

**Leonard
Cheshire
Disability**

**Philippines
Foundation
Inc.**



Skills Development: Facilitating Social Inclusion for Persons with Disabilities

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**CHANGE THE WAY YOU SEE
DISABILITY**

Outline of Presentation

- About Leonard Cheshire Disability Philippines Foundation, Inc.
- Background on Disability
- Disability Statistics (Global and Local Context)
- Barriers Confronting Persons with Disabilities
- Issues and Gaps to be Addressed on Employability of PWDs
- Our Approach
 - Capacity Building through Foundation Training
 - Working with Employers and other Stakeholders
- Innovative Practice recognized by Zero Project

Our Founder

"We need to set our sights high, to be satisfied with nothing less than the best, and to commit ourselves totally and unreservedly to participate in the struggle to build a more liveable world."

- **Geoffrey Leonard Cheshire**



A young pilot of the British Royal Air Force (RAF) during the World War II, who became a philanthropist and started a humanitarian work for persons with disabilities.

In 1948, he founded a hospice that grew into a charity known as **Leonard Cheshire Disability** which provides support to people with disabilities throughout the world, fights injustice and works towards a society in which everyone is equally valued.

Leonard Cheshire Disability Philippines Foundation, Inc. (LCDPFI)

LCDPFI is a national disability focused organization working on the promotion and protection of the rights of people with disabilities and their development.

LCDPFI is a local partner of **Leonard Cheshire Disability (LCD)**, a UK based NGO which supports people with disabilities in their efforts to secure education, livelihoods, health care and have a voice in the society .

LCDPFI is a member of the LCD Global Alliance.



Leonard Cheshire Disability Philippines Foundation, Inc. (LCDPFI)

LCDPFI was established in September 2010 and registered with The Securities and Exchange Commission (SEC) as a non stock, non-profit and non government organization in the Philippines.

LCDPFI is a member of the International Disability Network, a subcommittee of the National Council on Disability Affairs, one of the founding organizations of Aging and Disability Task Force and member of the Philippine Partnership for Children with Disabilities.



Our Aim

LCDPFI aims to advocate and protect the rights and dignity of persons with disabilities in adherence to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD):

- Right to Education (Article 24)
- Right to Work and Employment (Article 27)
- Right to Equal Opportunity and Participation in the Society (Article 29 and 30)

Our Core Programs



United Nations Convention on the Rights of Persons With Disabilities (UNCRPD)
Article 24: Education

CHANGING ATTITUDES TOWARD
DISABILITY



Karapatang makapagtrabaho at magkaroon ng sariling pangkabuhayan



Inclusive Education

Young Voices

Economic Empowerment

Inclusive Education (IE)

Inclusive Education program aims to promote a learning environment where children with and without disabilities are taught together, recognizing their diverse potentials and providing them equal opportunities for learning.


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Karapatang makapag-aral kasama ng mga walang may kapansanan (Inclusive Education)

United Nations Convention on the Rights of Persons With Disabilities (UNCRPD)
Article 24: Education

ACCESS TO EDUCATION FOR PERSONS WITH DISABILITIES



Young Voices

Our objective is to develop leaders from among young people with disabilities 15-25 years old and empower them to advocate for their rights based on the United Nations Convention on the Rights of Persons with Disabilities.

4 YV Chapters established in the Philippines:

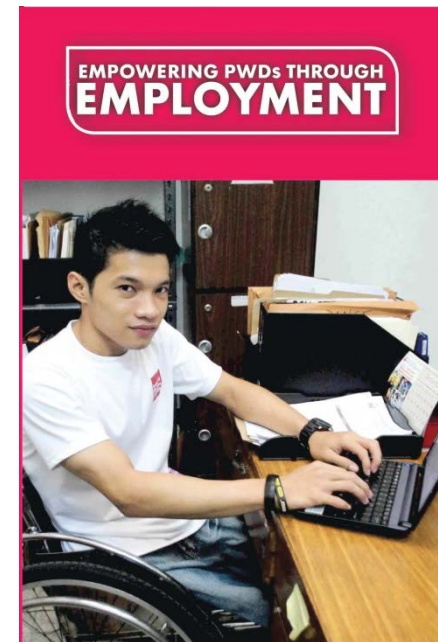
*Metro Manila *Cavite *Iloilo *General Santos City



Economic Empowerment

We aim to assist and enable persons with disabilities find meaningful employment and achieve economic independence through rights-based approach by providing them access to:

1. Job information
2. Foundation Skills and Development Trainings
3. Career Guidance and Counseling services
4. Referral for work placement
5. Disability Sensitivity Training to employers and other partners
6. Livelihoods assistance



Economic Empowerment

“ **Access to Livelihoods**” a project supported by LCD-UK and funded by Accenture Global Foundation.

The main strands of the program include:

- Capacity Building
- Wage employment
- Self employment



Background

- Persons with disabilities are among the socially, economically and politically marginalized sector of society.
- They constitute a considerable portion of the country's population which over time, have long been deprived of opportunities for development, unrecognized of their rights and denied equal access to healthcare, rehabilitation, education, skills development and employment.
- They are confronted with multifaceted and multilayered issues caused by a number of barriers such as attitudinal, environmental, legal and institutional which hinder their full participation and inclusion in the society.



Global Statistics on Disability

- About 15% of the world's population or estimated 1 billion people live with some form of disability, of whom 2 - 4% experience significant difficulties in functioning. (WHO World Report on Disability, 2010).
- According to WHO, this figure is increasing through population growth, medical advances and the ageing process. This has further placed the disability sector in a position as the world's largest minority group.
- 80% of persons with disabilities live in developing countries (UNDP)



- 20% of world's poorest people have some kind of disability and tend to be regarded in their own communities as the most disadvantaged (WB)
- 60 million persons with disabilities in ASEAN countries and most live in poverty (Regional Conference on ASEAN and Disability, Jakarta, 2012)
- The cost of exclusion based on disability is between \$1.37 and \$1.94 trillion of the global GDP (WB)



Disability Statistics in the Philippine

- Persons with disabilities comprised 1.44 million or about 1.57 % of the total population of the country (NSO, 2010)
- 16 per thousand of the country's population have disability (NSO, 2010)
- There are more than males than females (male - 50.1%, female - 49.9%)
- Disability is highest among persons aged 5-19 years old
- 302,421 households with members having disability (National Household Targeting System)
- Only 4.13 % of persons with disabilities are educated
- Less than 10 % of more than 100,000 employable persons with disabilities registered with the DOLE are wage employed (Schelzig, 2005)

Barriers Confronting Persons with Disabilities

(According to World Report on Disability)

- Inadequate policies and standards
- Negative attitudes
- Lack of provision of services
- Problems with service delivery
- Inadequate funding
- Lack of accessibility
- Lack of consultation and involvement
- Lack of data and evidence

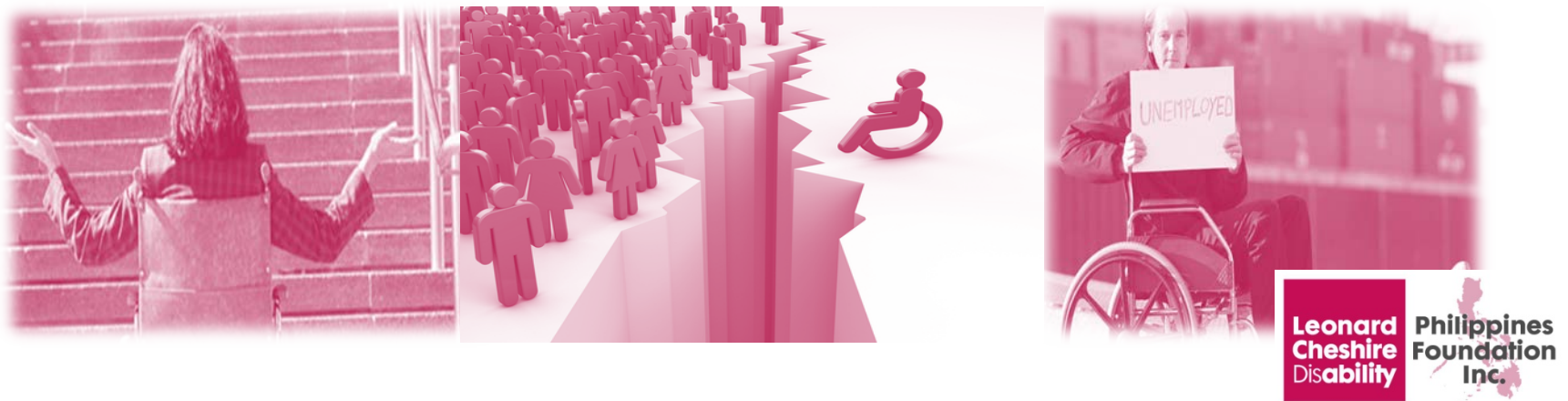


**Attitudes
are the Real
Disability**

Effects of Disabling Barriers to Persons with Disabilities

(According to World Report on Disability)

- Poorer health outcomes
- Lower educational achievements
- Less economic participation
- Higher rates of poverty
- Increased dependency and restricted participation



In the Philippines, disability situation can be summarized into the following:

1. low awareness on disability
2. negative attitude towards persons with disabilities
3. limited resources for disability programs and services
4. poor implementation of disability laws
5. lack of participation and consultation of the sector in program development, implementation and monitoring

All of these are factors contribute to unequal opportunities for rehabilitation, healthcare education, employment, participation and exclusion of persons with disabilities in the society.



Issues and Gaps to be Addressed

- Employment of PWDs is one of the key issues that need attention by the government and concerned stakeholders.
- PWDs are unable to compete equally in the labor market because of their inability to compete on the basis of skills, education, and qualifications.
- They are scarcely equipped for competitive, gainful and sustainable employment in the labor market. Consequently, more PWDs resort to self-employment by engaging themselves in livelihood activities or any kind of economic opportunities available as a viable option to earn a living and becoming economically independent.



Whenever there are discussions on employment of persons with disabilities, a number of issues must be addressed.

These issues are mostly attributed to two main factors:

1. readiness of persons with disabilities
2. readiness of employers.

Factors Affecting Employability of PWDs

Causes	Effects
1. Readiness of PWDs <ul style="list-style-type: none">- Bio-psychosocial issues- Low self esteem- Lack of skills and qualifications- Low educational attainment- Limited opportunity for training	Dependence
2. Readiness of employers <ul style="list-style-type: none">- Low awareness on disability- Negative attitude towards PWDs- Least concern and low prioritization of disability- Inaccessibility of workplace	Discrimination and exclusion of PWDs

Our Approach

Two-pronged approach in addressing the issues:

1. Capacity Building - enhance the skills and increase the capacities of persons with disabilities to be able to find a job and generate income

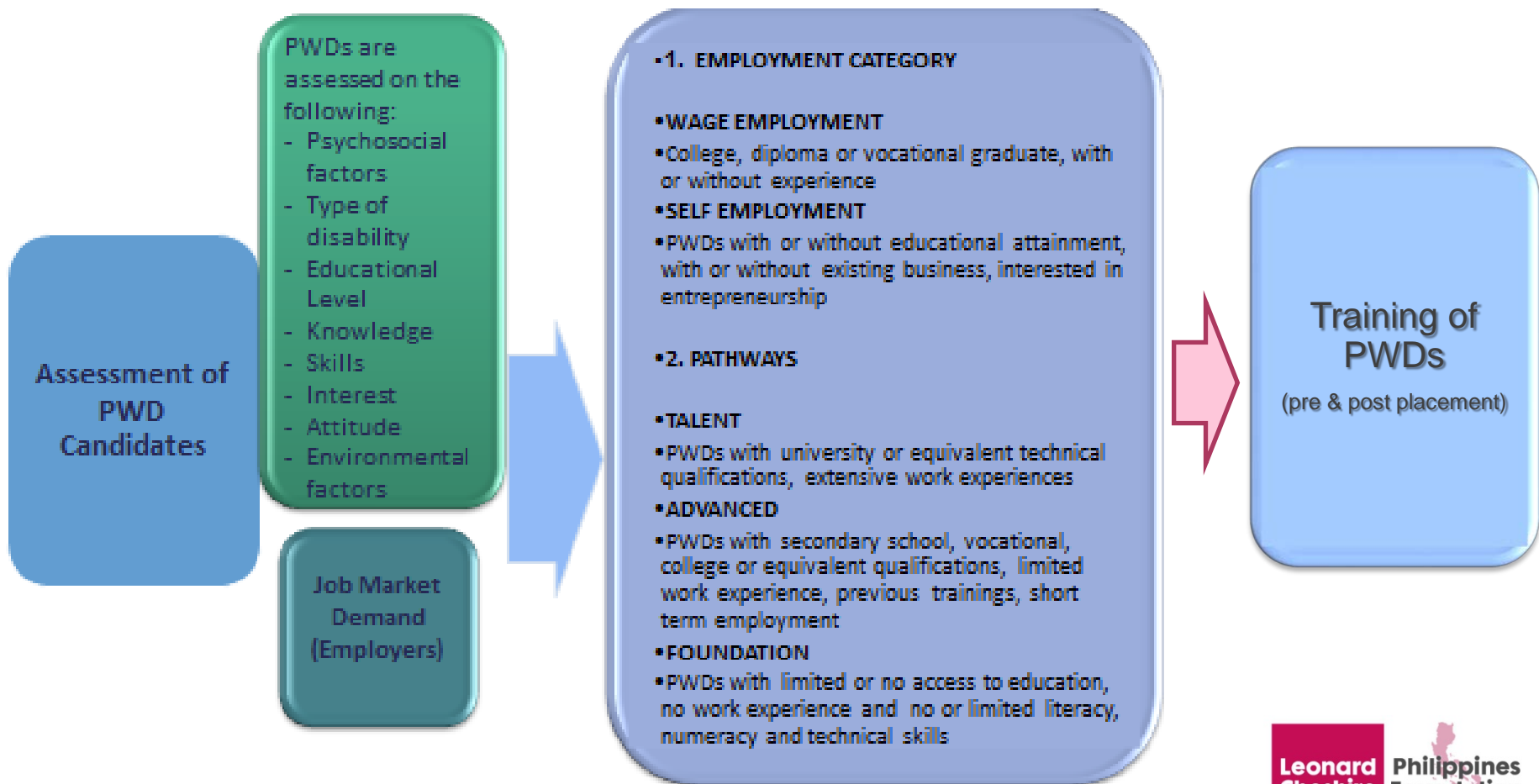
2. Partnership Building - working with the social systems especially with employers to promote an inclusive work place and maintain partnership for the employment of persons with disabilities

“Ready to Succeed” Foundation Training

- Foundation training forms the core strategy of the program
- Foundation training includes soft skills training on life skills, confidence building, communication, positive thinking, motivation, decision making and activities of daily living (ADLs).
- There are six key components of the foundation training: 1.) Life Skills; 2.) Language Development; 3.) Numeracy; 4.) Basic IT; 5.) Employability and 6.) Self Employability

Foundation Training

Training Process



Foundation Training

- It creates a solid foundation in preparing PWDs for employment & in increasing their employability skills to be competitive in the labor market

- Training design is dependent on the candidates' type of disability & needs (based on assessment)

- Training methodologies include lecture discussion, workshops, simulation activity, role play, sharing of experiences, hands on demonstration, one-on-one coaching

Wage Employment	Self Employment
1. Self Assessment / Knowing Yourself	1. Self Assessment / Knowing Yourself
2. Basic Communication Skills	2. Life Skills
3. Resume Writing	3. Basic Entrepreneurship (ex. Attitudes/ Characteristics of Entrepreneurs)
4. Job Interview Workshop (ex. mock interview, coaching)	4. Personality Development (ex. Hygiene, Grooming, Customer Care)
5. Personality Development	5. Business Planning
6. Work Ethics	7. Marketing
7. Computer Skills	8. Vocational Skills Training (ex. Sewing, dressmaking , liquid dishwashing soap making)
8. Financial Literacy / Basic Financial Management	9. Financial Literacy /Basic Financial Management
9. Civil Service Eligibility Review	10. Individual or Team based Entrepreneurship/ Cooperative Management

Ensuring Accessibility in Training

- Trainings are conducted in accessible venues and in strategic location easy to locate for PWD trainees
- Provision of ramp in training venue; retrofitting of toilet door; accessibility signage in parking area
- Sign language interpreters are provided when there are deaf trainees
- Training materials and presentations are PWD friendly or are available in accessible formats
- Installation of JAWS (Job Access with Speech) or other assistive technology in computers/laptops or devices
- Provision of service vehicle or transportation assistance to trainees especially with physical disability and those coming from far areas

Working with Employers & Stakeholders

Disability Orientation and Sensitization

- aims to address the need for information about disability
- helps people understand disability on human rights perspective
- promotes **EQUALITY** amidst diversity and **INCLUSION** in the workplace and in the society



Right to Employment

LIVELIHOODS RESOURCE CENTRES RECOGNISED AS A BEST PRACTICE GLOBALLY BY ZERO PROJECT



Innovative Practice 2013

Certificate

The Zero Project is proud to certify, that

Livelihoods Resource Centres
Leonard Cheshire Disability

was selected as one of 40 Innovative Practices by the Zero Project's selection committee of renowned disability and employment experts.

Exemplary in the areas of innovation, impact, chances of long-term growth and success, and scalability, **Livelihoods Resource Centres** is outstanding in providing a practical solution to improve the situation of those with disabilities.

Jakob von Uexkull
Founder of the
World Future Council

Martin Essl
Founder of the
Essl Foundation



Journey to Economic Empowerment

Inspiring Stories of Persons with Disabilities

Name: Dianne Mallari

Age: 22 years old

Position: Junior Collections Officer,
Australian New Zealand Bank (ANZ)

Disability: Leg Amputee
(crutch user)

Employment: Hired at ANZ Global
Services and Operations, started
employment in April 2015



Journey to Economic Empowerment

Inspiring Stories of Persons with Disabilities

Name: Richard Charles R. Alconis

Age: 45 years old

Position: Data Analyst, Accenture
Philippines

Disability Type: Below Knee
Amputee (uses artificial leg)

Employment: Currently Employed
(started employment in March 2015)



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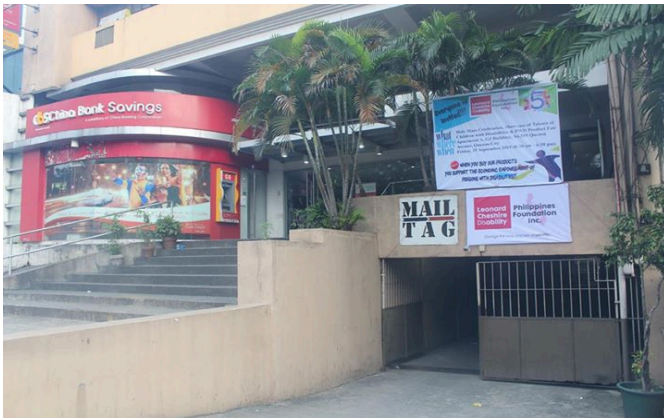
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Support our advocacy.

Change the way we see
disability.

Thank you!