

*“Too many people with disabilities are denied the dignity of work (...). We need to break barriers and open doors for an inclusive society for all.”*

ILO-DIRECTOR GUY RYDER

Decent work describes jobs that are safe and adequately paid. It can be a powerful instrument for inclusion and a way out of poverty.

Persons with disabilities often belong to the poorest groups of their community, because a number of barriers prevent their access to decent work.

Education is the key to livelihood: Vocational training can provide youths with disabilities with practical skills and enable them to earn a living.

## KEY FACTS

- **785 million** of the 1 billion persons with disabilities across the world are of working age, their majority is **denied access to training and work**.
- Exclusion of persons with disabilities from the labour market results in an **economic loss of 3–7%** of the GDP.
- Excluding persons with disabilities means a significant **waste of opportunities** for individuals, families and society.
- The right of persons with disabilities to **access mainstream vocational training** is enshrined in the UN Convention on the Rights of Persons with Disabilities and international labour standards.



**Ethiopia: Learning a handicraft such as spinning wool is an important means for young persons with disabilities to create a life for themselves.**

## BREAK DOWN THE BARRIERS!

- **social:** negative attitudes and lack of knowledge of teachers, community members, potential employers about persons with disabilities' potentials
- **physical:** inaccessible training facilities; lack of assistive technology
- **institutional:** discriminatory entry requirements, inflexible curricula; poor support programmes
- **communication:** learning materials and instruction are not available in accessible formats (sign language, Braille, large print etc.)
- **financing:** lack of resources to make facilities accessible; no access to start-up funds and micro-finance

## INCLUSION BENEFITS ALL!

### **A better learning experience for all:**

Diversity and inclusive settings benefit all learners. It reduces prejudice and offers preparation for the professional life where people will be different too.

### **Education means empowerment:**

Vocational training helps young people to become more confident and to find and refine their talents.

### **Effective and cost-efficient systems:**

Establishing and maintaining inclusive training centres for all learners is less costly than setting up segregated institutions.

# INCLUSIVE VOCATIONAL TRAINING IN MOZAMBIQUE

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**AMJUDE** is a Mozambican NGO working on economic empowerment of persons with disabilities. Since 2010, AMJUDE supported 75 youths with disabilities to get access to regular training institutes. At the same

time, the training personnel as well as government and media were sensitised on issues students with disabilities face. As a result, all clients of AMJUDE have found employment or were able to start a business!

Happy graduation! With support from AMJUDE, these youths with disabilities were able to complete their vocational training in a mainstream training institute in Beira, Mozambique.



## THE WAY TO INCLUSIVE VOCATIONAL TRAINING

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- address the barriers that prevent persons with disabilities from learning together with their peers
- adapt laws and regulations to ensure equal access to vocational training
- consult with employers, workers' representatives and Disabled People's Organisations when adapting regulations and policies
- provide support services (rehabilitation, technical and personal assistance)
- show the abilities of persons with disabilities (campaigns, role models etc.)

For more information, visit our website: [www.endexclusion.eu](http://www.endexclusion.eu)

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