**Inclusion can’t wait**

***The business case for the inclusion of persons with disabilities***

Panel Session at the UN Business and Human Rights Forum

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**CAPTIONING**

LENE WENDLAND:

Good morning, I would like to invite you to those who are not already seated, to take your seats, and start by welcoming you warmly to this session. And congratulating you for braving the rain, which was quite extensive.

My name is Lene Wendland, I work in the UN human rights office where I lead the work on UN Guiding Principles on Business and Human Rights. It's my great measure to moderate this panel on business Inclusion I've worked on the UN Guiding Principles on Business and Human Rights agenda for many years it is indeed timely if not over due to have a session at the annual forum that explores the interface between the business and Human Rights agenda and the agenda for inclusion in the workplace for Persons with Disabilities. It is an underexplored area in the business and Human Rights context. And I was just told that actually for the last three years, there has been attempts to have a session like this at the forum, so I'm really delighted that we're managing to do this. As you, everyone in the room will be aware, Persons with Disabilities have faced historical barriers in the workplace, 25% lower employment rate. And a number of other issues for those who are employed. So, it really a problem on a scale that's significant and really requires careful efforts to overcome it.

 As you know, the overarching theme of this forum is on the role of governments. So we are focusing, not only on what businesses can do, but also the overall framing of the roles of responsibilities and efforts that governments can make to support this agenda. So the aim of the session, as you will have seen prediction system the concept note is to identify good practice, to prominent employment of Persons with Disabilities and consolidate the business case for Inclusion. In the business and Human Rights space we always want to try to explore the business case and promote the business case. Sometimes there isn't one, and we have to be honest about that and say to companies there's certain practices that are unacceptable whether or not there is a business case, but really, I think, for this particular area of the business and Human Rights I agenda, there really are very strong business case that can be presented to companies to promote the furtherer Inclusion. We have an excellent panel with various points on the issue. National business, and Disability networks and international cooperation agencies. So we'll really get a rich range of perspective on and experiences to inform our discussions. So the flow of the session, we have until quarter past ten, we'll start by the panellist presentations, then we'll open the floor for be Q&A, and then we have a closing statement as well on behalf of the International Disability Alliance.  I should say that (International Disability Alliance) this is webcast, and live captioning and the links to the webcast will be posted on the IDA web site tomorrow. So without further adieu, I would like to hand over to our first speaker, Eleni Theodorou, I was so good and pronouncing your last name ... let's see if I can do it again. Who has a hybrid background in the private and public sector, worked for companies such as Nestle but also done work with the UN. You have the floor and you have about 7 minutes.

ELENI THEODORU

Thank you very much, it is a real honour to be in this historical building with this distinguished panellist. Thank you for having me and the invitation.   will start by saying there's more than one billion people with Disabilities around the world representing over $1.2 trillions in disposable income. There's more than one will believe customers and consumers ‑‑ representing and including their families, environment, $8.1 trillions in disposable income. A study published by Accenture in 2013 and published by the world economic forum mentioned companies employing Persons with Disabilities stand above the average in terms of profitability and value creation.  ‑‑ the core promise of the 2030 agenda of the sustainable development goals to leave no one behind.

 I'm telling you not to filter us out. Any name is Eleni Theodorou, I'm a young talent with a Disability. What does that mean?  I have worked in CSR, government affairs, corporate engagement, community building for companies like Nestle through an innovation competition, with Unilever and headquarters in the field, I have allowed for impact investing and philanthropy. When I was a child I was affected by childhood cancer which caused me to lose one of my eyes, this a prosthetic one, and through therapy I lost a big part of my vision.  I have a visual impairment. What happens when I go to an interview. Every time I have to go with two hats, either as a young talent with a competitive background or as a person with disability, when I mention my Disability, the power-balance changes. Recent example of the consultancy that approached me, for a job and I was very actually happy about it. They sent me their equipment test, it was not inclusive. Even though I scored very hard, but the spatial awareness part was not possible for me to be done. You need vision for that, right. So I got filtered out. The equipment process of the businesses inclusive?  Is the AR they're using for their recruitment test inclusive?  Are Thai filtering available talent out?  And I'm telling them to not filter us out, to invest in us. Why?  Because, they can unlock an amazing hew man capital with talents that have been researched and proved that people with Disabilities have more perseverance, problem solving skills, agility, foresight, innovative ways of finding solutions and they like to experiment because they have to face challenges every day. Inside, in consumer behaviour, through having employee resource groups, you can actually develop universal design for your products. That means that you can make your products more inclusive, and you can actually, you know, open your company into, as mentioned before, more than 8 trillion‑dollar market. Furthermore to do that you need leadership and to need leadership, you need sponsorship. That means you really have the executives of your company to follow and be part of this movement so that your employees can disclose their Disabilities. And through that employer attractiveness will go up, this is a company that everyone wants to work for. Finally, of course, the non‑financial ‑‑ it's obligatory for employers with more than 500 employees, especially in the European Union, more and more investors are asking for ESG integration, you'll have more and more opportunities for investments. There are no disabled people, that's what I'm saying today. There are disabled tools, environments, and work spaces. Invest in tools and unlock an amazing human capital, however, make real investments to get real returns. Investments in two levels, capital for solutions and sponsorship from the top to the bottom of the organization. Some best practices Microsoft, that really invest in capturing talent with Autism because of their coding skills but also [Inaudible] that focus on people with Visual Impairments and their acute senses for their flavour and taste products. Only when you do Disability you really do diversity. Only four percent of the businesses that mention that they do diversity, they actually include Disability. I'm telling you today to think beyond CSR because inclusive business is good business. And inclusive business is sustainable business. And if you really want to know what are the solutions and how to do it, ask them, ask the people with Disabilities. Your employer resource groups and engage social enterprises that have the solutions and most likely they're founded by people with Disabilities. And invest in them through corporate impact investment. Thank you very much, I think I passed my minutes (Laughs) thank you for your attention.

LENE WENDLAND:

You did very well on your timing, very compelling strong business case and also the role of investors and the contributions and the untapped resources and markets that are left behind if this potential is not realized. Thanks very much for that.  I will now pass on to Carla Bonino. On sustainability Head of Unit at foundation ONCE, she coordinates the European initiative Disability hub Europe, funded by the European Social Fund. Carla Bonino, you have the floor, thank you.

CARLA BONINO:

Thank you. It's an honour for me to be here as well. Thank you very much for to the UN and all the entities involved in this panel for organizing this session needed. Nowadays I represent the ONCO foundation, a foundation based in Spain, it's main objective is to promote the quality of life of people with Disabilities and their families based on programs on training, employment and Accessibility. The ONCE foundation is founded by the National Organization of The blind in Spain, which turned 80 years last year. And together ONCE Foundation and ILUNION business social group compose the ONCE social group which comprised more than 73,000 employees, 58% with Disabilities. Having said this, the purpose of my presentation is to share the main ideas of publication making the future of work inclusive for people with Disabilities, the first document that puts together two debates, the future of work and the reality of people with Disabilities. It has been jointly developed by the ONCE foundation and the ILO global business and Disability network with the co‑funding of the European Social Fund. All this in The Framework of the initiative Disability hub Europe, promoted by the ONCE foundation. And with the aim of working on the biannual sustainability in alignment with the other Gs in the 2030 agenda. The objective of the publication is to contribute to the visibility of Persons with Disabilities in the debates of the future of work. And to expose the urgency of taking action in order to seize opportunities and address challenges that the mega trends of the future of work will bring. All of this in order to achieve future inclusive work of Persons with Disabilities representing one billion people in the world as Eleni introduced. The publication has been developed with the participation of experts from more than 20 different organizations including GOSED, the UN global compact, the International Disability Alliance and other private companies and entities. The publication itself is a contribution to the 2030 Agenda that and sustainable development goal particularly on goal eighth and target 8.5 which specifically mentioned people with Disabilities related to productive employment and decent work for all.  I have no other option but to be very, very short on the publication that you can consult outside, there are a few copies, and also it can be downloaded at the ILO global business and Disability web site, the ONCE Webb site and also Disability hub Europe web site. The publication gives an overview of work and Disability stating, as you know, the labour participation being significantly low compared to people without Disabilities. And also, highlighting some challenges that persist and are not specific to the future of work, but do have to be addressed. Like, well, a general lack of enabling environment, including physical Disability that should not be forgotten. It analyses five so‑called mega trends of the future of work in relation to what the challenges are to people with Disabilities and what opportunities they bring, being them the technological revolution, the skills revolution involved, the cultural change relating to sustainability, for example.

 The demographic change and the climate change being very important nowadays. It ends with a road map for an inclusive future of work in which five key objectives are identified and I will share them as the closing remark of our intervention Ing which actions should be taken by the different stakeholders involved. This means public authorities, the corporate sector of course, Disability NGOs and representative organizations, the trade unions and academia. They all have to take part to make an inclusive world of work for people with Disabilities. So the key objectives for ensuring Inclusion that have been identified in this publication are the following:  One, new forms of employment and employment relations in the context of the future of work need to integration Disability Inclusion. Two, skills development and life‑long learning related to the future of work has to be made inclusive of people with Disabilities. Three, universal design has to be embedded in development of all new infrastructure products and services, from the beginning. Four, Assistive Technologies existing and newly developed have to be made affordable and available. And five, measures to include people with Disabilities in growing and developing areas of economy, for example, the green economy. Some actions, of course, are stated in the publication are transversal to all stakeholders, gender equality it needs to be taken into account, of course, in all the actions taken, and multi‑lateral collaborations between all stakeholders, Persons with Disabilities, and included is necessary, reflection of NFC 127 on partnerships for sustainable future in 20306789 just to finish,  would like to share this publication should be seen as the beginning of a journey. A journey that requires the involvement and collaboration of all stakeholders to table concrete action to ensure a future of work that is inclusive of Persons with Disabilities. Thank you.

LENE WENDLAND

Thank you very much, Carla to bring the attention and the linkages made, very important linkage to the other global agendas, notably the 2030 agenda. Climate change, demographic changes etc. it goes to show how this is an integrated (Bell ripping) needs to be integrated in the consideration of all these other major global debates that is having. Thank you for highlighting that. And also the concrete recommendations that I think will be very useful. So, I'm now turning to my right, Dylan Winder, who has worked if the Department of International development for over 20 years and currently the humanitarian and protracted crisis counsellor and team leader at the UK mission to the United Nations in Geneva. Dylan.

DYLAN WINDER

Thank you very much, Lene Wendland, it's been wonderful we've been invited to this panel. Inclusion of people with Disabilities is a top K priority. In particular, as Eleni said, leave no one behind, the places we work is increasingly complex, forced displacement, climate change, all areas that we're dealing with on a day‑to‑day basis. But the issue of Inclusion in business is also critically important, even in these context, we need to look at how people with Disabilities can be better included in the economy. Couple of key facts, I'm sure you will know these. Obviously, people with Disabilities have historically faced serious challenges and barriers to impeding access to employment. We know also that gender inequality is particularly highlighted for people with Disability.  I think 20% of women and 59% of people with disabilities are employment compared to 32 and 71% without Disabilities. From the exclusion of women and men in the labour market is estimated to be between 3 and 7%. Given the diversity of circumstances faced by people with Disabilities and the barriers and discrimination they experience, the nature of economy, law, policy, adequate infrastructure and services and equal access to resources, information and networks all play a crucial role in ensuring access to decent work. The UK government's department for international development dice prioritize and recognize the transformative power of ensuring people with Disabilities access to employment opportunities. We want to empower people with Disabilities particularly women, to have access and control over their economic opportunities. Roots to empowerments is one of the four essential, was one of the now essential themes of the Disability Summit which was hosted in 2018 in the UK with the IDA and the government of Kenya. Also one of the four strategic priorities of the FID's Disability Inclusion strategy. On the Summit, which we felt was a major success, it did establish strong leadership from on boarding engagement with new partners, ‑‑ approximately 1200 high level delegates from around the world, and CEOs from different organizations. Toy tall of 960 individual commitments made at the Summit. Importantly 139 referred to the theme of economic empowerment, that's about 14.5% of all commitment. Within the we have governments, multinational businesses, 11 national governments, multinational donors, investing in skills, and eight natural governments improving access to decent work. And sips the Summit, the ILO has established a new National Business and Disability Network in China and India. All the commitments made at the Summit are available on our web site if you want to look at that. In terms of private sector commitments, the UK has a successful track record on engaging the private sector on Disability and Inclusion. We recognize we can do more. The lead up to the Summit we worked closely to galvanized interest from a range of private sector organization, including Cisco, Microsoft, and British telecommunications to provide economic opportunities for people with Disabilities. A total of 13 private sector and organizations made commitment at the summit, and key areas of progress ‑‑ the Ford foundation who started a new Disability justice fund in the US which is bringing donors and Disability activist to catalyst change within the philanthropic sector. UPC working on it is economic empowerment theme to recognize vision of number one employer of choice for disable people, and a high-profile commitment with a worldwide call for action for business. And they also discussed this at Davos this year.  ‑‑ tan yell limited has been providing guidance on the use of the Washington group questions to applicants and grant holders, they reported 66 grantees in their reporting. Open society foundations have started to include Disability ‑‑ on women and girls, and women's rights portfolio has adopted an intersectional approach. A portion of grantees from this funding is women with Disabilities, all grantees are being encouraged to include women with disabled in their activities. The international organization of duff ‑‑ completed training of Deaf adults, run workshops for parents on the importance of early childhood education in Uganda and the rural areas ‑‑ the commitments made at the Summit are delivering real action.  I mentioned earlier the FID has a Disability Inclusion strategy, and we're very pleased that one of the four party in that is economic empowerment we've been doing quite a lot within our programs to develop this theme. I wanted to give you a few examples of those. So in Kenya we have a strategic partnership with the Kenyan government and Kenyan businesses which aims at economically empowering people with Disability in Kenya. Establish a dynamic partnership model as leadership behind inclusive economic growth. Longer term we hope the partnership model will be replicated and used to stimulate growth more broadly. We, in the UK, have the CD C, development finance institution owned by the UK government. And that's working with the IFC, part of the World Bank group to develop good practice on Disability Inclusion linked to IFC performance standard. We hope it'll be used as a benchmark across the industry to help raise the bar across the board. We're also developing a good practice note on inclusive stability to support Inclusion of people who Disabilities alongside other marginalized fraps in fragile and conflict affected States. We are working across U K government to ensure that all A DA, including things like the prosperity fund removes barriers to people with Disabilities in these areas. Under the responsible, accountable and transparent enterprise foppedded the ethical trading initiative to mainstream Disability Inclusion in their supply chains, and outlines within this for the case of employing people with Disabilities ‑‑ around Disability Inclusion in the workplace and these highlight best practice. There's a lot going on. We need to do more. We do think that working together we can achieve real progress, particularly in some of those areas you might not think so. In some of the real conflict and frag jail areas of the world. But also in those areas where we see good development. And we are working, as I say, across the world, other Kenyas, Kenya, planning dish, Nigeria I've run out of time, happy to answer questions.

LENE

Thank you, Dylan, yes, you did run out of time, very interesting and a very rich list of initiatives with the key development in economic and gender empowerment priorities and Inclusion, so it was very interesting. Thank you so much. Firehiwot Siyum, former coordinator of the Ethiopian National Business and Disability Network, the network embraces companies and other employers as members to address Disability issues from a business perspective. You have the floor.

FIREHIWOT SIYUM:

Thank you so much. It it's an honour to be here, and it's motivating to see this platform talking about disabled inclusion in business. And this big platform and this forum I'll be sharing the experiences from Ethiopia, and from Ethiopia how we engage private sectors in the Inclusion of Persons with Disabilities. So, Ethiopian National Business and Disability Network was established in 2015 by the help of ILO. So, what we do is we bridge the gap that employers have when it comes to Inclusion of Persons with Disabilities in the workplace. How we engage, we have five different packages to engage with private sectors. The first one is awareness raising program because employment of Persons with Disabilities can and will only be ensured when each and every sector is included in Disability Strategies. For that we need to achieve the discourse on Persons with Disabilities, that's why supporting people ‑‑ aniline their knowledge of Disability and sharing the path to Disability Inclusion. So in our training program we talk about reasonable accommodation, which is making adjustments in the workplace. For example if we have a blind employee, how we find different software to help the employee. It might be ‑‑ we also talk about Accessibility. How we can make conducive for Persons with Disabilities. The other package is we provide Accessibility audit service for our members. This is to create barrier free environment for the employees. Let's say that we have an ‑‑ speaker employee, that person may need a quiet space to work in. So we work with employers to be more inclusive in their workplace. Also, not only this one, but we also focus on the physical Accessibility of the workplace, the chairs, if they have lift elevator or not, whether they need ramps and so on. The third package is sharing publication on business and Disability. So every Monday there is ‑‑ Monday morning memo that we share with our members. So in that ‑‑ that's a very interactive platform because they learn what Disability is and how we epigauge people with Disability in our business sector. We can also be competitive by bringing diverse workforce. So we also got good feedback from our member with this interactive platform. The fourth package is we facilitate internship. Because one of the challenges that employers face is that they are not able to find employees with Disabilities whether it can be for formal employment or internship. So we link the employees with Disabilities with the employers so they can do some internship or afterwards they might have a job retention. Last, but not least we have experience sharing and recognition event. Every year there'll be a business abled employers award. Where they share their experiences, successes to other employers, at this event we also share stories of successful employees with Disabilities who got internship and then become successful in their job, that's what we do with the Ethiopian National Business and Disability Network thank you.

LENE WENDLAND

Thank you very much for this presentation also on how to mobilize business at the national level and get business to exchange and to learn and to be building their capacity to pray their role. Last, but not least, in this first round of panelist, we have Thierry Fiquet, from society the European Union expertise on labor and employment.  Socieux +.

THIERRY FIQUET

It's an honour to be here, I would like to thank my colleagues and partners from bridging the gap. Of course our colleagues from the high Committee from Human Rights, unit havation here. Through different peer to peer international cooperation and ‑‑ experts and practitioners from European Union States, I've worked and shared with their peers, worldwide, through the EU facilities social office in defining new challenges and sharing concrete road map tools to implement policies and acts. How to facilitate access to employment for people with Disability proposal will be based on a few recommendations and lessoned learned from the ground. Based on a choice of four actions we implemented worldwide, the first one about Peru, in Latin America. With our partner with the Ministry of Labor and promotion of employment and the public employment centres. The second one was in Ivory coast in Africa, where we worked with the public and private service ministry. The third one is what is still in Georgia where the social partners requested ‑‑ requesting partners with the labor inspection department. And the fourth one is about January, the national Azberjian . Sadly I do not have the time to detail each one of these different actions, but I'm going to try to summarize the great lines and maybe feed hope and share, in fact, that things are possible. So what are the challenges and few reasons we learned about those concrete expertize missions?  The first challenge, in order to ensure the implementation of the rights of Persons with Disabilities and equal employment opportunities with others ‑‑ it is recommended, and this is possible to constantly improve the legal Framework taking into account the changing needs of the labor market, employers, people with Disabilities and society as a whole. It is possible to improve the Disability determination system in order to move from the medical assessments model to the social and economic one. To refuse the use of incapacitated entry. To move from the medical and social ‑‑ this is possible from this first challenge to abolish the list of jobs, as we could observe in different countries. A list of jobs that people, with Disabilities are not allowed to obtain as a non‑eligibility precept. This is possible to establish a control mechanism that ensures proper implementation of the existing legal Framework governing the rights. For the second challenges, in order to improve the employment of people with Disabilities, this is possible to create effective employer support system, providing effective active labor market regarding wages, qualifications and training, and mostly adaptation of the workplace and working environments. That was possible to eliminate the impossibility no the facts for relevant institution to inspect businesses and show effective control of the relation of how businesses are practicing. This is possible to increase the Inclusion in the open labor markets, through, for example, implementation of specific closed level market and use specialized workplaces as an entry and inclusive point to the open labor market. For those who need a transition period for the integration in the open labor market, for instance. This is possible to improve the employment public services and provide the information on the labor market and ensure its transparency. Without discrimination and dissemination of job vacancy and the employment counsellors in helping people to take their place in an open level market. The third challenge, in order to improve the knowledge of the population and reducing the gaps between supply and demand, it is possible to elaborate different systems, labor market information system. On the one hand, to collect and systemized statistical data in the public and private sectors. In the open labor market, but in entrepreneurship and in the VG system. The fourth challenge was about technical professional guidance and it's possible to ensure that ‑‑ is educational institutions is suited to the needs, not only in the specialized schools or training centres, but also in ‑‑ educational schools. This is important for us to promote and know it's possible to promote and professionalize the non‑formal vocational training. So that people can acquire the necessary knowledge for creating and developing their own business and improving their qualifications. The fifth challenge is in order to ensure reasonable accommodation to Persons with Disabilities in the workplace, this is possible to establish financial support measures for employers for the adaptation of workplace to the needs. At the same time, to improve the participation of people themselves in the vocational and professional rehabilitation. And which are ‑‑ to work programs for Persons with Disabilities that was possible to ensure vocational rehabilitation services were accessible to all people of working age and not only the youth. Finally to take into all the different topics of the major issue on inclusive acts of people with Disability ‑‑ make possible the participation of new stakeholders. Governments, Civil Societies, businesses, and people themselves in a specific, effective and professionalized governance. That will be possible to ensure  engagement and concrete responsibility of the management line in each business and cooperate. This is not my problem as a business, but you know the problem will be with my team. Too many hurt and so often. Just to end, I would like tell something I heard by the High Commissioner, what can European Union do about the Human Rights defenders the European Union ensure ‑‑ to the promotion and defense of Human Rights are known and accessible by the beneficiary population. That's why I that's what I tried to do today.

LENE WENDLAND

Thank you very much, Thierry Fiquet. And to all the panellist. As I said earlier we'll have a closing remark ‑‑ on behalf of the international Disability alliance. But for now and before opening up the floor for questions, I omitted by mistake in my introductory remarks to recognize the organize nations the co‑organizers of the session, the OHCHR, the session was organize z in collaboration with the ILO, the International Disability Alliance, the office of the Special Rapporteur on the Rights of Persons with Disabilities (Aligns) bridging the gap project that we've heard about inclusive patrolsies and services for equal rights of Persons with Disabilities. So I would now like to open up the floor for comments and questions to our distinguished panellists.

QUESTIONS FROM THE FLOOR

>> Good morning to many friends on the panel and the room. Could one or more of the speakers comment on how these issues can be reflected in the reporting on The Convention on the Rights of People with Disabilities when they takes place in New York.

>> Thanks everyone one, thanks for sharing the barrier reach. I'm a lawyer from Japan.  I was so excited when I found this agenda for this year. Congratulations for all. And my question is about operational development mechanism, which is another complaint, the system within the company. I'm working on business and Human Rights and Persons with Disabilities, so whenever I provide advice on Human Rights diligence for my clients, I try to make sure, every step of Human Rights due diligence is reflected in the CRPD ‑‑ I think one of the issues that Persons with Disabilities may frequently experience at work discrimination against them based on Disabilities. But then if they try to fight that case to any kind of complaint the system, within companies, I think maybe, like confidentiality can be harmed. I'm wondering if any of you can share experience or practical action to overcome this issue and ensure the access to remedy for Persons with Disabilities. Thank you.

>> Thank you very much to the panel for your presentation. My first question: Which are the concrete steps that are required to make sure that the workplace is inclusive for a person with disability.

My second question is there a link between the report you presented with the UNCRPD, thank you very much.

>> Good morning, I'm representing dang laddish employer's Federation and family business of over 70 years. Two specific points I wanted to share, one is that Bangladesh business Disability network initiated by ILO and funded by DFID. They've done quite a butt of work this year in getting the private sector to understand the benefits of including ‑‑ having Disability Inclusion in the workforce. So one achievement that happened this year was that the government of Bangladesh is now giving an incentive for private businesses to have Disability in the workforce, but, where I think you have due diligence ‑‑ said the targets ‑‑ high, kind of ‑‑ to take this forward seriously they've asked the private sector a minimum of 10 management of the work ‑‑ these financial incentives, I think the number is a bit high, think it could be done on slab by slab basis, 06248, can unlock different experiences and encourage the private sector a lot more. We're seeing private sector having a lot of benefits if Disability in the workforce, one hindrance the government is note helping us with is the Accessibility of transportation. That seems to be a very critical point because (NO AUDIO)

REPLY:

>> Yes, indeed The Convention is The Framework of the publication, particularly Article 27 on work stating that the right of people with disabilities to work on an equal basis with others. And also, I would like to state that The Convention is at the heart of the 2030 agenda, as regards to people with Disabilities, and inspires other right‑based approach of this agenda.  I would also like to comment to invite the public from Brazil to consult the publication and the skills changes. We approach this issue, indeed stating that there will be some changes and this poses opportunities and challenges for people with Disabilities regarding the issue of new jobs while rendering others obsolete or the wage gap that is said to widen the G.ig economy, for example, and what this means for people with Disabilities. On this issue, I'm aware that ‑‑ [Inaudible] knows about it. He's an old friend of our work. I would insite you all to consult this. In Spain we have ary credibility law that sets the obligation to report on Disability and Accessibility for the companies affected by the law, this is compulsory now. And just to finish, would like to share also a Framework that is reflected in the publication, which is what we call the 360 a prosper to what people with Disabilities from business meaning that people with Disabilities can be seen as stakeholders in a broad sense. They can be employees, they can be customers, suppliers, consumers, employers, investors, members of the community, of course. Thank you.

>> Anyone else on the panel, I would ask you to be brief Eleni, the captioning is now working again.

>> Thank you. Just to reflect back to Kiko from Japan, what you mentioned the is right. Discrimination is really the difficulties in disclosing is important. And this is where we need leadership sponsorship. We need more people with Disabilities in leadership positions to guide by example, not just people with Visual Impairments, in call centres for example. We need career development. And through the employer resource groups, to engage and let the employees feel they have a safe space to not only mention discrimination, but actually disclose their Disability. There's so many employees that are scared of disclosing their Disability, especially the non‑visible ones. So, yes, these two approaches, so, really we need to look at the gender, employee resource groups, the LGQI + and really take the example from them and really start organizing them and helping the employees to disclose that. And   just wanted to say thank you to Carla for mentioning the 360 approach. Especially in venture philanthropy, there are philanthropy advisors, that have clients with Disabilities or someone in their family with hidden Disability. And we need to look at people with Disabilities as employees, as employers, as talent and as entrepreneurs. 360 approach to, yeah, the environment. And, as I mentioned, it's almost $8.1 trillion disposable income.

>> Dylan, you want to reflect on some of the comments?

>> Dylan Winder:  To quickly reflect on two, the delegate that talked about reporting on the issues in New York, the UK is a very active in the Human Rights council, we just appointed anno knights Ambassador ‑‑ and how those are be reported, I also want to mention, in the sector I work, the humanitarian sector, we very much look at things like the refugee compact agreed to last year, it has quite a lot in there on disability, in terms of disabled refugee ability to work.  I hope we can start making better connections between these issues. We also have some things like the chancellor for Inclusion of Persons with Disabilities and humanitarian action.  I think there's a recognition that a lot of theme, people in crisis, disabled people in crisis are in long‑term protracted context, that's where we need to start looking at much more the jobs perspective. A lot of this is reflect in the humanitarian resolutions going to New York. Clearly we need to make more of a link between some of the sectors, I think there's more opportunities for us to do more. Maybe on the colleague from Brazil.  Ithy it should be an opportunity, the technology piece. We're doing a lot of work on data, looking at Big Data, artificial intelligence, really how can that actually help us to identify much more the specific needs of different groups of people within particular protracted crisis and humanitarian settings, and ‑‑ in a couple weeks time will be looking at those issues as well.

>> Thank you, and Chile, sorry to have you go last again, that was not intentional.

>> THIERRY FIQUET My place is always to be the last, but not the least. Sorry. We worked in Azerbijan, obviously with the CRPD and mostly Article 9 and 27 to access to employment.  I often like public employment practitioner observe we have representation, but Disability, even people we see with Disability, we have to know, clearly for social representation, that 80% of people with Disabilities are Disabilities you won't ever see. The feel Disability not as an issue, but, share, professional practitioner on the subject. The first issue for people with disability is not their Disability itself. It was the access to information and just to make it forget. What I observed on the ground by employers, it can anycal practitioners, is ‑‑ technical practitioners, everywhere experimentations were um memented, all what was done for people with disabilities was finally, very good for everybody and all the workers. So if the Disability is often represented as like something ‑‑ very much to go through.  I think that working on Disability and workplace, in employment is very good thing for everybody. And I can prove that, I don't have the time, but I can.

LENE WENDLAND

Thank you very much. Now it's my great pleasure to insite Tifera to deliver closing remark. Director of the afterfy candies ability and represents the IDA you have the floor.

BERANU TEFERA

Thank you very much, madam moderator, distinguished guests, excellency, it's a pleasure to address you here today on behalf of the International Disability Alliance (Tefera) I had prepared concluding remark, which was much more bigger than what I'm going to say here, due to time, I true to make it very brief and try to reflect some of the questions that come from the floor, because it's worth taking time on that. So, the organizations of Persons with Disabilities are actually created to represent Persons with Disabilities globally, and with a huge all of unifying and amplifying voice of Persons with Disabilities and to advocate at all levels. The International Disability Alliance, which is an alliance of 14 DPOs, which includes 8 global member organizations and six regional organization is comprised of 1 one one hundred network of D POs which represents over a million people globally. We believe DPO plays a significant role in promoting inclusive employment. And to pro mote also the inclusive employment policies and fight for equal opportunities for Persons with Disabilities in both formal and informal labor markets. It's with that understanding that IDA essentially set up team on inclusive livelihood, this is to inform the discussion around framing what inclusive employment means. This is in the context of the UN Convention on the Rights of Persons with Disabilities, and in a way to inform the implementation of sustainable development goal number 8. Inclusive employment goes beyond hiring Persons with Disabilities. It also is about being inclusive with all Persons with Disabilities, which includes the most marginalized Persons with Disabilities and those with invisible Disabilities. There are a lot of underrepresented groups or marginalized groups of Persons with Disabilities request in the labor market and hard to ‑‑ inclusive employment is also about non‑discrimination, it's about creating enabling environment in the support services for Persons with Disabilities in our work environment. It's also about providing reasonable accommodation, Accessibility, and it's also about the means to maintain the employment of Persons with Disabilities within the work environment. DPOs at global level have been engaging in different activities beyond advocating for employment of Persons with Disabilities. This includes education and life learning opportunities that our colleagues have been talking about how to retain people with Disability in their workforce. It takes certain steps to make sure that we have people with Disability in our environment, uncolluding in companies, this includes aligning the national policies and company policies within our organize newtork. Already, from the floor it was raised how are we going to address the issue of discrimination in the workforce environment?  This is whereby setting up mechanisms within the organizational functional processes. In addition, we also need to create and build partnership with organizations of Persons with Disabilities because they are the one who can identify Persons with Disabilities who can promote their talent, bring them in the work environment, and make sure that they stay within the work environment. From the floor there were a couple of questions, especially on the issues of reporting in New York on the implementation of the global agenda on how we can make sure that it's done in compliance with the UN Convention on the Rights of Persons with Disabilities, the International Disability Alliance has been working with it's partners to report on the Inclusion of people with Disabilities in the implementation of the agenda 2030. In 20178 we launched the global report on engagement of DPO for people with Disabilities and there were other national reports on the implementation of SDG and how people with Disability are affected and how they can be integrated in national policies. All these reports can be found on the IDA web site, you can refer them, we can also share some contacts here with the colleagues from the International Disability Alliance. I want to conclude by calling all companies and governments here to make sure whatever policies and developments they're putting in the ground is in compliance with the UN Convention and also in partnership and with discussion on the table or around the table with organizations of Persons with Disabilities because Inclusion can't wait anymore. Thank you very much.

>> Lene Wendland. Thank you very much. We're out of time.  I think right on the dot. I want to thank all the panellists for their excellent remarks and being very timely. And I want to thank everyone who came and for the good questions.  I think we should give each other a hand. (Applause) thank you. (Meeting concluded)