



Easy to read

Making sure that work in the future is better and fairer for people with disabilities



International
Labour
Organization

GLOBAL BUSINESS
AND DISABILITY
NETWORK



Fundación
ONCE



For sustainable growth
and social innovation



European Union
European Social Fund
Investing in jobs and skills



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About this report



International
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GLOBAL BUSINESS
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We are called the **ILO Global Business and Disability Network** and **Fundación ONCE**.



This report is about making sure that work in the future is better and fairer for people with disabilities.

Work is about jobs and earning money.



The way we work is already changing. And it will change more in the future.



This report looks at:

- How work might change in the future
- What needs to happen to make sure that people with disabilities are not left out

What might change with work in the future



There are many changes at the moment to the way we work and the jobs we do.

And there will be more changes in the future.

For example:



People are using computers, the internet and technology more in their work.

That includes machines that do things that humans would usually do.

Like answer questions and find out more about people.



That means many people might need new skills to do their jobs.

Some jobs might not be needed any more.

But there might be new jobs as well.



People might need or want different things from work in the future.

For example, fairer working rules about how they work and how much they get paid.



There will also be other changes.

Like people living longer. And more people working in cities.



Climate change will also affect work in the future.

Climate change is about the earth getting warmer and the problems that is causing.

For example, bad storms, floods and too much heat.



Some work changes could be bad for people with disabilities.

But some changes could make their lives better.

That is why any changes must be right for people with disabilities.

Why it is important to include people with disabilities



People with disabilities have the right to work and take part in the community like everyone else.



There is an important document about the rights of all people with disabilities in the world.

It is called the **UN Convention on the Rights of Persons with Disabilities**. Or **CRPD** for short.

Many countries have promised to do what the document says.



Work can help people with disabilities to have a good life.

People with disabilities also have lots of important skills and things they can do.



But many people with disabilities in the world are not working.

Or they might work in jobs that do not pay much.



There are many problems that stop people with disabilities from working.

For example, buildings that are hard for people with disabilities to work in.



People often have unfair ideas about people with disabilities.

For example, they might think that people with disabilities cannot do much.



Things are often worse for women with disabilities.

That is why work in the future must be better and fairer for people with disabilities.

What needs to happen next



Some things must change straight away so that people with disabilities can take part in work in the future and do well.

There is already some important work happening.



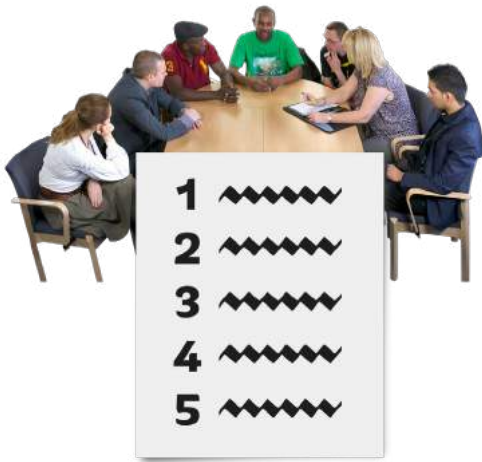
For example, countries are working together to make the world better for everyone by the year 2030.

That includes stopping people being poor and making work fairer for everyone.



And more organizations are seeing that people with disabilities are important and have good skills.

But much more needs to be done.



There are **5 main things** that we think need to be worked on.

They are for governments, companies and other organizations to do.

That includes organizations that support the rights of workers. And organizations of people with disabilities.

The 5 main things start below.

- 1. Make sure that changes to the way we work are right for all people with disabilities.**



The main things to work on:

Countries might make laws and rules about new types of jobs and new ways of working.

Make sure that the laws and rules include people with disabilities.

Make sure they stop people with disabilities from being treated unfairly.





Some people might need extra money from the government to help them buy the things they need.

The rules for giving people money might change in the future.

Make sure that the new rules work well for all people with disabilities.



Support organizations to give more jobs to people with disabilities.

For example, some laws say that organizations must give a certain number of jobs to people with disabilities.



Make sure that organizations include people with disabilities in their work and plans.

That will help them to think about what people with disabilities need and how to make it happen.



Make sure that work places are fair for everyone. People with disabilities should be welcome.



Make sure that people with disabilities get extra support to work in a job if they need it.

For example, some people might need to change their working hours.

2. Make sure that people with disabilities can learn the skills they need for work.

The main things to work on:



Support people with disabilities to get better education and training.

For example, training about new computers and technology.

That includes better training at work.



That will give people with disabilities the skills they need for work.

Make sure that new buildings, services and equipment work well for everyone.

That includes people with disabilities.



For example, new buildings, computers, and services should be easy for everyone to use where possible.

The main things to work on:



Support new ideas for things that are easy for everyone to use. Like new places or equipment.



Make laws to make sure that new buildings, services and equipment work well for everyone.



Make sure that people with disabilities have a say in what new buildings, services and equipment should be like.

4. Make sure that people with disabilities can learn the skills they need for work.



For example, people with disabilities might need things like:

- Special computers or chairs
- More time to do tasks
- A quiet place to work



The main things to work on:

Make sure that people with disabilities get the equipment they need at work.

Give organizations money and support to help with that.



Look into new ideas and equipment to support people with disabilities at work.

Make it easier to look into new ideas.

5. Make sure that people with disabilities can take part in new types of work in the future.



For example, there are new types of work that can help to stop climate change.

Like getting heat for our homes from the sun, wind and sea.

The main things to work on:



Make sure that plans about new types of work include people with disabilities.



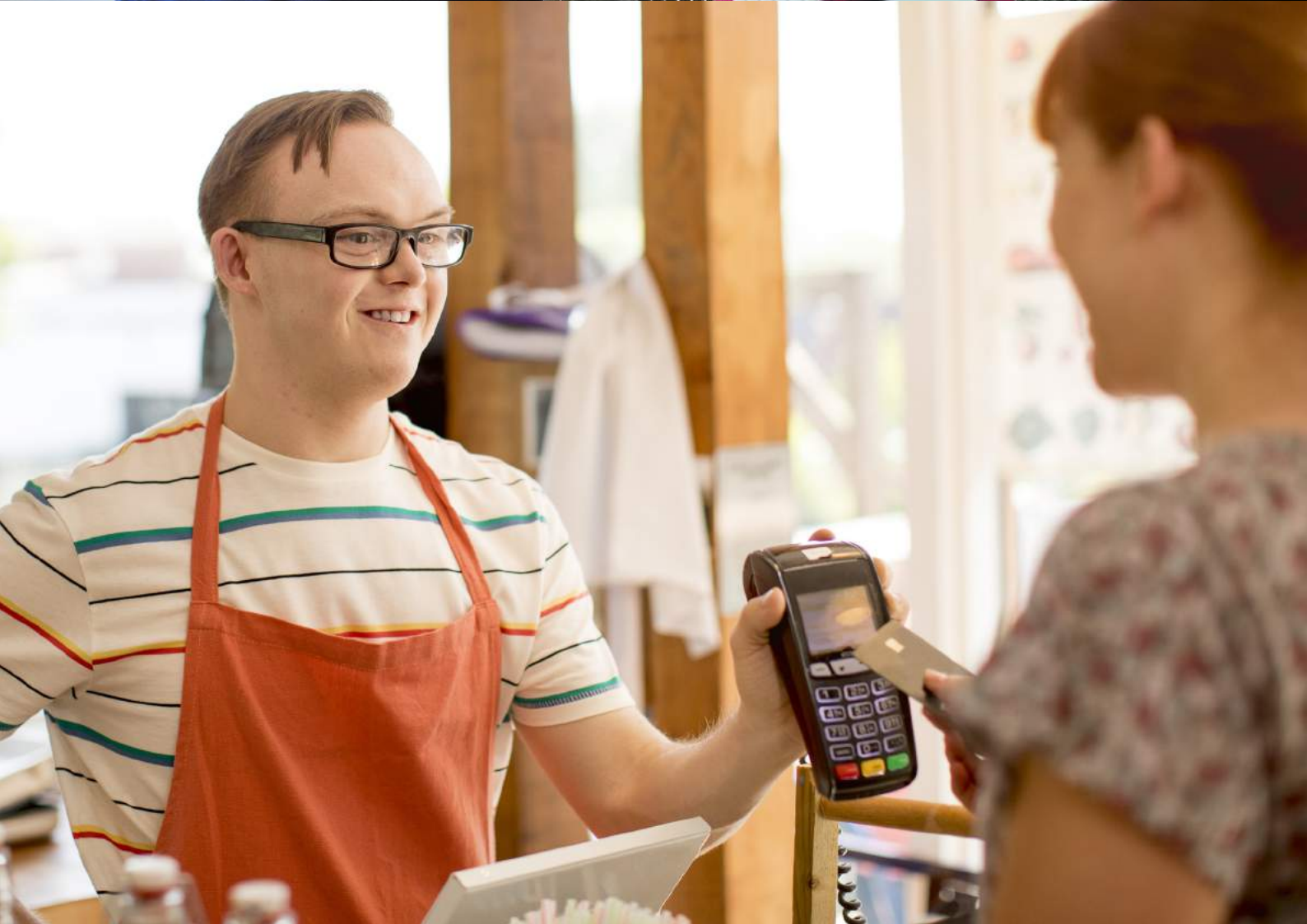
Support people with disabilities to get jobs in these new types of work.

Make sure that people with disabilities can have their say

People with disabilities should help to make decisions about work in the future.

That will make sure that any changes are right for them.





This is an easy to read version of a 2019 report called “Making the future of work inclusive of people with disabilities”.

