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RI World Congress
26 October 2016
Parallel C Carrick
Employee Engagement

>>CART Provider: Standing by. I am connected but I do not hear anyone talking. Audio says my call is on hold. Please hang up the line so I can call back. The call is on hold on your end.

>> Good afternoon everyone. Welcome to the Carrick suite for the secondary conference. We have a couple of issues we are resolving but should be ready to go and this is a little bit more time for people to finish digesting and come in as well.

>> And good afternoon everyone as we make the final couple of tweaks to the presentations and upload them I think we are probably ready to start now as we are moving on. Welcome to the Carrick suite. My name is Nick Carey and I would like to welcome you to the congress today. I hope you're finding the conversations stimulating and I hope challenging in a very positive way and we're taking the opportunity to learn from each other over the coming few days. I am moderating this on employee engagement. We have an illustrious panel so we should have some excellent experiences that we can debate and challenge. And I would ask I think the presentations will be 12 to 15 minutes each if we could hold the questions until the presenters have gone through their presentation and we will be able to draw out some of the themes. I will be looking for a volunteer to help me scribble on the flip chart but I think we are ready to start. We are ready to welcome Professor Jun. Professor Jun is an associate professor at University of Tsukuba in Tokyo and he will be talking about a systems based approach.

>> Thank you, Nick, for the introduction. Hi everyone. I am Jun, like the month of Jun with no E, from Japan, JJ maybe. I'm from Japan but just give them a little background about Japan. Japan is the, one of the countries that has -- that is a rapid, fastest rapid aging country in the world and the longevity of the Japan is the world longest. Average Americans work 1400 hours per year but as you can see Japan is less productive per hour, work productivity per hour as 40 U.S. dollars in Japan mean and while 60 dollars in the U.S. so let's compare another example. This is the Mac coke. Left is Japan, the right is the U.S. Japanese large size is much smaller than U.S. coke. Doesn't mean that we are getting enough for the money, I don't know, but that's just a culture difference. So Japanese tend to work much longer hours

than other countries maybe 200 or 300 more hours so I'm getting curious, are they working too much or too hard with we getting enough results as your coach in Japan so I just, this is another example of the current employment quota rate of Japan, which is 2.0% in Japan but some other big companies achieve more than 10% quota rate. So if you have a large company, employs people with disability then the larger employees we get, then these last couple of years or last ten years I think the larger big companies are -- I mean employ more and more people with disabilities. They are successfully doing that. On the other hand we have still less we have workers 140 U.S. dollars a month, which is regular Japanese work is about 8 times higher than this at least so you can see the idea. I'm wondering about how the Japanese job coach have been doing their job successful but are they stressed out so I just wanted to check out whether they are doing effectively or not. We used the systemic approach to placement SAP, prevented by modern and I just checked how proficient they are when the 5 point scale Japanese coaches are not really competent so that means that they need more in service training. So they ask, I ask them are you happy at work, do you love your work, do you feel secure if you're not working. And then in Japanese, I'm the teachers too but the teachers are one of the professionals who have the highest work stress in their lives. Anyway. I asked job coaches do they have much knowledge and skills and right now Japanese government training it's not enough. I asked about 400 Japanese job coaches what is the source of the stress and they said well I'm not competent enough. That means they need training, one example of job coach network and about a week, one week of training basic coach is assessment planning job development workplace assessment natural support systemic instruction all that. We provide those basic courses and then getting more and more job coaches but still not enough. So who all participating the seminars, the social workers or private public officers, special schoolteachers business persons I think that's good, business persons becoming job coaches. Return to work counselors in Japan but we don't have any certification, this certification will ensure for rework counselors as 2016 but we have like voc-rehab counselor in Japan so they are doing good job supervising job coaches. So I think we need more work places for job coaches such as companies or medical settings, school settings, community rehab facilities and vocational rehab centers and I suggest that, you know, students measuring social work, rehab can get more experience as a student job coach and then retiring incidents for the next ten years I become the retired job coach to support or maybe peer job coaches who can provide the rich experience as a consumer and become more independent. Large company hire more employees with disabilities so more job coaches as well. More cost-effective for a company to pay less for their fine by the quota system I have to pay the fine so it's more cost-effective of course. So rework counselors and job coaches are doing good under the supervision so I think this is just a little example of summary of job coaches in Japan but I think we're doing good job in terms of creating this quota rate and the large companies hiring more and more people with disabilities in Japan. Thank you very much for the sharing. Thank you.

>> Beautiful time thank you so much professor Jun that's an excellent way to kick-off this session not just in the timing but every other speaker will follow such diligent clocking. But also for the injection of sugar with the coke after lunch. Everyone should be energised. A lot of things ring truthfully in shore trust in work draws heavily on a large number of volunteers who are taking time and experience to the use of the expert volunteer is something we're driving very closely in the UK too. Next up we have Professor Cho from South Korea. Who will speak on the status of vocational competency development services for people with disabilities in career and employment.

>> Good afternoon. My name is Hueng-Seek Cho from South Korea. I'm very happy to have opportunity to presentation here. I appreciate all leader and the steps because they have given me an opportunity to present this time, yes. The objective of this presentation is to let the world how the Korean vocational competence services for persons with disabilities. This presentation we're firstly introduce current operation trend of disabled in career and the present Korean employment parish and system for the disabled. Secondly, status competence development for service for the disabled and finally suggest future installations for the disabled in Korea. Next, yeah. This and the table that show all the number of Korean registered persons with disability in 2040 and the number of the disabled by disability types. You can see the Korea, disability ties numerous is fiscal and the brave nation auditory feature mentor or was in Korea. And the next you can see the history of persons with disability in Korea. And in Korea especially the welfare of physical or mentally disabled person can infect in 1941 is South Korea has seen grows in developing parish regarding disability for the last 35 years. And the vocational rehabilitation for the disabled is very, is inactive. In 1998 the ministry of healthcare and ministry of science and technology jointly formulated the first of five year for the promotion of the welfare of disabled people from 1998 to 2002 is the first five year plan the first five years plan for disabilities from 2013 and 2018. And the 1999 the parish coordination committee for disabled person is organised and actually 2007 in Korea because the -- the antidiscrimination against and the remedies for persons with disability actual and the Korea ratify that the united nations convention on the right of policy with disabilities and in effect in January 2009 but the antidiscrimination against disability for persons with disabilities was the rate down in the foundation to prevent discrimination against in all aspects. But it makes to discriminate against the people in respect of people's disability in relation to employment. The provision of good and service education that transported. However, since it has a long way to go and the persons with disability remain marginalised in Korean society. That is the problem. And the -- you can see the social services for PWD in Korea and that the yellow line means that and the red line is very, very high. You can see the first, the need of the disabled is to job placement and the next is the for counseling but but using is only 30.8% and maybe end of the 4% about 4%. But need is 18 or 19%. That is the problem in Korea. And the Korean unemployment policy of 4 PWD, the characteristics one is to mandatory employment of disabled workers assistant and the

quota system, and the public sector is the 30.4% or more of civil servants but all places with 50 workers or more is must employed, 30.1%. And the second is public workplace venturer for persons with disabilities providing financial support and creating job opportunities and promoting for persons with severe disabilities find it difficult to enter the labor market, you know. And the last the services for persons with severe disabilities and in order to initiate support foresee veer disabilities and pending the opportunity for participation in society is institutions in the community centers and the vocational rehabilitation facility and the disability organisers provide services such as vocational guidance, occupational, training and employment support, job leverage and guidance. And next the vocational competence of the disability service for the disabled in Korea. All of those are 20.4 in Korea supported by Korea employment agency for the disabled and KEAD. Orientation under the ministry of employment and labor. It is in September 1990 and the cap has 18 bridges and 5 vocational training centers and the one research and development as of now about 640 step members are working for 80, yes, okay. Yes. Yesterday morning the Dr. Kridian, his name Dr. Scott Thompson, yes, from Canada, presented at the developed course of inclusive framework. Yesterday we see that he's from center of the workshop and the tool supported engagement and then now are you customised the employment he emphasised the customised employment. Yes. And the Korea, the system of customise the training and you can see, okay, that this process is unemployment work and disabled and that that is the company Seoul, this box is to customise the training and the process. And the disabled and the first consultation assessment and the second vocational competency development training course and the employment internship program and the [indiscernible]. And the company must improvement of employment of implement and circumstance and environment development. And company ask the customise the training that is the program and the internship program and for the training. And the environment consulting. And the research and the development and the implement of the disability and wellness that is attitude training and the all is the customise the training process. And you can, there is much customise the training course. Just now I framed operation of 20 course and you can see and enrollment and the general 20 courses specialised training course and case by case is with the training courses and the employment and the company. And so yeah. And we have the specialised training for specific type of disability in five vocational training center of KEAD and we have all south Korean air deal you can see and the vocational with the center is made the bright and the deaf. But the vocational descent is in the order. And the center is for the deaf and the Jenom is the disorder in the feature and Dawu the physical is separated. Special center. Yes. So lastly I suggest some proper tests of vocational competency development service for the disabled in Korea. Firstly, promoting the public operation in employment service, and improving employee ability by providing proficient technique courses and customise the training and the priors. And second activating specialised 20 courses for people the disabilities who need additional augmentation for their training and whatnot. And so activating

education and the test program for the disabled. Lastly, enhancement of status of the Korean technicians in the world, you know, providing the world competition, do you know? For the disabled five times with incentives to encourage them in promoting their skills. The skills competition for the disabled maybe 20 years ago, I know, yeah, thank you very much [clapping].

>> Super many thank you's Professor Cho for that comprehensive environment in Korean between need and usage of services. Next up we have Judith Simbara who will be speaking on enhancing the income generating potential for people with disabilities through environmental activities.

>> I think due to a slight technical issue, we may well be doing that presentation slightly later so instead can we jump to our final presenters. Can I introduce Lydia Frolova who is the vice president of DeafSkills international federation in Russia and Stanislav Ivanov, the president of the DeafSkills committee in Russia who will speak on DeafSkills who are a new project for deaf people.

>> Good afternoon ladies and gentlemen. First of all let me represent president of DeafSkills federation and come to the stage please and help me to make this very short and very dynamic presentation. I hope we will be ready shortly because we are presenting very new project, it's kind of idea and we have only a short experience we want to share but it really already very effective. First of all you have to say something about problems of communication. I'm very happy to see tonight, today. And my big pleasure to represent our project. It's a new idea and in the world level, which one we think will show possibilities of deaf persons, deaf people, deaf community in all the world and will change the stereotypes and all the world and also in big industrial partners and big industrial employers in the world. In relation for deaf employers. Very often take a part in international [indiscernible] And has a big evidence and can see the problem with job finding and quality education for deaf people is the same. There are a lot of effective -- next slide. In the world there are a lot of like professor already told you there are a lot of effective system of job finding for young people, it's work skills system and for disabled people and all of us took a part in this championship have very close skills with Olympics federation and we know that there are no deaf people in world skills at all and only a few persons in deaf Olympics. Why? The answer is the same because deaf communities very close and don't have enough communication and enough informative. He tried to inform a lot of federation in all the regions in the world and several countries and a lot of countries what is Olympics and what is world skills nobody knows about it. We came from Asian deaf congress one week ago and also we had the presentations there was a lot of all the Asian countries and all the Asian deaf special deaf societies but nobody knows about Abilympics unfortunately and all of them have the same problem with job finding and with education for sure. One of -- so we are creating new organization with support of several countries, Belarus, Moldova, and also we have several European country like we have partners and now we are creating new organization and it's international situation DeafSkills. It's registered and based now and we want to have a very close relations with all deaf

organizations in the world and mostly in with world federation of deaf and we want to make an agreement next month we will meet of the world federation of deaf will make agreement with DeafSkills federation. Also have close relations with president of world skills -- world federation of deaf. Our mission it's to inform and to involve deaf children, deaf persons to competitions, professional competitions and show them talents for employers. The first make very close relations. And next slide it's shot video about our first deaf championship our first experience.

[Video playing].

>> We have a lot of very VIP guests from international deaf community. It was about 30 skills there in one place in Moscow. Some kind of big celebration of labor and also sign language together. Like festival. This person is bronze metal of Abilympics in computer design, animation, a lot of high technology professions was there and also very popular skills like welder you will see a little bit later. Yes. President of world federation of deaf trying skills welder. So what is our goal and what is our results. As I was 200 competitors and 117 find job immediately after championship. The gold metals had an offer very good offer of job exactly in a stage. That was I think it's a good result and that is what we need. And also there was a free student of DEV college deaf group, they are very big talent but before they also had the problem with job finding and after they took a part in our championship all the group where they started was welcome to big factory for internship. So now we have a lot of support but we are just in the start position but we are taking application from different organization from deaf or from education organization also but have close, we are building relations with all university which have a good experience for education of deaf also for Galudet and people from all the world and we hope they will be our experts. To give you some information, it's our special paper. And now we are choosing a place where we can organise first international first international championship. Now I think we will have about 35, 40 countries who want to take a part. And we are directors of the DeafSkills federation now looking for good application who want to host. After Singapore or Asian congress it's my feel I think it will be somewhere in Asia because there are a lot of, there are really leaders in professional skills competition in Abilympics and skills same. We will have already talk about it with president of work skills we will also make an agreement with him about our champions will involve work skills, highest education level. And in the optimistic let me show you one shot video with our deaf professional who took a part in our chaptership. Can you see sub title or should I read it? Not see? Everybody knows me around here. I am photographer, programmer and clone. I am Dmitry. I am with the studio of deaf film. All in place of our deaf. They are special effects and animation. Free modern for movies and cartoon. Hello, my name is Angelina. I am assistant manager and secretary. I am the best. I am Fivel, I am the animator. I know my business very well. I stand for deaf professional. That's all. Thank you [clapping] was it enough shortly? If you want you can take this paper information of all our information.

>> Thank you very much Lydia and Stanislav. We look forward as that competition takes shape. Best of luck. We head back to Judith Simbara who fingers crossed we have a presentation. >> Good afternoon everybody. While we are waiting for the setting up let me introduce, I am here with the group of ladies from Indonesia. We flew 18 hours to come to Scotland so we have Jefferson from the Indonesian society for the care of children with disabilities so we have able Inmari. We have Guni is treasurer and we have two consultants Ibunita and her daughter somewhere. So actually after hearing information from the previous speakers, we agree we are in agreement that employment is very important for everybody, specifically for person's with disabilities. We have done so many things in our organization, so we were founded in 1953 so after 63 years we still here and we still facing the same problem. I think you also facing the same problem. Okay. So we are okay now. So if we just click twice. Okay. Now it's set now. My name a Judy Simbara I am the general secretary for the persons with disabilities. The title is 4% of the through environment activities so we are trying to propose new idea. Usually when we talking about the preprofessional trainings for persons with disabilities we would see that young children will produce like table mat or maybe gloves all produced by hands. Now, we like to shift our mindset to utilise our environment as the preprofessional activities. For you who don't know where Indonesia is I give you an example. We are more than 13,000 islands and our population is more than 250 million and according to the survey we don't know the exact survey yet but around 10% of our population% with disabilities so around 25 million people. And if you are talking about a one hour flight from Scotland to perhaps another country in Europe you will reach France but if you are talking about our country, from here, Jakarta to the eastern part of Papua you need six hours flight. So our country is far so this is why problems are not solved easily. Another facts, in our country we have the -- okay. It's not appearing. Okay after this. Thank you. So the facts in our country we have the Indonesian laws for persons with disabilities so this is the law number 8, 2016 actually is the what you call it upgraded laws of more complicated laws from the previous law referring to UNCRPD. But in reality just take for example for 25 million people in our country taking the example of quota 4% with disabilities our government has already encouraged the government institution for 2% of the total employees to be given to workers 4% with disabilities for the private sector 1%. But this possibility cannot be met because it's very difficult for what occurs with the disabilities to find suitable employment in each company. This perhaps the company is not prepared yet with the facilities to accommodate persons with disabilities or the percent with disabilities themselves they don't have the capability to match them in the requirement of the company. And also, potential persons with disabilities they are not really exposed to the public, so many people there regard the potential of persons with disabilities only stereotype for example for persons with [indiscernible] Disabilities usually in our country they would be given a job like assessor and example of persons with disability for hearing impairment, they could only for example as become like escort in hotel and some other things which is fairly stereotyped

work. Now, we are trying to propose some solution like we said before, prevocational activities through preserving environment, activate this like waste, recycle, planting certain type of peanut can be done by everybody. When you need to study like IT skills, you need to go, you need to take at least a course of IT or maybe you go to a school, academy or university. Then after you gain these skills and then person with disability still have to prove that they are capable because in Indonesia the first requirement to become an employee is you have to be healthy, physically and mentally which can not be met by person with disabilities. But in environmental related activities you don't need any kind of diploma in certain activities. You would need some training like when you plan a certain plan, then you don't need engineering diploma employee mats something like that. So this is very, very easy to be done. And there are other things, activities like community based rehabilitation through environmental activities or so and training for trainers for both disabilities and environment committees so this is quite interesting because environmentalist people they don't really know what are the needs of the persons with disabilities and on the other hand persons with disabilities they don't know how to utilise their surroundings to become the stream of income. So by combining those two communities we hope there are some similarity to materialise good product activities. Okay this is the example that we have done so we brought -- we invited the local office of the ministry of forestry to our school for children with autism. So we introduced how to be near the environment from an early age and at the same time we hope the government from the ministry of forestry, they are, they realise the needs of children, persons with disabilities through these planting trees around the school. Now the signal of activities between the environment and disabilities activities, what we hope is various ways of generating activities based on prevocational activities for both communities. Also, in the future we hope the environmental because I think is there any people from Denmark here? Or Sweden? I think European countries they are the most not only -- not most maybe one of the strongest donors for environment. So if we knock on the doors with the proposals of cross cutting issues between environment and disabilities, I'm sure that they will open their doors and assist us because as you know, disability issue is not a sexy issue in our country it's very, very hard to generate funding for disabilities related activities. It's very different when you have these activities like car racing or entertainment or anything and the products, the producers, they will say yes right away because you have the buyers for their products. But if you propose the disabilities activities you don't have any buyers because we are also [indiscernible] People so it's very hard to get funding in our country. So we propose the synergy activities which generate focus group discussions between the two communities and hopefully also will trigger the attention from the local government through the activities of environment cross cutting issues between environment and disabilities to implement or materialise the local laws. Because when we have the law in the Jakarta is the capital city and central government will ask the local government to materialise the activities through allocating budget funding for the local activities. Now, if

we try to propose the synergy activities to the local governments hopefully they will look at funding for persons with disabilities and also we hope not only generating ad hoc fund goes but sustainable funding which is maybe at least two or three years funding for the activities. If we are thinking out of the box not on the environmental issue prevocational activities like generating products but also we could think about activities with [indiscernible] 5% with disability. This is the picture of a dam and sorry, yeah, so this is a dam in central Juva and, okay, on the left-hand side during the day is it looks very ugly and because this is -- if we don't clean the dam very like daily, all wild plants they grow rapidly and they make some sediment on the dam. Now, if we are in cooperation with the local authorities, person with disabilities could propose the activities to clean the dam not only clean the dam but also suggest this could be new destination of tourist destination because during the sunset, the view is quite beautiful. This is another example this is Jack bean on the right, in the right-hand side, Jack bean, this kind of plant is easily planted so they are so many abandoned land around our surroundings which could be maximised the use to plan the Jack beans. When you turn the Jack beans into flour, not flour but flour to eat, this is good for nutrition for children with autism. So if we are thinking planting these Jack bean plant massively on abandoned land or maybe around the school, we could invite everybody not only the communities but also the parents of children with autism to become the motor to spread this activities to the other communities. And also it will become good way of income generating. There are so many things around us which can be maximised to the use of our activities for the benefit of persons with disabilities. Thank you [clapping]. >> Thank you very much Judith for that excellent overview of the Indonesia ecosystems and the stereotypes and importance of thinking outside the box to link disability and environment so thank you. I think now we have about another half an hour or so for questions and discussion. So if we could I think we have a couple of volunteers. They are leaving the room immediately. As soon as they are identified. No, don't worry. As a roving mic so if we could take a few minutes maybe five, ten minutes for any questions of clarification or any particular responses to our presenters, then I think that would be excellent. Then I'd like to split the second part into more of a discussive session. We're keen to get some concrete output some results from the congress specifically actions that we can take for us to show a real legacy from the 2016 RI congress and for debates and thoughts and discussions around three main themes first of which what should we stop doing, second what should we continue to be doing and thirdly what should we start to be doing to create a more inclusive world so I think Professor Cho you started so you ended with your slides on recommendations of future activity maybe that would be a good basis on which we can take the discussions forward if people don't have any further suggestions over to the floor. Who has a question? A flurry of hands post lunch. Excellent. We have a question at the back. Hannah do you want to -- could you say your name and the organization and country you're from so we could get a context and who you're directing the question to. >> Good afternoon my name is Sharon I'm from Nigeria. My gee was to Judy

wasn't too clear on the solutions she highlighted for how the being able to address the around -- that they are facing with respect to employment Indonesia. Thank you.

>> So would it be fair to say you'd just like a bit more clarity on how the projects Judith was talking about would help employ ability rights for people with disabilities.

>> Employment in Indonesia usually is, you have the certificate and then if the certificate is valid and then you can be accepted as an employee. But the activities that we propose is without any certificates you can generate employment surrounding the communities. Of course we need some trainers to train the persons with disabilities how to plan the [indiscernible] For example, how to cultivate the land to become more fertile and how to turn the Jack bean into the flour which is very useful for the nutrition for kids are autism. So this kind of things could be done even at the level of community. So we don't have to think about educated people who could do this like the one when you are applying for a big company about employment, but we can generate activities for [indiscernible] And maybe higher educated people through environmental related activities. That's it. Answer your question? Thank you.

>> Thank you. We have a question at the front the lady in green.

>> Okay thank you very much. Good afternoon to you all. My name a Duya and I'm from Mongolia. I'm very happy to be here and to have seen so many diverse presentations and I have learned a lot so thank you for that. Now, I think I'd like to ask my colleague from South Korea a question. During his presentation which I enjoyed very much I could see that there were a number of people who were given training, people with disabilities, and then what we really want to know is the training was given to these people with disabilities, how many of them were successful, how many of them actually achieved employment after the training took place. And also some information about the tutors because I think there are very often many problems in teaching people with disabilities and how do you resolve those difficulties with tutors.

>> Okay. Maybe the numbers of disabled may be 800 or five areas, centers, and each year 150 persons maybe and they are the deaf and the autism and the physical, yes, the specialised, the customised training course each year 800 persons. And the training, trainer may be 100, 150, maybe. So they are all in rehabilitation professional and certified from government and kind of rehabilitation considering and rehabilitation social work.

>> Thank you.

>> Lady in red in the back.

>> Hi. It's close. I'm Joe Hubert from New Zealand I work for an organization called CCS disability action. I had a question around incentives for employers and I am, posing that to the speaker from Japan and maybe the speaker from Korea, sorry I can't recall names right now. Yeah, I'm just wondering if there is

any incentive for people apart from diversity in the workplace in doing the right thing is there anything that is tangible for employers of people with disabilities?

>> So if I could would you mind if I broadened that question a little bit to look at the, to look to the panel's thoughts on quota's and the benefits of incentive versus quota's for employing people with disabilities would that be fair?

>> Very good.

>> Thank you. So who would be keen from the panel to respond first because I think that can you tell us across at least three.

>> I'm Jun from Japan. The incentive if the large company higher successful people with disabilities, then think get incentives about 270 U.S. dollars per month -- perfect person. But if you don't hire people with disabilities, if you don't achieve the quota rate, you have to pay 500 U.S. dollars per person.

>> And so from your experience, have you found it an effective method of helping increase employability as a meaningful level?

>> It's cost-effective for big companies.

>> Professor Cho, would you like to add anything?

>> 300 U.S. dollars in Korea, maybe, yeah.

>> In terms of the financial penalty.

>> Yes.

>> Okay. That is paid by companies if they don't meet their quota. Okay. And in Indonesia, the experience of employers looking to increase the level of their employees with disabilities.

>> I think in Russia is not that advanced as Korea and Japan. For quota 1 or 2% if the employers, they don't apply the quota. We haven't heard any penalties being given to the employers. What we are trying to do is to increase the attention of the government to enhance the quota from 1 or 2% to 5 to 10%. That's what the organizations and active in Asia are trying to do. What talking about the penalties, I think it is not -- it is not that easy in our country. So we are aiming to upgrade the quota first. Thank you.

>> Thank you.

>> From 5 to 10 is a very high and that's the burden, the biggest burden not efficiency.

>> Just as a bit of context in the UK the current government is looking to half the disability employment gap at the moment and the incentives are very much an open labor market provision designed to provide incentives for people with disabilities rather than put in quotas at that particular level. The lady in pink. I learn quickly.

>> In New Zealand you described we don't have a quota system and working for a disability organization ourselves we have a disability framework internally and actual strive to employ people with disabilities and

every opportunity that we have. So yeah, there isn't a national quota system per say. What about Australia?

>> Rick came from disability employment as well I can't and I was actually going to ask the question about the quotas because the quotas that were cited still pretty low and I would suspect that the companies would employ more than 3% of people with disability just by the very nature of the percentage of people with disability in our society which you know ranges somewhere between 15 and 25% depending on the statistics that you draw from. But the working age population is probably somewhere between 15 and 20%. The Australian government is a shame in our country, and it puts a lot of attention to employer engagement and employer incentive but disability advocates push back at the Australian government say you've got to lead you can't demand things of business unless you're demonstrating leadership and the Australian government, it's right of self-declared disability in the public service is less than 5%. So there's a lot of work to do whatever country we come from and then the other point that I would make is that in Australia the Australian human rights commission in the last year did a report on discrimination of older Australian's and people with disability in the work force and it came up with a lot of recommendations but again, the recommendation wasn't to go for quotas because quotas by and large don't really work, they're really hard to enforce and people find ways around them. But targets and then campaigns to drive the idea that it is a business value to employ people with disability is probably the better way, that's the Australian human rights commission recommendation on that particular idea.

>> Okay perfect thank you could you keep the microphone I'll put you on the spot since you made an excellent segue in terms of things we should start doing. So in that case, if I could start drawing and I can only apologise for my writing can people see that? So if we look at things we would like to start doing, can I come back to your point so how would you summarise them in an effective way.

>> I thought we were about to have a rap off.

>> Trust me, I come second in that.

>> Two of us. Look, in terms of what we can start doing is I think again from an Australian perspective I think we can start looking at society rather than the person with a disability accessibility is obviously a big one ask by accessibility as it's been stated many times through the last two days is basically the holistic sense of accessibility but the problem isn't the person with the disability and whether they are capable of doing the job and all this stuff it's that society needs to, you know, work on the myths, break down the stigma and get rid of unconscious bias.

>> Okay.

>> And that's about a big conversation, the Steven Hawking video that said when we talk we find solutions. When we don't talk we find problems so we've got to keep the conversation going and much bigger, much

much bigger than what it is now.

>> Thank you. Who would like to build on that point then? Or look at things that we should.

>> I would agree to the statement because in our country people like companies, private companies they would like to help but they don't know how and what to be done. Kind of activities to support the activities of persons with disabilities. So what we are -- have been done through our organization, we come to the university, we visit company who haven't started yet, for example, with the private company of IT. They haven't started providing IT training for persons with disabilities. So we provided some enrichment concerning the related issues. When the eyes are open to the needs and the things that we need them to help us, then they will provide the funding to us. .

>> This will be the last. The Russian presenter Lydia I think, is it Lydia the Russian presenter, that concept that she talked about about that games where 115 or so people got employed out of 200, that's accessibility. That's showing people doing what they can do and turning that into the sort of employment opportunities. So the more public we make things, the more we show what people are capable of. We're not talking about whether you have a disability or not a disability, that's a part of an individual's life and we respect that. But we're talking about the capability.

>> So the kind of gamifying of the issues.

>> Publicifying.

>> So is there anything then that we should stop doing? Anything that springs to mind from any of the presentations we feel we should be stopping doing at the moment? Hannah. No.

>> I think we should stop stereo typing roles for people who live with disability. It's like in New Zealand I would say that a high percentage of the young people collecting trolleys at the supermarket have lived experience with disability and so you know it's kind of like he'll never be more than a trolley boy do you know what I mean that's kind of like a thinking that we need to stop.

>> And how would you best suggest that we, that we could try and do that? Does that come back to the point we were making earlier about publicifying difficult to say no word I would come second in the rap battle. What would be from your experience in New Zealand what is the best way to start overcoming some of those stereos types.

>> I just really think exploring what people are really interested in because most people don't aspire to be a trolley chap at the super market. And it is really about getting to know the people that we're supporting and understanding what would really crank their tractor. Yeah.

>> Any further points we can add into the discussion at the moment.

>> Hi Louise from UK. I think we should stop assuming the worst case from early years. And that probably starts in the family home. So what we should be doing is supporting families to encourage aspirations.

Assume the best case.

>> And do you think publications like the disability 50 that was launched yesterday I think everyone should have had a copy in their packs of the most influential people with disabilities across the world, is that a helpful lever or do you think that reinforces stereotypes or do you think --

>> I think that is helpful but I think that needs to be available in all family homes from early days.

>> Okay. Yeah.

>> Who else would like to make a comment on the presentations?

>> I'd like to say that the biggest problem is world and not available vocational education for disabled people and also high qualifications especially with vocational education also. Business and employers needs very high qualified specialties so disabled persons cannot get the education.

>> How do we start some of the experience in the UK has been the challenge of bridging the gap between education and post education life.

>> I can only continue my presentation because now we are just present DeafSkills but now in Russia we are very high developing Abilympics at the moment and in middle of November we have second national championship with Abilympics as there will be 500 competitors, 52 skills, 52, and also very high qualified and something like that, and there will be competitors from 62 regions of Russia and now in all the regional, we have regional championship and it's like a movement in Russia now and it really shows to employers and to industry that it's the best employers in the future. And also we are showing loyalty of disabled people to employer. You can imagine that they will stay for a long time in one working place.

>> Thank you. I think we've got time for maybe two more points.

>> Just on that point about bridging the gap between education and employment. I work for a charity called Leonard Cheshire disability we have a scheme called change 100 operating in the UK where we introduce top disabled graduates who are achieving a 1 or 2 higher at UK universities to top employers in the UK. And they do a 3 month paid internship with that employer and the employer learns about the disabled market, what product innovations they can come up at work for disabled consumers allowing them to gain the value of the purple pound more and obviously the student the intern gains really valuable experience they can put on their CV and a lot of interns go onto take on long-term graduate positions with that company and helps the employers, it helps the interns it's a really really good scheme and we're obviously trying to get more and more businesses sign up. >> How long has it been running for.

>> Running since 2014. Doing really well.

>> Nice too see the sustainment of those positions.

>> We've got a lot who are still at their original employer at two years.

>> Do you have any reports on that I would be quite interested.

>> We do.

>> I might come see you afterward. Any final points? So with the stopping things and again speaking from an Australian perspective that we stop the deficit based approach to thinking about people with disability and start on a strength based approach and along with that well not really but can't think of a segue is the no congregation no segregation. And pay award wages.

>> That takes us through to 3:00 so thank you everyone for your conclusions. Can I make specific thanks again to our speakers, our professor Jun, Professor Cho, Judith, Lydia and Stanislov. Thank you all. Now for tea.