Let’s work together
for the future of the youth!

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ABOUT THE YIN

The Youth Inclusion Network (YIN) is a network of companies committed to the inclusion of Youth from excluded backgrounds. We work together by sharing and developing Corporate social responsibility (CSR) programs, Human Resources (HR) policies and business strategies in this aim. Our network brings together socially progressive companies that wish to reduce poverty and fight exclusion.

The YIN missions are the following:

**ADVOCATING FOR YOUTH INCLUSION**
Increasing awareness of corporate actors and expanding network

**SUPPORTING CSR INITIATIVES**
Backling members in developing activities and interactions with the Youth to boost mentorship and professional inclusion of young talents

**CONNECTING MEMBERS TO ORGANISATIONS WORKING WITH EXCLUDED YOUTH**
(11 organisations in Asia, including a network gathering 67 organisations in 32 countries)

**BUILDING LINKS BETWEEN MEMBERS**
Facilitating cooperation and sharing times throughout the organisation of events for members (Forums, webinars, workshops, networking…)

This represents the commitment of more than 50 companies in 5 countries (Bangladesh, India, Nepal, The Philippines & Vietnam) (April 2022), acting in numerous fields (education, food, healthcare, hospitality, human resources, sales) and creating the change that will make this world a more sustainable and inclusive place!
YEO 2030 is an initiative of Making Cents International that is designed to advance youth economic participation globally. The initiative leverages nearly 15 years of partnership and learning from Making Cents’ annual Global Youth Economic Opportunities Summit (GYEOS) and is primed to accelerate SDG 8 (Promote inclusive and sustainable economic growth, employment and decent work for all). Currently, we are uniting young people and the global ecosystem of changemakers to maximize youth employment and achieve sustainable economic growth (SDG 8) by 2030. The initiative is committed to elevating youth voices and youth leadership of youth led and local youth serving organizations, linking learning to action, and collaborating with global stakeholders to learn, share best practices and forge partnerships in the YEO space.

Three thematic pillars underpin YEO 2030’s efforts to share learnings, develop tangible actions and advance scalable, sustainable solutions:

1. Ready for the global workforce: Key issues that influence youth employment.
2. Livelihoods through self-employment: policies and practices to help youth entrepreneurs grow.
3. Global context matters: industries, systems, and policies that impact youth livelihoods.

As part of YEO 2030’s efforts of linking learning to action, 10 action teams led by youth champions have been established. These 10 action teams are working on tangible deliverables “big enough to matter and small enough to get done” within a twelve month period. One of the key action teams is the inclusive workplaces action team which is focusing on developing user friendly research products such as this report to enhance inclusion of young people with disabilities in the workplaces.

The Inclusive workplaces action team aims to raise the awareness of key stakeholders in workforce development, and provide some best practices in order to accompany them in increasing their inclusivity.
For the International Labour Organisation (ILO) there are an estimated 1 billion differently abled persons around the world (15% of the global population), most of them of working age.

According to a 2021 UNICEF report, the number of children with disabilities is estimated at almost 240 million. Unfortunately, to date, there is we do not know how many Youth in the world are differently abled, as no agency support them.

Many challenges are faced by differently abled Youth compared to other Youth when it comes to the world of work, that we will explore in this report. Every company should take this into consideration and support these Youth, which are excluded because of their differences.

The number of excluded Youth from decent work situation calls to urgent actions. Young adults need our help to get control over their lives, to give them a chance to access a more decent situation, for instance by integrating the corporate world.
For the action team an **inclusive workplace** represents a workplace

- which ensures equal access to every human beings without any discrimination based on race, gender, age, ethnicity, religion, political opinion, culture, disability, etc.;

- which ensures the inclusion of people with specific needs in an adapted environment, allowing every employee to realize their full potential at work and have the same access and chances than others;

- which ensures equal participation, representation and justice;

- which ensures every human being has enough space to grow and develop on both personal and professional level;

- which ensures every human being has been given the same opportunity to be promoted to management and leadership level;

- Which ensures the same amount of work will be paid the same regardless of the differences of each personnel’s race, gender, age, ethnicity, religion, political opinion, culture, and disability backgrounds;

- which ensures every human being’s human rights, especially labor rights, will be respected and their life-work balance will be guaranteed;

- which ensures every human being’s complaints at work, especially complaints about sexual harassment, hate speech, and discriminative comments will be equally treated. Procedure justice and transparency will be guaranteed in the whole process.

For the purpose of this document, the concept of “**disability**” will be defined as is consistent with the UN Convention on the Rights of Persons with Disabilities (CRPD) (Art. 1), Persons with disabilities include 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.
BACKGROUND INFORMATION

How are the right to work of Persons with Disabilities recognized?

The United Nations Convention on the Rights of Persons with Disabilities (2006) clearly states “the right of persons with disabilities to work, on an equal basis with others”, noting that “this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.”

What does it include?

- No employment discrimination
- More accommodating work environments
- Access to vocational training and self-employment opportunities

However…. Here are the main challenges faced by differently abled Youth

> Differently abled Youth are more likely to be inactive - meaning not employed.

  Globally, seven in ten persons with disabilities are inactive, compared to four in ten persons without disabilities. Source: ILO

> There is a clear lack of inclusive business development services for differently abled Youth, with a work environment that makes them feel valued while acknowledging their differences. Source: World bank

> Differently abled Youth do not have the same access to education as other Youth, meaning that they will not develop the necessary skills to have access to a decent job, or will not have have access to employment in the same way.

  The median unemployment rate for differently abled Youth stands at 7.6 per cent, compared with 6.0 per cent for persons without disabilities. Source: ILO
Why is it important to professionally support differently abled Youth?

- Differently abled Youth see the importance of the job opportunity that is given to them, they will do anything they can to keep this opportunity.
- Differently abled Youth are reliable, very hard-working. They can bring a lot of benefits in a company.
- If NGOs are supporting differently-abled Youth, companies should act to allow the Youth to showcase their true potential. If you take action you can have a great impact on changing the perception of differently abled Youth.

How can we make the job market more accessible to differently abled Youth?

- Ensure that differently abled Youth enjoy equal access to education.
- Implement programmes that address gaps in differently abled Youth qualifications and skills.
- Make available workplaces that accommodate differently abled Youth needs.
- Assist with the allocation of suitable jobs, accommodating and taking into consideration their difficulties.

This means that more differently abled Youth could work if they are given the right support at the right time, including adequate training opportunities.
Which difficulties can be faced by companies when taking action to support differently abled Youth?

> Skills set sometimes need extended training with these Youth. You have to invest time in training them, and Human Resources.

> Team members and employees can have stereotypes on the differently abled Youth, that managers will have to deconstruct.

> Facilities may not be adapted to welcome differently abled Youth (including lack of transportation).

> Lack of incentives

This data has been collected via a survey in which employees and managers of diverse companies have been interviewed.

**HOWEVER**

Everybody can take action
Looking forward to supporting you in your inclusive development...
CHECKLIST

How companies can make their workplaces more inclusive for differently abled Youth

> Be aware of the needs of the differently-abled employees in your company to create a disabled-friendly environment
  Individual training sessions or classes (for instance on how to integrate the workplace, how to interact with other employees, how to recognize and prevent discrimination...) will help other employees to understand how they can act in the best possible ways

> Create a workplace which is fully accessible to differently abled Youth
  Doorways with wheelchair accessibility, ramps, use of braille,...

> Provide suitable and helpful tools / equipment to make their work easy and comfortable
  Fitting of plugs or sockets at an accessible height, height adjustable desk and chairs,...

> Create a committee which can make their voices heard or allow them to submit feedback

> Implement trainings and skills development programs accessible to differently abled Youth, to give them all the chance for their future
  Examples will be provided in the following pages
Train the Youth in order for them to have the necessary skills and find a decent job: technical skills, relational skills, ...

As a manager it can seem hard to hire differently abled Youth at the beginning. However once you will understand them, their understanding and skills will surprise you

“Differently abled Youth are the right persons for your company, and will make customers more than happy, and surprised/impressed by your commitment to welcome disabled Youth (increasing your business if you are looking for a financial argument)"

You might ask yourself how to integrate differently abled Youth into your workforce. Keep in mind that, as soon as you provide accessibility tools and remain open to their suggestions, you can do it

Do not wait for others (governments, schools,...) to take action: do it!

Debendra Pokharel, Founder & CEO, Cocina Mitho Chha
YIN Country Representative - Nepal

The school of hospitality Cocina Mitho Chha was established in 2012. Its aim is to help young people with different backgrounds (difficult economic backgrounds, disabled...) in finding jobs in the hospitality sector. They have already trained more than 2500 Youth. More specifically Cocina Mitho Chha proposes a training program for deaf and mute students.
Providing internships to differently abled Youth that do not require communication (e.g: post designing, program,....), or office work in which differently abled Youth can excel.

Establishing a vocational training to support the employment of differently abled Youth inside the company

Implementing some internal changes, with regard to facilities, to create a “differently abled Youth-friendly environment”.

Meeting with the Youth, exchanging with them (with or without an interpreter), learning about their life, apart from their skills (backgrounds, interests, dreams,...) to understand what kind of job they are looking for

Training the managers to understand differently abled Youth, and offering a training program for the employees of the organization, to be sure that they are ready and prepared to welcome people with disabilities in the team (for instance to avoid any discrimination)

Treating these Youth like any other person: respect, honesty, understanding, patience, ...

Providing the Youth with a manual, to explain how things work in the company, including the routine (working time, eating place, how to solve problems....) and hierarchy.

“Make sure that you hire the Youth for their skills. Companies should take a look at abilities rather than disabilities”

Mary Janice, PWD Employment Officer and Vocational Training Assistant Instructor, Grain Foundation for PWD Inc. (GFPI)

Grain Foundation for PWD Inc. mission is to create a society in which PWDs (Persons with Disabilities) can live, study, and work without discrimination in a community. Grain Foundation for PWD Inc. helps stakeholders of all society to develop a sustainable community for PWDs.
CASE STUDIES

Use these case studies to discuss among your teams, new ideas will certainly come from there!

Example

In 2012 Debendra established Cocina Mitho Chha, a social enterprise. The aim was to help young people, such as disabled Youth. They are organizing for instance specific training programs for the deaf and mute, such as a cooking program for the blind Youth ("cooking without looking"). They integrate them after if possible or prepare them for future external professional inclusion.

Are you already acting for the inclusion of disabled Youth?
If not, which obstacles can you face in welcoming disabled Youth?
Which solutions could be implemented in your company to support the inclusion of Youth abled differently?
Which benefits would it bring to your company?

Case Study

You are working for a company which has never recruited disabled people (yet). One day you receive the application of Anita, 22. Her profile fits perfectly the position you are offering. At the interview you discover that she is physically impaired.

Are you already acting for the inclusion of differently abled Youth?
Which action would you implement in order to welcome Anita?
Which difficulties can you face? Which solutions?
What are, in your opinion, the benefits of including differently abled Youth in your company?
Including differently abled Youth within your company will bring many benefits:

- Commercial returns
- Sustained employee retention
- Improved working values

To include differently abled Youth within a company you must

> Understand them,
> Learn how involving differently-abled Youth can improve the workplace, but also the adjustments you have to make in order for them to feel welcome
> Remove disability specific obstacles

Differently abled Youth are capable of contributing to both the world of work and the long-term success of companies. Your inclusion efforts benefit not only your company but also to your employees, your communities, and the society as a whole.
> Approaches to Increasing Employment and Quality of Employment among Youth with Disabilities Evidence and Good Practices Paper, USAID, November 2022
Accessible here

> Digital Jobs for Youth with Disabilities, World Bank, 2021
Accessible here

> “Making the Future of Work Inclusive of People with Disabilities.”, Fundacion ONCE and International Labor Foundation, 2019
Accessible here

Accessible here

> World Report on Disability, World Health Organization. 2011
Accessible here

Contact us via contact@yinglobal.org and we will help you implement new programs for the inclusion of differently abled Youth
Thank you to the YIN Members and Partners which shared their insights on differently abled Youth