

Advocacy case studies

Protecting employment rights for people with disabilities in a sensitive location in Asia

Country:

Sensitive location, Asia

Themes:

Health; human rights; stigma and discrimination; livelihoods

Advocacy Approaches:

Government officials: educating; government officials: lobbying; educating community members; building relationships; legal mechanisms; research and analysis; government budget tracking; social accountability

In a sensitive location in Asia where Tearfund works, it used to be common practice for job advertisements to explicitly state that applicants must be healthy and without any disability. These issues were hardly ever discussed in the country's regional parliaments due to ignorance in public discourse and a period of political instability throughout the nation. However, this clearly infringed on people with disabilities' rights to have access to an open, accessible, and inclusive work environment. Therefore, a national Tearfund partner took hold of an opportunity in a more politically stable context, to utilise their longstanding relationships with important decision-makers, and went to the state Parliament to raise parliamentarians' awareness of disabilities and disability rights law. The partner continued to strategically build relationships with parliamentarians to continue to advocate on this issue and promoted public understanding on this topic. They also provided resources, like research data and inputs, to strengthen the parliamentarians' proposal before it was voted on. As a result, one of the parliamentarians that Tearfund's partner met with, proposed job opportunity protection for persons with disabilities and a budget to fulfill this proposal. At the next regional Parliament's vote, this issue was included in the agenda and won the vote. Now, job advertisements must be amended to not discriminate against people with disabilities and the government will use a budget to ensure job opportunities for people with disabilities.

Tearfund, 100 Church Road, Teddington, TW11 8QE, United Kingdom.

☎ +44 (0)20 3906 3906 ✉ publications@tearfund.org [learn.tearfund.org](https://www.learn.tearfund.org)

Registered office: Tearfund, 100 Church Road, Teddington, TW11 8QE. Registered in England: 994339.

A company limited by guarantee. Registered Charity No. 265464 (England & Wales) Registered Charity No. SC037624 (Scotland).