employer </p>	<ul style="list-style-type: none"> • Work orientation • Trainings in work readiness and Job Seeking skills • Pre and post-placement support <p>Job seeker with a disability </p>
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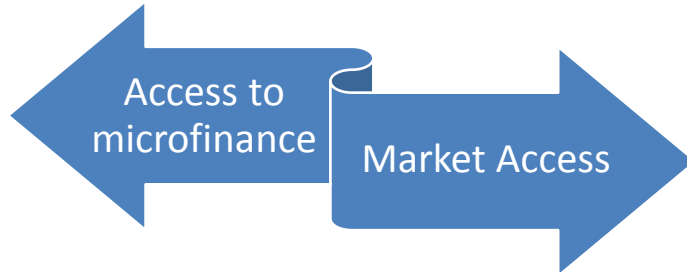
HANDICAP
INTERNATIONAL

Skill Enhancement for a Decent Livelihood

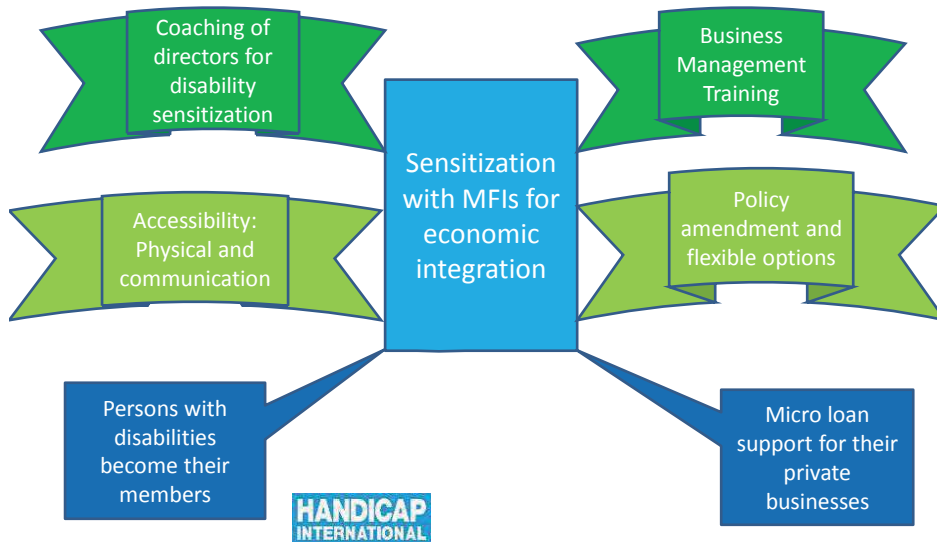


HARKIN
SUMMIT

Our role and expertise: Self-Employment



Access to financial services



Our role and expertise Self-Employment – Task Adaptation

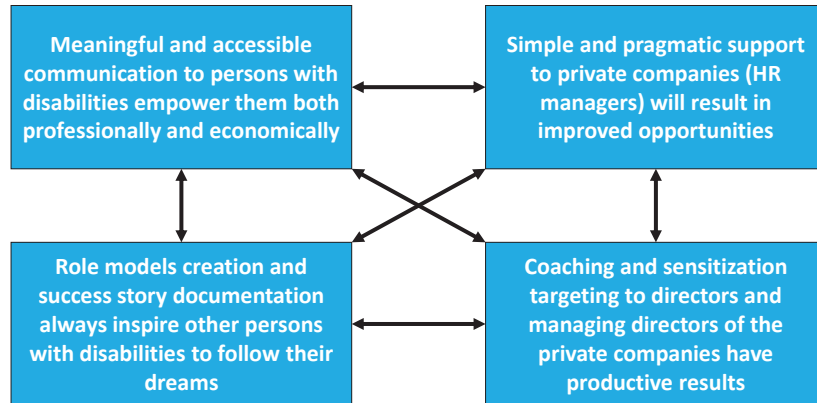


Focus on Ability (not disability)



Lessons learnt

We all have abilities, but some are more visible than others



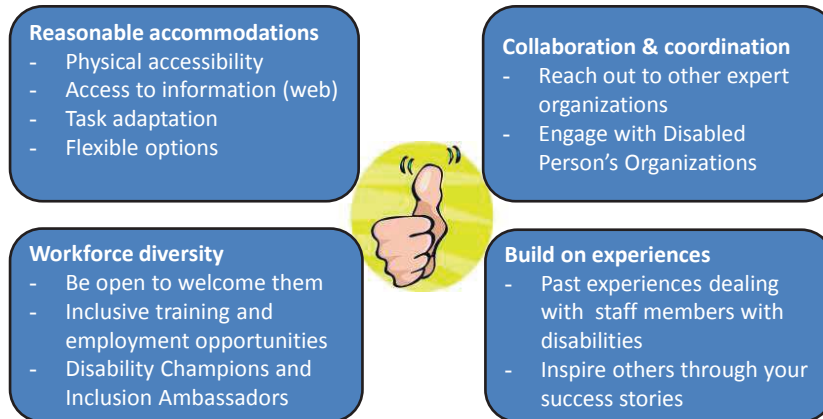
*“Effective Coordination and Collaboration
is central to our project’s success ”*



Some challenges



Recommendations to advance employment for persons with disabilities?



Thank you!

“Inclusion for us is about society, which respects the humanity of its people. Inclusion happens when everyone feels appreciated and welcome to participate” – The International Disability and Human Rights Network

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