

Making sure that people with disabilities can take part in changes to work because of climate change



Easy to read

Climate change is about the earth getting warmer and the problems that it is causing for people, plants and animals.



International
Labour
Organization

GLOBAL BUSINESS
AND DISABILITY
NETWORK



European Union
European Social Fund
Investing in jobs and skills



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About this report



International
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NETWORK



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



This report is about making sure that people with disabilities can take part in changes to work that will happen because of climate change.



Climate change is about the earth getting warmer.



That is because we are using too many things that damage the earth.

Like too much gas, coal and oil.



Climate change is causing big problems for people, plants and animals.

For example, there are more big weather problems now like floods, bad storms and too much heat.



This is making it hard for many people to get the things they need.

Like food and clean water.



Countries will need to change the way they do things to help stop climate change.

That includes changing some of the ways that people and companies work.



This report looks at:

- How work is changing because of climate change.
- What needs to happen to make sure that people with disabilities are not left out.

How work is changing because of climate change



Some big changes are already happening to the way we work.

This is to help stop climate change from getting worse.



For example, there are some new jobs that people have started doing.

That includes jobs to do with:

- Using things again that people throw away. Like paper, clothes and plastic. This is called **recycling**.



- Finding better ways to heat our homes.

For example, using power from the sun, wind and water.



- Keeping our animals, plants and forests safe.



- Making cars and transport work in a better way to stop climate change.

For example, having more electric cars instead of cars that use gas.



- Growing food and catching fish in a better way for our planet.

For example, helping people to eat more local food that is grown in a better way for the earth we live on.



There may be many new jobs because of climate change.

But some jobs might need to change or stop.

For example, jobs that are making climate change worse.



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

Or they might need to find a new job.

Why it is important to include people with disabilities in the changes



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 **United Nations Convention on the Rights of Persons with Disabilities**.
Or **CRPD** for short.

Many countries have promised to do what the document says.



Changing how we work because of climate change could be good for many people with disabilities.

For example, there could be many jobs that need people with different skills.



But the changes could also make life worse for many people with disabilities.

For example, people with disabilities are already left out of many plans about climate change.

That means people do not think about what people with disabilities need.



Many people with disabilities do not have a job at the moment.

And many people with disabilities do not have the chance to learn important skills for work.



That means many people with disabilities could be left out of changes to work because of climate change.

That includes good changes that could make people's lives better.

What needs to happen next



Many people must work together to make sure that people with disabilities can take part in changes to work because of climate change.

That includes:

- Governments.
- Companies and other organizations.
- People with disabilities.

The main things for governments, companies and organizations to do

Follow laws and rules in the world about the following things:

- Making sure that all people with disabilities are treated fairly and can take part in the community.

That includes women and young people with disabilities.

- And making sure that changes to work because of climate change are fair for everyone.



Make plans about how to work in a better way to stop climate change.



Work with people with disabilities to make the plans and to check how the plans are working.

This is to make sure the plans work well for people with disabilities.

People with disabilities should have the right support to take part.



Make it easier for people with disabilities to work in jobs that are better for stopping climate change.

That includes supporting people with disabilities to be managers and leaders.



Work with companies to help them to give more jobs to people with disabilities.



Make sure that people with disabilities have the right support and training to get ready for new types of work.

For example, some people with disabilities might need training because their jobs are changing.

Or some people with disabilities might need training or support to find a new job.



Training should be easy for people with disabilities to take part in.

For example, there should be different ways for people with disabilities to learn the training information.



Make sure that work places are easy for people with disabilities to work in.

For example, people with disabilities might need special computers or extra support.

Or people with disabilities might need to work from home or to work different hours.



Change some jobs where possible to make them easier for people with disabilities to do.



Support more people with disabilities to start their own companies to help stop climate change.

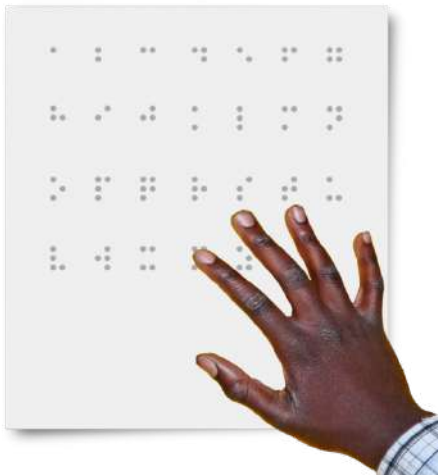
For example, by giving people with disabilities some money to set up their own company.



Make sure that everything in the community works well for people with disabilities.

That includes buildings or new transport that is better for stopping climate change.

This is to make sure that people with disabilities can work and take part in the community.



Make sure that people with disabilities get all the information they need about climate change.

People with disabilities should get information in a way that works for them.

For example, some people might need information in Braille, sign language or easy words and pictures.



Make sure that people with disabilities can get extra money from the government if they need it.

For example, they might need extra money if they cannot work because of climate change problems.



Get better information about changes to work because of climate change.

The information should show what is happening to people with disabilities.

All of these things will help to make sure that people disabilities are never left out.

This is an easy to read version of a 2023 report called “Making the green transition inclusive for persons with disabilities”.



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