

Disability at a Glance 2015

STRENGTHENING EMPLOYMENT PROSPECTS FOR
PERSONS WITH DISABILITIES IN ASIA AND THE PACIFIC

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There are 650 million persons with disabilities in Asia and the Pacific. Policymakers have a responsibility to ensure that persons with disabilities enjoy all human rights and freedoms on an equal basis with others. With 160 ratifications since the adoption of the Convention on the Rights of Persons with Disabilities in 2006, the CRPD is the most rapidly approved United Nations human rights convention in history—a feat that demonstrates the global commitment to disability. In Asia and the Pacific, efforts to implement the rights of persons with disabilities have been strengthened by the Incheon Strategy to “Make the Right Real” for Persons with Disabilities in Asia and the Pacific—the world’s first set of regionally agreed disability-inclusive development goals.

Disability at a Glance 2015 focuses on barriers to the employment of persons with disabilities in the Asia-Pacific region, and offers solutions to strengthen their employment prospects. Employment is not only the primary means of livelihood generation; it also provides individuals with the purpose and meaning of playing a productive role in society. Equal access to employment is therefore vital, and barriers to work faced by persons with disabilities must be removed.

This fifth edition in the *Disability at a Glance* series offers a regional overview of disability legislation, policies and practices, as well as relevant country-specific information. The information draws on both a targeted disability survey carried out by the ESCAP secretariat, and research undertaken by other organizations and scholars.

Disability at a Glance 2015 is particularly timely, arriving as it does shortly after the adoption of the 2030 Agenda for Sustainable Development in September 2015. This groundbreaking agenda, and the Sustainable Development Goals (SDGs) that guide governments towards its implementation, are crafted to be universal, people-centered and inclusive, and takes a holistic, rigorous and integrated approach to global development over the next 15 years. As such, the SDGs call directly on the international community to achieve full and productive employment and decent work for all persons, including those with disabilities. It also clearly states that it will “endeavour to reach the furthest behind first.”

It is hoped that this publication will be useful to policymakers, researchers, civil society and persons with disabilities as they work to ensure that the Asia and Pacific region is at the forefront of this historic movement to transform our world.

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ABBREVIATIONS

ADD	Action on Disability and Development
CRPD	Convention on the Rights of Persons with Disabilities
CSR	Corporate Social Responsibility
DDA	Disability Discrimination Act (Australia)
DPI	Disabled Peoples' International
ESCAP	United Nations Economic and Social Commission for Asia and the Pacific
EU	European Union
FW	Fair Work Act (Australia)
FWO	Fair Work Ombudsman (Australia)
GDP	Gross Domestic Product
GNI	Gross National Income
HDI	Human Development Index
ICF	International Classification of Functioning, Disability and Health
ILO	International Labour Organization
IRC	Industrial Resource Center (Thailand)
JICA	Japan International Cooperation Agency
OECD	Organisation for Economic Co-operation and Development
OHCHR	Office of the United Nations High Commissioner for Human Rights
PPP	Purchasing Power Parity
SDGS	Sustainable Development Goals
TVET	Technical Vocational Education and Training
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
WHO	World Health Organization

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We acknowledge with appreciation the efforts of national statistical offices, national disability coordination mechanisms and disability focal points of ESCAP members and associate members to compile and produce disability statistics for use in evidence-based policymaking.

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INTRODUCTION

The right to work is fundamental to being a full and equal member of society, and it applies to all persons, regardless of whether or not they have a disability. A decent job in the open labour market is a key bulwark against poverty. It also enables people to build self-esteem, form social relationships, and to gain skills and knowledge. Moreover, a productive workforce is essential for overall economic growth. Barriers to employment thus not only affect individuals' lives, but the entire economy.

Despite the fact that the majority of jobs can be performed by individuals with disabilities, the pathways to their employment are often strewn with barriers.¹ An OECD study of its members showed that persons without disabilities were nearly three times more likely than persons with disabilities to participate in the labour market.² Evidence suggests the same is true for countries in the Asia and Pacific region, although data to illustrate the full extent of this trend is scarce.

The employment gaps suggested above are likely to understate the divergent work experiences of persons with and without disabilities, since they do not factor in differences in type of employment. Persons with disabilities are more likely to be own-account workers and occupy jobs in the informal sector, often without the security offered by work contracts, salaries, pension schemes, health insurance and other benefits. Even when persons with disabilities are formally employed, they are more likely to be in low-paid, low-level positions with poor prospects for career development.³ Simple comparisons of the employment rates for persons with and without disabilities can therefore be misleading.

The recently adopted 2030 Agenda for Sustainable Development calls on governments around the world to promote full employment and decent work for all, including persons with disabilities. Besides directly targeting employment, the 2030 Agenda and the accompanying SDGs also emphasize the need to guarantee the rights of persons with disabilities to equal and accessible education; social, economic and political inclusion, and access to cities, transport systems and public space. This holistic approach to disability-inclusive development is also taken by the Incheon Strategy to “Make the Right Real” for Persons with Disabilities in Asia and the Pacific.⁴ This publication echoes these interconnected perspectives by acknowledging the collective impact of a wide range of factors on the employment of persons with disabilities—from attitudes to education and from accessibility to poverty.

1 WHO/World Bank (2011).

2 OECD (2010).

3 OHCHR (2012).

4 ESCAP (2012a).

The 2030 Agenda and the Incheon Strategy both strongly emphasize the value of reliable, disability-disaggregated data. Information is the bedrock on which effective policies can be made. *Disability at a Glance 2015* collates the available data on disability in the region, with a particular emphasis on the employment of persons with disabilities.

In Part 1, Chapter 1 discusses key employment trends shaping the experiences of persons with disabilities in Asia and the Pacific. Chapter 2 considers the major barriers that persons with disabilities face as they seek to find decent work in the open labour market. Chapter 3 explores a number of strategies used by governments and in the private sector to promote greater access to employment for persons with disabilities. Finally, Chapter 4 lays out a series of action points governments should consider in their efforts to remove the numerous employment barriers faced by many millions of women and men with disabilities in the Asia-Pacific region.

In Part 2, country snapshots provide the latest demographic, socioeconomic and employment-specific data for ESCAP members. The data is drawn from the 2015 ESCAP Disability Survey, national government sources and other international organizations and United Nations agencies.

Part 1

Chapter 1

EMPLOYMENT OF PERSONS WITH DISABILITIES IN ASIA AND THE PACIFIC

The task of comparing employment rates of persons with disabilities against those without disabilities is complicated and restricted by the limited availability of employment data that is disaggregated by disability. Moreover, discrepancies between disability-specific data that does exist and internationally-recognized employment data put the reliability of certain analysis into question. Ultimately this serves to reinforce the core message of the previous *Disability at a Glance* publication⁵—namely that disability disaggregation should be incorporated into mainstream data collection processes, and that international standards of disability classification should be followed.

In light of this background, this chapter discusses the employment situation of persons with disabilities in the Asia-Pacific region based on data that was collected as part of the 2015 ESCAP Disability Survey, and draws conclusions to the extent that is possible. Fundamentally, whilst it remains difficult to quantify trends with high levels of accuracy, it is nonetheless clear that, as compared with others, persons with disabilities in the Asia-Pacific region are less likely to be employed, and when they are employed—more likely to be engaged in vulnerable forms of employment. This situation is closely related to the often cyclical relationship between disability and poverty, which is discussed in relation to case studies from China and Viet Nam. Moreover, this chapter ends on the crucial note that—contrary to their current marginalization in the labour market—persons with disabilities can make valuable contributions to GDP growth. By supporting the active participation of persons with disabilities in the labour market, governments in the region can in turn minimize the labour shortages that they are likely to face in the coming years.

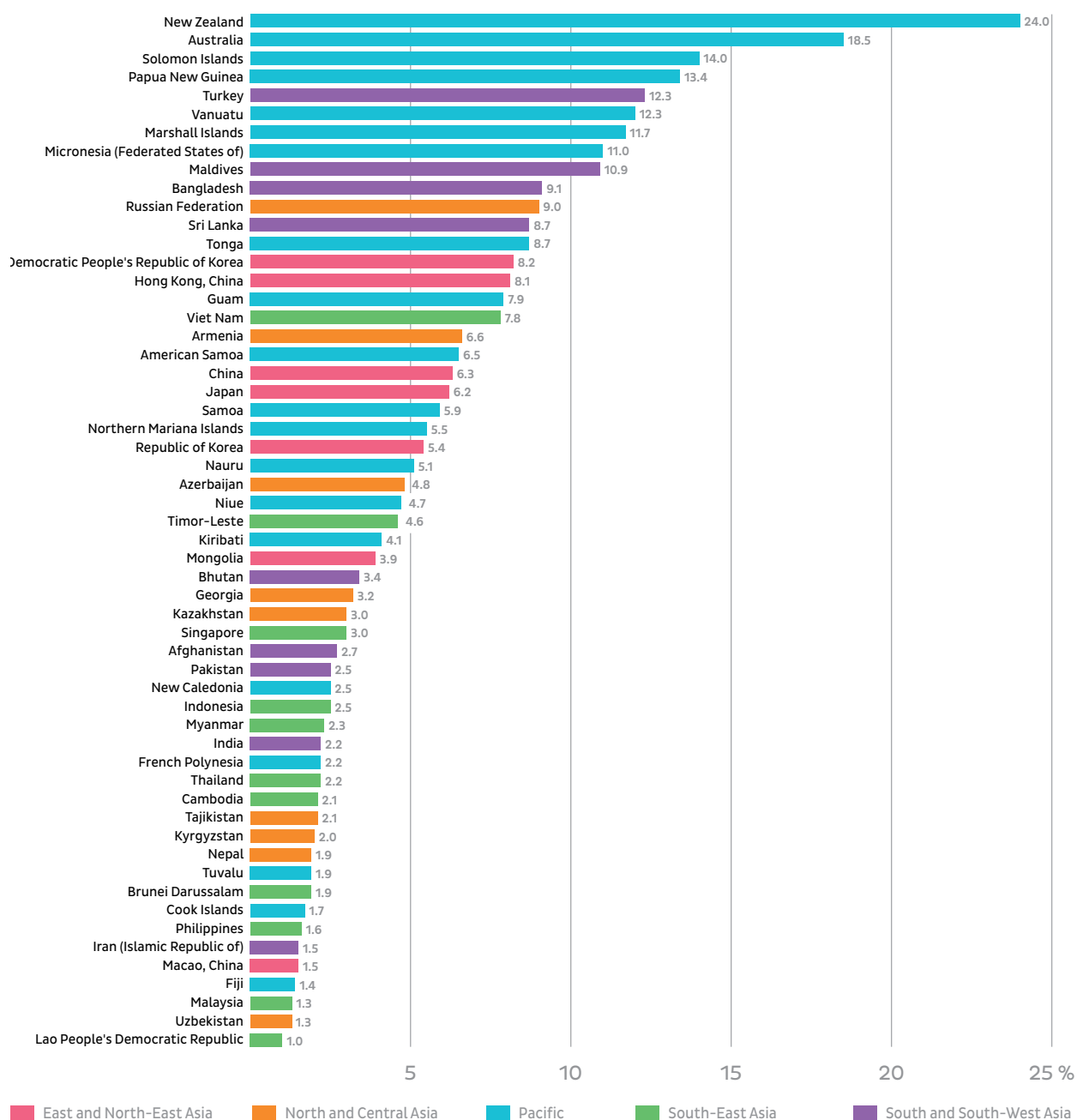
RELIABILITY OF EMPLOYMENT STATISTICS FOR PERSONS WITH DISABILITIES

A natural precondition for the establishment of employment data on persons with disabilities is the existence of reliable data on disability prevalence itself. According to the ESCAP disability survey, disability prevalence in the Asia-Pacific region varies dramatically, ranging from 1.0 per cent in the Lao People’s Democratic Republic to 24.0 per cent in New Zealand (Figure 1). These figures are heavily shaped by the contrasting ways that governments define disability and collect data. Comparability of data can be improved when data collection meets internationally recognized standards—such as the International Classification of Functioning, Disability and Health (ICF).

The challenges that accompany comparisons of international disability prevalence are complicated further when additional factors, such as employment, are introduced. Governments collect information about the employment of persons with disabilities in a number of ways, including through censuses, population surveys and administrative registers. However, in Asia and the Pacific, disability is often not mainstreamed into

5 ESCAP (2012b).

FIGURE 1: DISABILITY PREVALENCE IN ASIA-PACIFIC COUNTRIES AND TERRITORIES



SOURCE: ESCAP ANALYSIS BASED ON GOVERNMENT REPORTED DATA TO ESCAP DISABILITY SURVEY, 2015, AND OFFICIAL PUBLICATIONS AVAILABLE ONLINE.

general data collection methods on employment, and even when it is, these processes rarely meet international standards of disability classification. It is therefore recommended that disability modules used by governments for the collection of employment data should include, as a minimum, the six questions formulated and agreed upon by the United Nations Washington Group on Disability Statistics (Annex 3).

EMPLOYMENT OF PERSONS WITH DISABILITIES

Whilst reliable data on disability and employment in Asia and the Pacific is scarce, available information is still helpful to outline some important trends. The data collected in the 2015 ESCAP Disability Survey suggests that persons with disabilities are consistently less likely to be employed than persons without disabilities (Figure 2).

The difference in the employment rates of persons with and without disabilities tends to be larger in higher income countries. The highest employment gaps exist in Macao, China; Hong Kong, China; and Australia, where the employment rate of working-age persons with disabilities varies from just above one third to less than one fifth. Similarly, the unemployment rates of persons with disabilities are higher in high income economies such as New Caledonia and Republic of Korea (Figure 3). The reasons for these trends are not well-documented. One possible explanation is that financial support—such as unemployment benefits—available to working-age persons with disabilities, means that people can “afford” to be job seekers. Another possible reason is the lower availability of low-skilled and informal jobs.

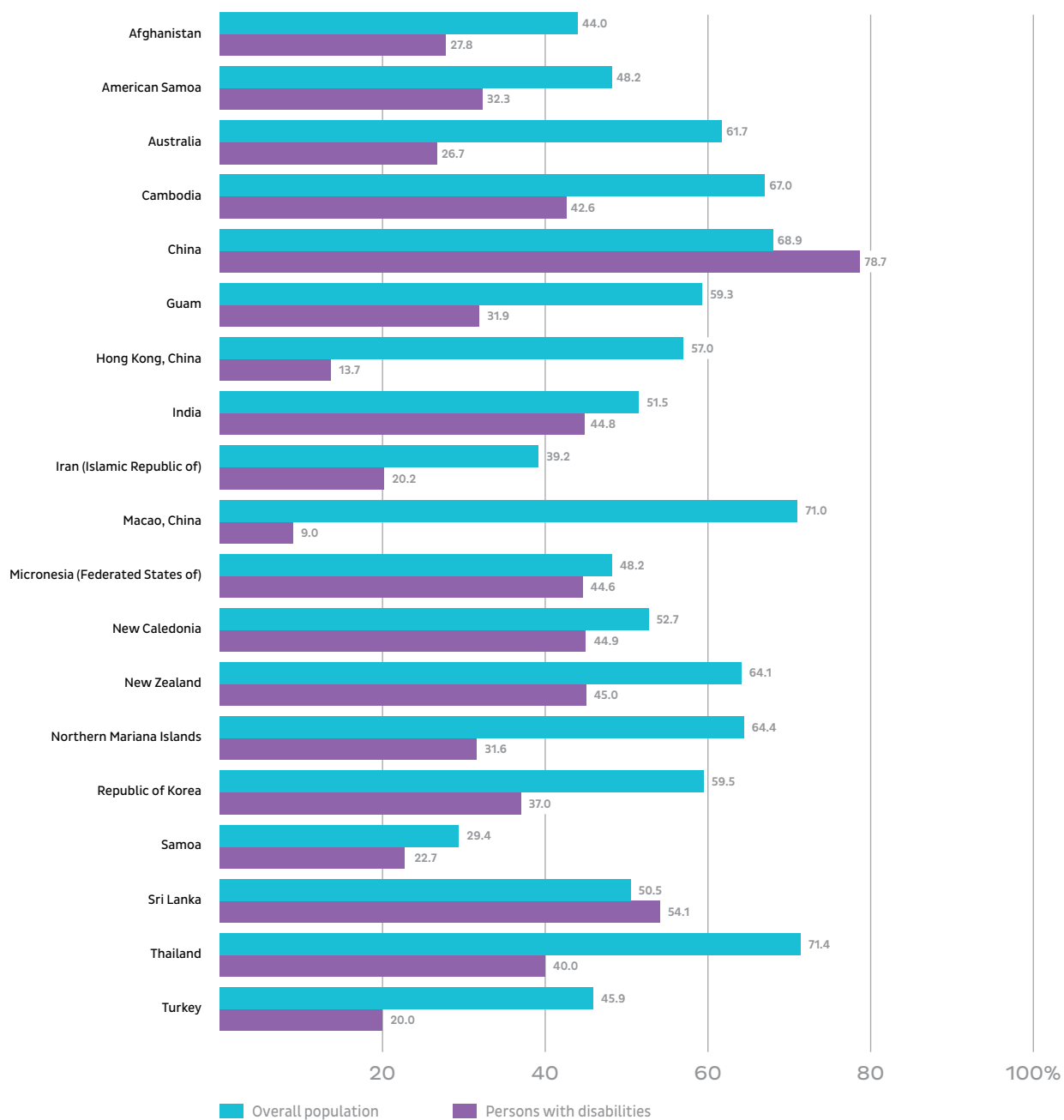
EXPOSURE TO VULNERABLE FORMS OF EMPLOYMENT

Whereas Figures 2 and 3 suggest that there are comparatively smaller gaps between the employment rates of persons with and without disabilities in lower income countries than in higher income countries, this does not reflect the considerable differential in the kind of work done by persons with and without disabilities. Particularly in developing countries, persons with disabilities disproportionately work in vulnerable forms of employment, with little or no social protection or stability.⁶

In many of Asia and the Pacific’s low and middle income countries, the majority of persons—regardless of whether or not they have a disability—work in the informal sector. This is true of India, Indonesia, Pakistan, Philippines, Sri Lanka and Viet Nam

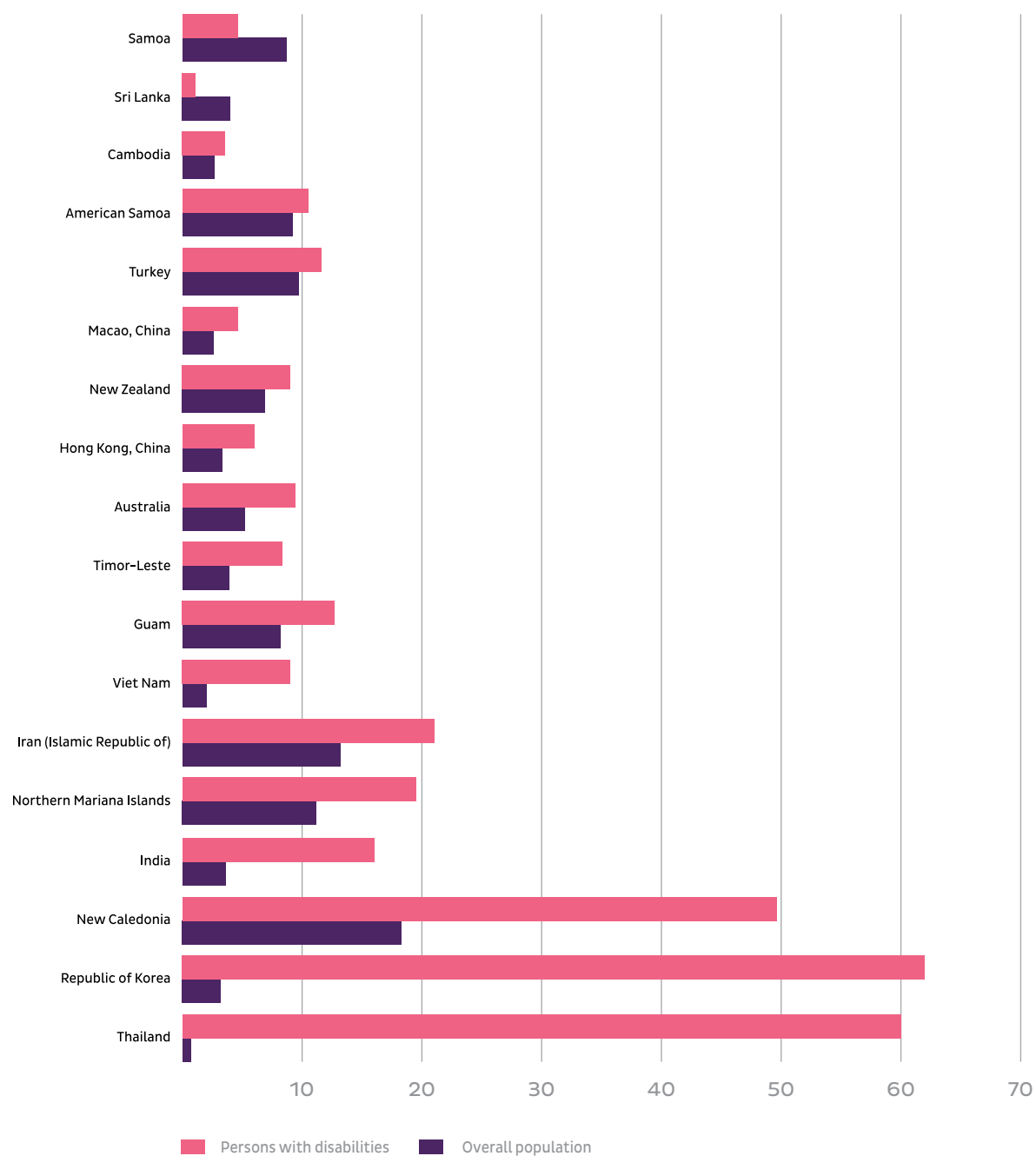
6 Mizunoya & Mitra (2013).

FIGURE 2: EMPLOYMENT RATES OF PERSONS WITH DISABILITIES AND OVERALL POPULATION (%)



SOURCE: ESCAP ANALYSIS BASED ON GOVERNMENT REPORTED DATA TO ESCAP DISABILITY SURVEY, 2015, AND OFFICIAL PUBLICATIONS AVAILABLE ONLINE.

FIGURE 3: UNEMPLOYMENT RATES OF PERSONS WITH DISABILITIES AND OVERALL POPULATION (%)



SOURCE: ESCAP ANALYSIS BASED ON GOVERNMENT REPORTED DATA TO ESCAP DISABILITY SURVEY, 2015, AND OFFICIAL PUBLICATIONS AVAILABLE ONLINE.

where well over half of the labour force works in informal employment. In China and Thailand, the corresponding figures are 33 and 42 per cent respectively.⁷

A recent study from Indonesia shows that more than 63 per cent of people with mild disabilities who are working are self-employed, whereas the equivalent figure for persons without disabilities is only 34 per cent.⁸ Data from Mongolia's 2010 Population Census suggests that persons with disabilities are four times as likely as others to be employed in the informal sector. Data from Timor-Leste's 2010 Population Census suggests that persons with disabilities are mostly employed as own-account workers and contributing family workers, 62 and 21 per cent respectively. The corresponding figures for the total labour force are 50 and 18 per cent. Such statistics reinforce the fact that self-employment is a necessity, rather than a choice, for most persons with disabilities in the region. Moreover, whereas some small business owners achieve middle class status, most remain poor.⁹

DOUBLE DISCRIMINATION OF WOMEN WITH DISABILITIES

Women with disabilities are doubly discriminated against as a result of both their gender and disability. Employment rates for women with disabilities are significantly lower than those for men with disabilities in most Asian and Pacific countries where statistics are available (Figure 4). Only in Sri Lanka are women with disabilities more likely to work than their male counterparts. In India and Turkey, meanwhile, the employment rate for men with disabilities is over 30 percentage points higher than the rate for women with disabilities.

DISABILITY AND POVERTY

Particularly in the region's developing countries, persons with disabilities are often victims of a vicious-cyclical relationship between disability and poverty. On one level, disabilities may themselves be caused by preventable illnesses that accompany poverty, such as leprosy, malnutrition or birth-related trauma.¹⁰ On another level, meanwhile, persons with disabilities are prevented from accessing education or employment opportunities, which increases their exposure to poverty.¹¹

7 ILO (2012).

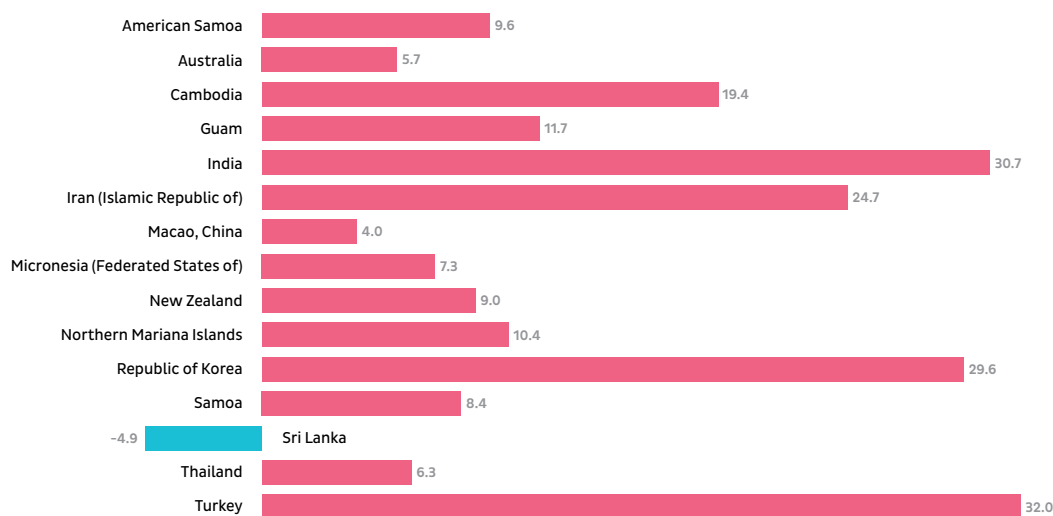
8 Adioetomo et al. (2014).

9 Fields (2011).

10 ESCAP (2012c).

11 The Lancet (2009).

FIGURE 4: DIFFERENCES IN MALE-FEMALE EMPLOYMENT RATES FOR PERSONS WITH DISABILITIES (%)



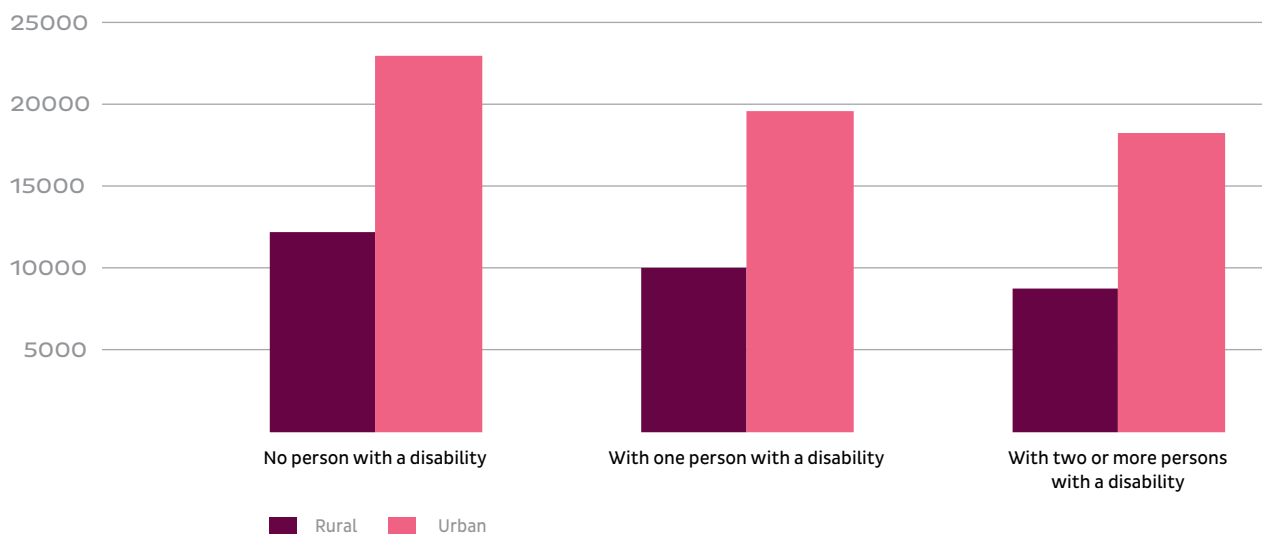
SOURCE: ESCAP CALCULATIONS BASED ON GOVERNMENT REPORTED DATA TO ESCAP DISABILITY SURVEY, 2015, AND OFFICIAL PUBLICATIONS AVAILABLE ONLINE.

This relationship is reflected by the fact that households that include members with disabilities have, on average, lower household incomes than others.¹² In China, for example, the presence of a family member with a disability is associated with significantly lower household income. On average, the income of households with one member with a disability have a 20 per cent lower income. This gap widens even further when households have two or more members with a disability, as well as for households in rural areas (Figure 5).

The vulnerability of persons with disabilities to poverty is further exacerbated by the added costs that come with living with a disability. Disability-related expenses for medical care, transportation, assistive devices, and personal assistance mean that people with and without disabilities can have different standards of living at the same income level. Adjusting for these costs widens the poverty gap. For example, the poverty rate for persons with disabilities in Viet Nam is 17.2 per cent, compared to 15.1 per cent for persons without disabilities. This gap may seem small, but when one factors in such additional costs, the poverty rate for persons with disabilities rises to 22.3 per cent. Persons with disabilities between the age of 19 and 40 are almost twice as likely to live in poverty as their counterparts without disabilities (Table 1).

¹² Mitra, et al. (2013); Groce, et al. (2011).

FIGURE 5: AVERAGE HOUSEHOLD INCOME IN CHINA BY DISABILITY STATUS AND URBAN/ RURAL AREA (IN CHINESE YUAN)



SOURCE: LOYALKA ET AL. (2014).

TABLE 1: POVERTY RATES IN VIET NAM BY DISABILITY STATUS, SEX AND AGE (%)

		BASED ON NATIONAL POVERTY LINE, UNADJUSTED FOR EXTRA COSTS		PERSONS WITH DISABILITIES, BASED ON NATIONAL POVERTY LINE, ADJUSTED FOR COSTS OF DISABILITY
		PERSONS WITHOUT DISABILITIES	PERSONS WITH DISABILITIES	
Sex	All	15.1	17.2	22.3
	Male	14.6	17.5	22.6
	Female	15.6	16.9	22.1
Age group	5-18	19.3	31.1	36.2
	19-40	15.1	24.7	31.4
	41-62	9.9	11.9	15.3
	63+	14.5	17.0	22.8

SOURCE: MONT AND CUONG (2011).

THE ECONOMIC COSTS OF EXCLUSION

As well as marginalizing and impoverishing persons with disabilities, barriers to their employment also impose significant costs on the economy at large. When persons with disabilities work less or earn less because of the barriers they face, they accordingly contribute less to overall consumption and economic growth. Research shows that in some countries including China, Thailand and Viet Nam, if persons with disabilities were paid on an equal basis with their peers without disabilities, the GDP of these countries could increase by one to seven per cent.¹³ This range may still be an underestimate because it doesn't account for the fact that family members of persons with disabilities may work less because of care-taking responsibilities.¹⁴ Governments also stand to benefit from the economic participation of persons with disabilities, as a result of reductions in spending on cash transfer programmes.

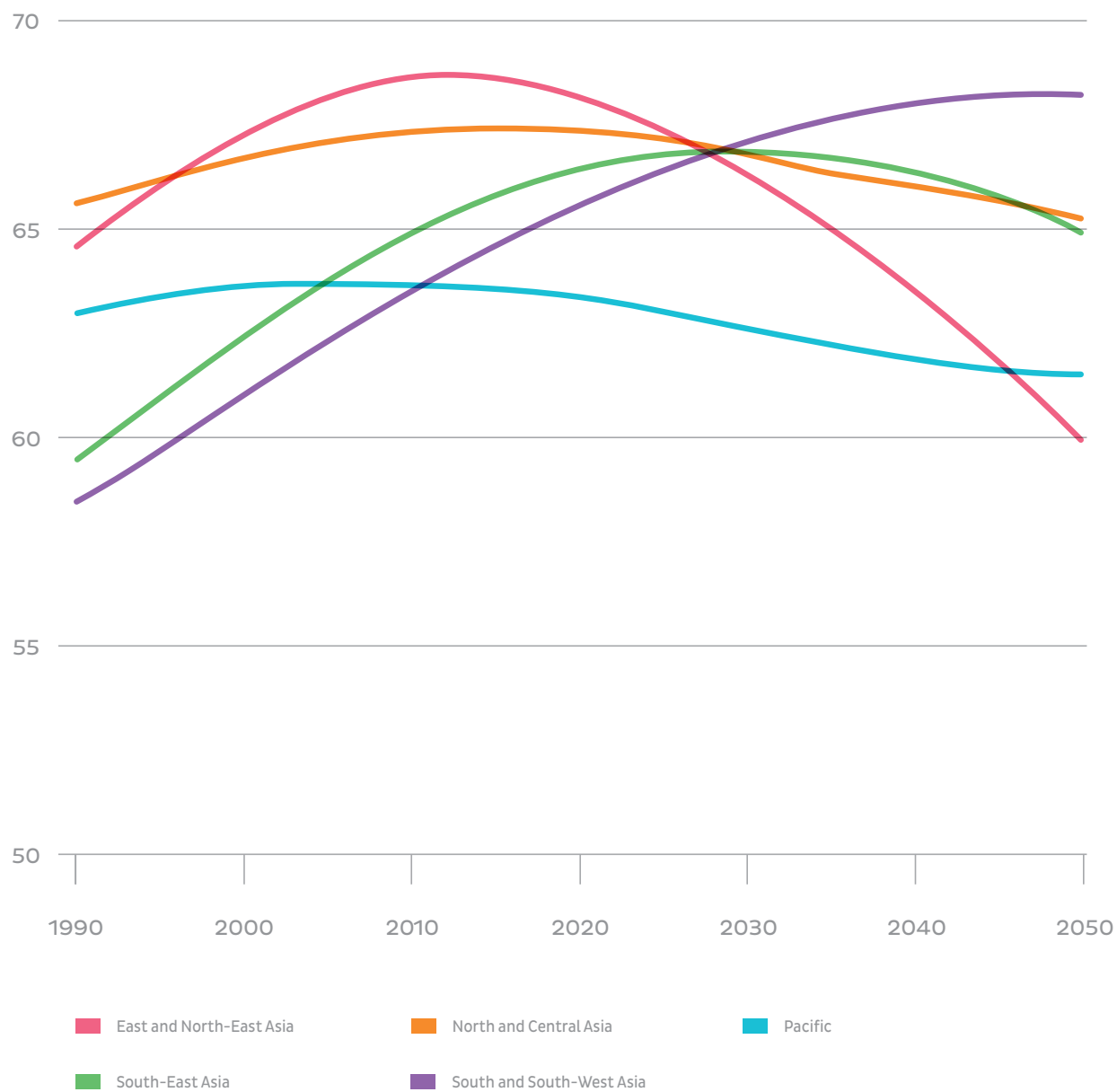
The underuse of the productive capacities of persons with disabilities is likely to have an even a larger impact on society in the near future in light of emerging demographic trends. Due to population ageing, the size of region's total workforce has already begun to decline in most parts of Asia and the Pacific apart from South-East Asia, and South and South-West Asia (Figure 6). This trend will continue over the next decades. It is therefore essential for governments to recognize the role that their citizens with disabilities can play in boosting GDP growth by filling labour shortages. Simultaneously, ageing populations will also lead to there being many more persons with disabilities. In some rapidly ageing countries, such as China and the Republic of Korea, it is estimated that 80 per cent of persons with disabilities will be 60 years and over by 2050.¹⁵ Given this pattern, it is all the more important for governments to adopt and promote disability-inclusive approaches, not only to their employment practices, but to society at large.

¹³ Backup (2009).

¹⁴ Palmer et al. (2015).

¹⁵ ESCAP (2012b).

FIGURE 6: SHARE OF THE WORKING-AGE POPULATION (AGED 15-64) IN ASIA AND THE PACIFIC, 1990-2050 (%)



SOURCE: UNITED NATIONS, WORLD POPULATION PROSPECTS: THE 2015 REVISION.

Chapter 2

BARRIERS TO THE EMPLOYMENT OF PERSONS WITH DISABILITIES



Barriers to the employment of persons with disabilities take many forms and operate at many levels, both within and beyond the workplace itself. Persons with disabilities may be prevented from working due to inaccessible transportation services; the lack of accessible information and communications services; the preference of employers for candidates without disabilities; legal stipulations that prevent individuals with particular impairments from working in certain fields; or the discouragement of family and community members. Whilst these obstacles are often interconnected, and act collectively to limit employment opportunities for persons with disabilities, it is essential to distinguish between different barriers in order to develop effective policy responses. The major types of barriers are described below.

ATTITUDES AND DISCRIMINATION—Employers may be reluctant to hire persons with disabilities based on the perception that they are less productive or less capable of carrying out their jobs than others. Colleagues of persons with disabilities may also hold prejudicial attitudes. At a wider level, social attitudes that cast persons with disabilities as objects of pity and need perpetuate the assumption that they should not work. In some cultures, people view disabilities as being indicative of wrongdoing in a past life, or are simply uncomfortable around people who seem different.¹⁶ Persons with disabilities may also be discouraged from working by their families, often out of a sense of shame or a well-intentioned but stifling desire not to impose additional burden on their family members.

The majority of ESCAP member States do not yet have anti-discrimination legislation that specifically targets the employment of persons with disabilities. Meanwhile, only around half of governments that responded to the 2015 ESCAP disability survey considered discrimination to be a major barrier faced by persons with disabilities in their efforts to find employment in the labour market. Clearly, there needs to be greater awareness about the need to break down barriers faced by persons with disabilities—be it lack of accessibility features in public services or of laws that protect persons with disabilities from discrimination by employers.

One Government, in its survey response, noted that:

Occasionally, in a public job announcement the criteria states that the employee must be fully able bodied which further perpetuates discriminatory attitudes towards persons with disabilities.

Such acts of discrimination take place throughout the region, whether as explicitly as in the above case, or more subtly. However, the willingness of governments to understand discrimination is the first step to responding effectively. One recent study of over 200 employers commissioned by the Government of Hong Kong, China, found that 76 per

¹⁶ Groce (2006).

cent of respondents did not have any staff with disabilities; 72 per cent did not provide special facilities to cater for staff with disabilities and only 37 per cent planned to hire persons with disabilities during the next five years. Meanwhile, the two largest barriers perceived by employers as preventing them from hiring persons with disabilities were the costs of accommodations (23 per cent) and the lack of skills and experience of candidates (19 per cent).¹⁷ In light of such data, the government of Hong Kong is now better placed to address this issue.

ACCESSIBILITY—The accessibility of the following areas are crucial to the employment of persons with disabilities: the physical environment; transportation; information and communications; and other facilities open to the public. In the workplace itself, a lack of physical features such as ramps and elevators can prevent persons with mobility disabilities from being able to work. Similarly, the lack of accessible information and communication infrastructure in workplaces such as clear signage, computers equipped with software such as screen-readers, and devices such as braille displays can prevent persons with print and intellectual disabilities from being able to gain employment. Lack of access to sign language interpretation or captioning services can inhibit the employment of deaf people.

In addition to the informational and physical design of the workplace itself, the broader inaccessibility of public environments and crucially, transport, can prevent persons with disabilities from being able to travel to work, receive information about job opportunities, and communicate with employers.

EDUCATION AND TRAINING—Persons with disabilities have disproportionately restricted access to education and training. This severely limits their job opportunities due to a lack of skills and knowledge that are relevant to find or retain a job. Children with disabilities are less likely to attend school, and when they do they are less likely to stay in school.¹⁸ In Indonesia, children with disabilities are one third less likely to complete their primary education as those without a disability.¹⁹ In India in 2007, close to 40 per cent of children with disabilities were not enrolled in school, compared to only between 8 and 10 per cent of children in scheduled tribes or castes—groups that also face high levels of discrimination and poorer socio-economic outcomes.²⁰ Notwithstanding the numerous other barriers they face, persons with disabilities are thus often prevented from being able to acquire the human capital necessary to effectively compete for jobs. In addition, young persons with disabilities who have attended school may not get the support they need when transitioning from school to work. Programmes that provide such support are discussed in Chapter 3.

17 Chan & Wong (2015).

18 WHO/World Bank (2011).

19 Adioetomo et al. (2014).

20 O'Keefe et al. (2007).

SOCIAL NETWORKS—Another barrier to employment for persons with disabilities can be their more limited social networks.²¹ Social networks greatly aid the process of searching for work, the lack of which is likely to limit options for persons with disabilities.²² As part of their broader exclusion from many important social activities, persons with disabilities often therefore lack the opportunity to build social relationships with those who may be in a position to offer suggestions for potential work opportunities. These limited networks are part of the broader cultural and attitudinal barriers that inhibit participation in social, leisure, civic, and religious activities. A key benefit brought by employment itself is the building of social relationships with colleagues, clients and business partners. As a result of the barriers they face in entering and retaining work, many persons with disabilities are also denied the possibility of expanding their networks at the workplace itself.

WOMEN WITH DISABILITIES—In many Asian and Pacific countries, as a result of continued prejudices both towards women and surrounding disability, women with disabilities are doubly discriminated against in the labour market. A study carried out by ESCAP in 2012 found that in many countries in the region, women with disabilities are only half as likely as men with disabilities to have a job. Moreover, when they are employed, women with disabilities encounter worse working conditions and lower pay as compared with other women, as well as men with disabilities. Women with disabilities are also less likely to receive education and vocational training, and those women who do access education and attain a degree of financial stability are more likely to have done so before acquiring their disability.²³ However, it remains difficult to quantify these trends as a result of the limited availability of reliable data that is disaggregated by both sex and disability.

Box 1 describes the work of self-help groups of women with disabilities in Nepal, in supporting one another to boost their own employment opportunities.²⁴ The example not only illustrates the particular difficulties faced by women with disabilities as they search for work, but also the significance of social networks in sharing potential employment opportunities. Moreover, whereas the example of self-help groups for women with disabilities demonstrates the creative resilience of their members, governments must ultimately step up to improve the precarious economic situation many women with disabilities find themselves in.

LEGAL BARRIERS—As a result of discriminatory attitudes about the perceived capabilities of persons with disabilities, some countries impose legal restrictions on their participation in certain types of employment or processes. In some countries, people must be

21 Mitra (2013).

22 Gartrell (2010).

23 ESCAP (2012c).

24 Dhungana (2010).

BOX 1: SELF-HELP GROUPS OF WOMEN WITH DISABILITIES IN NEPAL

Self-help groups of women with disabilities in the Kathmandu Valley of Nepal meet regularly to boost the employment prospects of their members by providing vocational training, credit and job placements. The groups have been demonstrated to offer women with disabilities a number of benefits, including: the ability to play a role in community life; access to employment and vocational opportunities; a chance to share experiences and struggles with other women with disabilities, and a platform to draw strength from one another.

Vocational training is offered by the groups across a number of occupations, including waitressing, tailoring, computer and secretarial work, and handicrafts. In addition, the groups share information about job opportunities at their meetings and members are encouraged to apply for positions. Leading members of the self-help groups are also active in advocating for greater disability-mainstreaming among local employers.

One study of 58 women with disabilities who were members of five major self-help groups in the Kathmandu Valley found that the groups provided members with means of generating income, which could be spent on essential expenses such as assistive devices and schooling for their children.

SOURCE: DHUNGANA (2010).

considered ‘physically and mentally healthy’ or ‘sound’ to represent oneself in a court of law, to occupy official positions, or to use certain public services.²⁵ Such laws effectively rule out large numbers of persons with disabilities from accessing employment, based on the blanket assumption that they are incapable of doing particular jobs effectively. Japan is one country that previously had such laws, but has taken action to rectify them, as explained in Box 2.

INFLEXIBLE WORK ARRANGEMENTS—Another common obstacle to the employment of persons with disabilities is the inflexibility of work arrangements. In some cases, persons with disabilities might prove to be competent and productive employees, but are nonetheless unable to perform certain tasks. The same is true for scheduling the work day. Persons with disabilities may have particular transportation issues or other needs that require a slightly different work day. An employer’s willingness to rearrange the responsibilities and schedules associated with a particular job can mean the difference

25 Colbran (2010)

between employment and unemployment for many persons with disabilities. Indeed, a greater degree of flexibility of working arrangements can boost the morale and productivity of any employee, regardless of whether or not they have a disability.

DISMISSAL ON THE BASIS OF DISABILITY—Workers who are injured and acquire a disability on the job may face unaccommodating policies and a lack of rehabilitative services, which limit their ability to return to work. The absence of anti-discrimination legislation in the majority of countries in the region thus allows employers to dismiss staff on the basis of disability with impunity. Several countries, such as Iran, offer rehabilitation programmes and services to help dismissed workers to find new employment. Ultimately though, legislation which protects the rights of workers from dismissal on the basis of disability is also needed to more comprehensively tackle the problem.

THE BENEFIT TRAP—Another obstacle to the employment of persons with disabilities can ironically be imposed by social protection schemes ultimately designed to support them. These schemes can encourage individuals to stay out of the labour force if they are structured in such a way as to make the receipt of benefits contingent on the inability to work. Therefore, even if persons with disabilities believe that they can work, they may choose not to in order to continue receiving disability benefits. Even if working could offer them a higher level of income, persons with disabilities may still choose to receive benefits because of the risk of attempting to hold down a job that does not provide adequate support, or is not flexible towards their needs.

It is important to stress that this ‘benefit trap’ is mainly relevant to more developed countries with more generous benefit schemes. The situation in most of the region’s middle-to-low income countries is entirely different. However, it is vital for governments to avoid creating strong work disincentives.

BOX 2: FROM “NO YOU CAN’T” TO “YES YOU CAN” IN JAPAN

As of 1999, there were 63 provisions in 53 Japanese laws that disqualified persons with psychosocial, visual, hearing, physical and intellectual disabilities from receiving licenses for certain professions. These ‘disqualifying provisions’ were built on the assumption that persons with disabilities were unable to perform certain jobs as a result of their impairments, and that their engagement in these professions might endanger themselves and others. The provisions thus conflicted with growing global recognition of the fact that persons with disabilities can be competent and productive employees. Occupations affected by the provisions included pharmacists, doctors, veterinarians, nurses, nutritionists, cooks, beauticians, midwives, security guards, physiotherapists and drivers.

In 2001, the Japanese Government acknowledged the need to break down barriers to the employment of persons with disabilities and began to amend qualifying provisions. According to the Citizens’ Committee to Eliminate Disqualifying Clauses on Disability, as of 2015, 51 out of 63 provisions have been relaxed, and the remaining 12 have been nullified entirely. The 2013 Third National Basic Plan of Action on Persons with Disabilities, and the 2015 Basic Policy on the Law on the Elimination of Discrimination against Persons with Disabilities commit the Government of Japan to make further legal revisions, with an emphasis on integrating technological advances into accommodations. These legal revisions make it significantly more straightforward for many persons with disabilities to gain employment.

Before the amendment and nullification of disqualifying provisions, many persons with disabilities in Japan simply gave up on their professional aspirations. Now they are able to pursue their career goals on a more equal basis with others. As a direct result of the new legal environment, Ms. Kumi Hayase was able to become a licensed pharmacist in 2001, having previously been unable to because she is deaf. She has since been working as a pharmacist at the Showa University Hospital, Tokyo – which in 2007 opened a specialized service unit catering to the needs of deaf outpatients. As a result of the more enabling legal environment, nationwide professional support groups for persons with disabilities have been established, such as those for medical professionals with visual and hearing disabilities.

Some job seekers – particularly those with psychosocial disabilities – had previously felt compelled to hide their disability status in order to be able to engage in professional activities. These individuals can now be open about their disabilities as they seek work in the open labour market, and they can receive the support they need to work independently and effectively.

Chapter 3

STRATEGIES TO IMPROVE EMPLOYMENT PROSPECTS
FOR PERSONS WITH DISABILITIES

This chapter outlines a number of strategies that are available to governments as they work to improve the employment prospects of persons with disabilities. Private sector initiatives that have been demonstrated to improve the employment experiences of persons with disabilities are also discussed.

ANTI-DISCRIMINATION LEGISLATION—These laws make it illegal to discriminate against an individual on the basis of disability in a range of areas including: employment; education; access to public buildings; the provision of goods and services, and political processes. With regard to employment, anti-discrimination laws protect persons with disabilities from discriminatory actions in hiring and termination of contracts and affirm the right of persons with disabilities to access employment on an equal basis with others. Anti-discrimination laws challenge collectively held discriminatory attitudes against persons with disabilities by influencing ‘the nexus between law, norms and social mores.’²⁶ Anti-discrimination laws can be made stronger when they include mandates for reasonable accommodations that remove additional barriers to employment for persons with disabilities. Crucially, however, these laws must outline clear enforcement mechanisms. When penalties are neither stipulated nor enforced, employers are left free to discriminate with impunity.

VOCATIONAL EDUCATION AND TRAINING—Technical vocational education and training (TVET) programmes can help to ensure that the workforce has the skills and knowledge necessary to obtain and retain a job, while also driving productivity and economic growth.²⁷ As discussed in Chapter 2, persons with disabilities often have limited opportunities to build skills and knowledge that are relevant to the labour market. A vital first step in improving access to employment for persons with disabilities is therefore to ensure that employment support and vocational programmes are as inclusive as possible. Such programmes should also be held in accessible locations, and reasonable accommodations should be made to improve the access of persons with disabilities.

Some persons with disabilities may not be able to attend mainstream training programmes. In such situations, to allow them to participate, programmes targeted at persons with disabilities may be required. It is crucial, however, that the content of such training programmes is geared to labour market demands, and not determined by prior beliefs about what persons with disabilities should do or are capable of doing.

WAGE SUBSIDIES—Wage subsidies cover a portion of employees’ wages, usually for a limited period of time, as a way to lessen the risk perceived by employers of hiring persons with disabilities. Since wage subsidies directly target the recruitment process of private firms, they enable employers to overcome their reservations about hiring employees with disabilities. It is vital that care is taken in determining the eligibility, amount

26 Stein & Lord (2008).

27 UNESCO (2015).

BOX 3: AUSTRALIA'S DISABILITY DISCRIMINATION ACT AND FAIR WORK ACT

The Australian Disability Discrimination Act 1992 (DDA) legally protects citizens from discrimination on the basis of disability. The Fair Work Act 2009 (FW) strengthens Australia's discrimination laws by: defining discrimination more broadly, increasing penalties for non-compliance, and establishing the Fair Work Ombudsman (FWO), a Government institution to enforce disability rights.

Australia's anti-discrimination legislation states that if a person with a disability is able to carry out the essential tasks or 'inherent requirements' of a job, then she or he should have an equal chance of doing that job as any other individual. An 'inherent requirement' of certain office-based jobs may be to communicate by telephone. However, it is not essential that the employee holds the phone in his or her hand. Accordingly, if a job applicant is deemed by the employer to be the best-qualified person for the job, then the employer is obliged to make workplace adjustments to ensure that the individual is able to perform the job's essential tasks.

The DDA prohibits discrimination by employers across: recruitment processes such as advertising and interviewing; selection of candidates; work agreements such as pay, hours and leave; benefits such as training, promotion and transfer, and dismissal or demotion. The DDA not only protects persons with disabilities from discrimination, but also their relatives. It therefore provides legal recourse for a job applicant who is refused employment because the employer assumes they will require time off to care for a family member with a disability. The DDA also makes it illegal for colleagues to harass their workmates on the basis of disability.

Previously, the claiming of the rights protected under the DDA was essentially a private issue, left to the efforts of often under-resourced complainants, who would be faced with an average cost for an initial court hearing of \$30,000. However, thanks to the establishment of the FWO, aggrieved applicants and employees now need only to lodge a complaint to the FWO. If the Ombudsman decides that the case is worthy of being prosecuted, it can draw on its resources and powers to punish discrimination in line with the law. Between 2009-2010 the FWO commenced civil penalty legislation 53 times and litigation led to \$2.019 million in court ordered penalties.

SOURCES: HARPUR ET AL. (2011); AUSTRALIAN HUMAN RIGHTS COMMISSION; HARPUR ET AL. (2012).

and duration of subsidies, to avoid the subsidies exceeding the actual gap in productivity between persons with and without disabilities.²⁸

Studies on the impact of subsidies show mixed results on employment rates.²⁹ Most studies suggest, however, that both workers and employers are satisfied with wage subsidy schemes.³⁰ Box 4 presents an example of a vocational training programme in Bangladesh that works in tandem with wage subsidies to develop in-demand skills and tackle employer prejudices.

SUPPORTED EMPLOYMENT—These programmes integrate persons with disabilities into the open labour market by providing direct, on-the-job support to employees with disabilities. Supports are usually offered for a limited period of time. One common type of support is a job coach. Job coaches provide on-site, individually tailored assistance to help persons with disabilities perform their jobs. Coaches also help persons with disabilities adjust to their working environment, and assist in determining which accessibility accommodations are necessary. Supported employment has been shown to be particularly cost-effective for people with intellectual and psychosocial disabilities, in terms of productivity and health related costs.³¹ Supported employment requires employers to be open to having such services on site, and to be willing to work cooperatively with job coaches and other service providers. Employment support services and job coaches require special training. According to the ESCAP disability survey, only a third of governments that responded offer supported employment services.³²

WORKPLACE ACCOMMODATION SCHEMES—These schemes reduce the costs to employers of making workplaces more accessible to persons with disabilities. In so doing, workplace accommodation schemes seek to minimize employer reluctance to hire persons with disabilities. There are two ways Government programmes can decrease or even eliminate those costs. The first is by offering tax breaks or tax credits for expenditures undertaken to make such adjustments. This strategy may, however, be less effective for small businesses with cash flow issues or limited tax liability.

Another strategy is to provide full or partial funds for reasonable accommodations for employees with disabilities. Such funding can be provided in various ways, either through employment agencies, using fines from quota systems, or by offering grants to employers from separate Government agencies.³³ One study showed that investment in assistive equipment for employees returned costs by about eight times through increased

28 Samoy & Waterplas (2012).

29 Baert (2014); Deuchert & Kauer (2013); Gupta et al. (2015).

30 Samoy and Waterplas (2012).

31 Knapp et al. (2013); Campbell et al. (2011); Bond et al. (2014).

32 Statistic based on data from 18 member States that responded to this question.

33 European Parliament (2015).

BOX 4: FROM MARGINS TO MAINSTREAM – VOCATIONAL TRAINING IN BANGLADESH

From Margins to Mainstream is a vocational training project that was run by Action on Disability and Development (ADD) from 2011 to 2014 in Bangladesh. Garment production is a growing industry in Bangladesh and most of its workers are women. In light of the country's 20 per cent labour shortage at the time of the programme's inception, ADD saw a promising opportunity to train women with disabilities in the in-demand profession of tailoring. The programme offered tailoring training to young persons with disabilities who lived in households with an income of less than \$50 per month.

In order to tackle employer prejudices, ADD coupled their training project with efforts to encourage garment factory owners to employ persons with disabilities. Employers agreed to hire trained tailors with disabilities on the basis that ADD paid their wages for their first month of employment.

The programme established seven training centres in Bangladesh and found jobs for over 600 persons with disabilities to work as apprentices in garment factories. It also worked with over 2,500 garment factories in Dhaka to support them to become more open to employing persons with disabilities.

SOURCE: [HTTP://WWW.ADD.ORG.UK/ADD-CRACKS-GARMENT-INDUSTRY](http://www.add.org.uk/add-cracks-garment-industry)

productivity and reduced absenteeism.³⁴ Other studies report less dramatic results, but still demonstrate the cost-effectiveness of such accommodations.

WORKERS' COMPENSATION – These programmes are designed to address the issue of occupational injuries and illnesses. They provide cash and medical benefits to employees whose disability is acquired in the workplace. Generally, workers' compensation operates through insurance programmes - either through public insurance programmes, or private or even self-insurance at large firms. Because employer premiums are experience rated, they are higher for firms with more accidents. Thus, the approach incentivizes workplace safety and encourages employers to support employees who acquire disabilities at work to be able to return to their jobs. In many countries, employers are legally mandated to establish workers' compensation programmes.

³⁴ Koningsveld et al. (2003).

BOX 5: SUPPORTED EMPLOYMENT IN MALAYSIA – A PERSONAL STORY

Due to a physical disability that affects his limbs, and a mild learning disability, Mr. Ahmad Ahwan Bin Ramli long suffered from low levels of self-confidence. He was unable to remain in his school in Taiping, Malaysia, and as a result he became unemployed.

In 2010, however, Ahwan enrolled for the Selangor Cheshire Home Economic Empowerment Programme. After six months of general employment preparation, Ahwan was judged ready to begin training in housekeeping, bakery and laundry for three months at the Grand Dorsett Subang Hotel. After completing his training, his job coach helped him find work at the Hotel InterContinental in Kuala Lumpur, and supported him to adjust to his new responsibilities.

Ahwan's job coach helped him to adapt to the task of drying and folding napkins in the hotel's laundry despite his more limited movement with his right hand. In addition, a work instruction manual was created to allow Ahwan and his supervisor and co-workers to refer to his adapted task-flow.

Following a successful probationary period, Ahwan was offered a full-time contract at the hotel and is now a valued member of the team. His workmates and supervisors are able to offer him support if he encounters any difficulties at work and his job coach conducts follow up phone calls and visits to check on his progress.

SOURCE: KUNO ET AL. (2012).

QUOTA SYSTEMS - Quota systems mandate that firms hire at minimum a certain percentage of persons with disabilities. Typically, quotas apply only to large employers. Empirical data points to only small net employment gains of persons with disabilities.³⁵ The Republic of Korea's quota system reforms in 2006 have shown little uptake in the hiring of persons with disabilities.³⁶ In addition, quotas can prove difficult to both monitor and enforce. In Japan, for example, only 54.5 per cent of covered firms met their hiring quota.³⁷ Moreover, by obliging employers to hire a specific number of persons with disabilities, quota systems perpetuate the prejudice that persons with disabilities are not really equivalent to others in their capacity to be productive. As such, the quota approach treats the symptoms rather than the causes of the employment gap between

³⁵ Fuchs (2014).

³⁶ Nazarov, et al. (2015).

³⁷ Kudo (2010).

BOX 6: WORKPLACE ACCOMMODATIONS IN THE UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND

The United Kingdom's Access to Work programme offers support and guidance to persons with disabilities and employers, in order to allow employees with disabilities to integrate into their workplaces. The programme offers funding grants to employers to invest in reasonable accommodations such as assistive devices and workplace adaptations, as well as to pay for travel costs and assistants.

Under the Access to Work Programme, larger employers share some of the costs for reasonable accommodations, whereas small employers receive full funding. Persons with disabilities who are starting their own businesses can also receive grants for equipment that makes their working environment more accessible.

Impressively, it has been estimated that for every £1 the British Government spends on the Access to Work Programme, there is a net return of between £1.18 and £1.48 to the British Treasury. This return comes in the form of tax revenues as a result of more productive businesses and fewer claimants of unemployment benefits.

Every member State of the European Union provides some form of grant or subsidy to employers for reasonable accommodations, and half of all EU member States have a dedicated authority for the purpose.

SOURCE: EUROPEAN PARLIAMENT (2015).

persons with and without disabilities. According to the ESCAP disability survey, 76 per cent of member States that responded had some form of a quota system in place.

SHELTERED WORKSHOPS—These programmes only hire persons with disabilities, and structure jobs around the perceived abilities of each employee. Sometimes the stated goal of sheltered workshops is to serve as a training ground for the eventual transition of employees to the open labour market. In reality, however, employees with disabilities are rarely supported to make this transition. Employees are generally paid poorly, and the workshops in which they work are seen as charitable enterprises and are funded as such, with revenues being a function not of sales but of the number of employees. Rather than promoting sheltered workshops, governments can serve their citizens with disabilities better by removing barriers towards their employment in the open labour market.

Persons with severe disabilities may find it difficult to enter the open labour market, even if other barriers to their employment are removed. In certain cases therefore, programmes that create non-competitive job opportunities may be necessary. The Government of the

BOX 7: THAILAND'S INDUSTRIAL RESOURCE CENTER

Thailand's Industrial Resource Center (IRC) is an example of an innovative approach to dealing with on-the-job injuries and illnesses. Set up in 1985 with the support of the International Labour Organization (ILO) and the Japan International Cooperation Agency (JICA), the IRC is an independent institution, financed by a combination of grants and funds from the Thai Government. The IRC supports workers experiencing the onset of a disability to create a return-to-work plan.

The IRC provides a wide range of services to employees who have gained disabilities as a result of injuries caused in the workplace, including medical and vocational rehabilitation, adult education classes, psychosocial services and family counseling. Training is designed to help workers return to their previous job, but if that is not possible then support is offered to find a new career path.

The IRC has 90 permanent staff and provides services to around 200 individuals per year. According to the IRC, of the participants that return to work, half go back to their old job, 40 per cent become self-employed, and 10 per cent find a new job. Governments, organizations and employers looking to emulate this kind of approach should be aware that sourcing sustainable funding is vital for success.

SOURCE: PERRY (2003).

Republic of Korea, for example, supports companies in which more than 60 per cent of the workers are persons with severe disabilities. Government and public agencies are mandated by law to preferentially procure certain products from such workshops in order to guarantee a stable income for their employees with severe disabilities.

PRIVATE SECTOR INITIATIVES

In addition to government-driven strategies, a number of private-sector initiatives also serve to illustrate the need for action to be taken not only by governments, but by employers themselves.

EMPLOYER NETWORKS — A number of networks of private companies around the world have initiated their own programmes to promote the employment of persons with disabilities. Sometimes these organizations are established in response to the creation of a quota policy, sometimes out of a sense of corporate social responsibility, and sometimes because of a compelling business case for being more inclusive.

The main activities of employer organizations include:

- Raising awareness and building capacity on disability inclusion;
- Providing information and tools on disability and employment;
- Influencing policy on the employment and training of persons with disabilities;
- Providing career development opportunities and organizing vocational training;
- Linking jobseekers with disabilities and employers.

A number of employer networks exist in Asia and the Pacific region—including the Confederation of Indian Industry, the Blue Ribbon Employment Council in Viet Nam, and the Employers’ Federation of Ceylon in Sri Lanka, which is discussed in Box 8. The Australian Network on Disability provides disability consultancy services to companies to allow them to become more confident and knowledgeable about hiring persons with disabilities.

DISABILITY-INCLUSIVE BUSINESS—In addition to multi-employer organizations, a number of large employers in Asia and the Pacific have also been proactive in promoting disability inclusion within their businesses. Many of these businesses draw on their positive experiences of hiring persons with disabilities to demonstrate the business case for inclusive employment, citing that persons with disabilities:

- Have higher retention and lower accident rates than employees without disabilities, and comparable productivity;
- Represent an untapped source of skills and talent and transferable problem-solving skills developed in daily life;
- Often have valuable skills and experiences learned on the job prior to having a disability;
- Can provide unique insights to help firms to develop their products or services to customers and clients with disabilities;
- Can improve the company’s image, increasing morale, creating links to the community, and appealing to potential customers who have a disability or whose family members have a disability.

BOX 8: EMPLOYERS' NETWORK ON DISABILITY, SRI LANKA

The Employers' Network on Disability was created by the Employers' Federation of Ceylon in 2000 and has members from over 500 companies in Sri Lanka, representing over 400,000 employees. The Network was established with the goal of boosting the employment of persons with disabilities in Sri Lanka.

In addition to holding seminars on inclusion, the Network on Disability has developed a database of jobseekers with disabilities, organizes job fairs, and has developed a code of good practices for the hiring of persons with disabilities. The Network also works to ensure that its outreach efforts are as accessible as possible. For example, the organization supported Sri Lanka Airlines to create a CD-ROM to teach basic sign language to employers participating in job fairs, in order to be able to communicate with deaf jobseekers.

The Network's activities go beyond hiring. They have also developed a Barrier Free Access Handbook in partnership with Standard Chartered Bank, with the purpose of advising employers on making workplace accommodations. The Network additionally supports education and training programmes to match the needs of employers.

SOURCE: ILO (2011).

The ESCAP-Sasakawa Award for Disability-Inclusive Business, held in 2013, publicly recognized and rewarded businesses in Asia and the Pacific that demonstrate good business practices in responding to the needs of persons with disabilities. Box 9 showcases the winner of the category for Best Disability-Inclusive Multinational Enterprise.

SOCIAL ENTERPRISES—Social enterprises are businesses that seek to advance a social cause whilst being financially self-sustainable. Rather than being driven solely by the desire to make profits, these businesses also aim to maximize social impact. Social enterprises that consciously seek to hire persons with disabilities, or address issues and barriers affecting the lives of persons with disabilities can therefore help to boost the employment of persons with disabilities, and also influence wider social change. Box 10 shows an example of a disability-inclusive social enterprise.

BOX 9: WIPRO: AN ESCAP-SASAKAWA AWARD WINNING BUSINESS

Wipro is a multinational IT company based in India with operations in 57 countries. The company provides services in information technology, consulting, business process outsourcing, engineering, customer care and lighting. Wipro firmly believes that inclusion boosts profits, and has achieved success in including employees with disabilities in its business model.

Wipro hires persons with disabilities and supports them to realize their full potential, enabling them to build mainstream careers. The company supports its employees with disabilities through a range of measures, policies, training, and culture-building initiatives. In addition, Wipro has also supported employees who have acquired a disability during the course of their employment to enable them to continue in their career-path.

To create an equal-opportunity environment for persons with disabilities, Wipro adopted a comprehensive framework on disability inclusion in 2009, and has introduced several initiatives to support the careers of persons with disabilities. These include making physical and digital infrastructure accessible, designing more inclusive training programmes and building awareness through campaigns.

SOURCE: [HTTP://WWW.DI-BUSINESS-AWARD.COM/2013-WINNER-MULTINATIONAL](http://www.di-business-award.com/2013-winner-multinational)

BOX 10. BEYOND CSR – GENASHTIM INNOVATIVE LEARNING

Genashtim Innovative Learning provides online learning services for executive education and language proficiency, as well as remote PC support and surveillance. Based in Singapore, Genashtim works with a range of international clients. Eighty per cent of Genashtim's permanent staff are persons with disabilities. However, most of the business's clients are not aware of this fact; they seek Genashtim's services purely because of their quality and competitiveness.

Genashtim is a for-profit social enterprise that promotes an inclusive approach to employment, which it describes as 'beyond CSR'. This model emphasizes that given the right support, working environment and opportunities, persons with disabilities can be highly productive workers, who are able to deliver high-quality services to clients.

By harnessing assistive technologies such as screen readers and e-speaking software, and by adopting a flexible approach to employment practices, including remote-working, Genashtim employees are able to work independently and productively to the same degree as employees without disabilities.

SOURCE: [HTTP://WWW.GENASHTIM.COM/BEYONDCSR/](http://www.genashtim.com/beyondcsr/)

Chapter 4

CONCLUSION AND RECOMMENDATIONS



Any effective strategy must take a twin-track approach. Firstly, disability inclusion should be mainstreamed into regular employment policies and practices. Secondly, certain supplementary programmes may also be required to meet more specialized needs. As a first step to making employment practices more inclusive, this publication puts forward several complementary approaches that policy-makers in the region may find useful.

1 STRENGTHEN LEGAL AND ADMINISTRATIVE MEASURES

Building on the CRPD, national legislation and administrative measures that protect and support persons with disabilities as they seek to find work can serve as a vital springboard for change. It is recommended that governments:

- a* Amend or nullify legal or administrative provisions that discriminate against persons with disabilities in areas of education, employment, accessibility and participation in political processes.
- b* Develop, adopt and enforce anti-discrimination legislation that conforms to the principles of the CRPD, and makes it illegal to discriminate against people on the basis of disability in different contexts, including: employment; education; access to public buildings; the provision of goods and services, and political processes.

2 BUILD A MORE INCLUSIVE SOCIETY

By creating more accessible physical environments, public transport and knowledge, information and communication services, governments can facilitate opportunities for persons with disabilities to work, as well as society at large. It is recommended that governments:

- a* Develop and implement accessibility standards for the physical environment in line with universal design, including public buildings and transport services, to ensure that individuals with mobility disabilities are not denied employment opportunities.
- b* Promote and provide knowledge, information and communication services in accessible formats, in line with universal design, to meet the needs of persons with sensory, intellectual and psychosocial disabilities to apply for and retain a job.
- c* Foster greater social inclusion by establishing links with disabled persons' organizations, including groups of women with disabilities, and working to promote employment opportunities.

3 BOOST EDUCATION AND TRAINING OPPORTUNITIES FOR PERSONS WITH DISABILITIES

Education and training is vital for all individuals to develop their human capital, and to acquire skills and knowledge relevant to the labour market. Governments must therefore ensure that persons with disabilities are able to access education and training on an equal basis with others. It is recommended that governments:

- a* Make education systems more inclusive, both to make schools more accessible to children with disabilities, and to modify instruction to meet the needs of all children.
- b* Mainstream disability inclusion into technical vocational education and training (TVET) programmes, to support persons with disabilities to acquire knowledge and skills necessary to find and retain decent work.

4 SUPPORT PERSONS WITH DISABILITIES IN THE WORKPLACE

Governments can enhance the working experiences of persons with disabilities firstly by leading by example in terms of public sector employment practices, and secondly by establishing programmes and services that support persons with disabilities to do their jobs effectively. It is therefore recommended that governments:

- a* Promote flexible working arrangements to ensure that qualified, productive individuals are not unnecessarily prevented from doing certain jobs.
- b* Provide funding support and tax incentives to start ups and social enterprise initiatives that aim to hire persons with disabilities or address specific needs of persons with disabilities.
- c* Provide subsidies or tax incentives that support the inclusion of persons with disabilities in the workplace.
- d* Develop job coach accreditation and training standards and provide job coaching services to enable persons with disabilities to do their jobs effectively and productively.

5 BREAK DOWN ATTITUDINAL BARRIERS AND CHALLENGE DISCRIMINATION

Discriminatory attitudes towards persons with disabilities inform and produce other barriers to the full and equal participation of persons with disabilities in society, including in employment. For governments to better understand and challenge attitudinal barriers, it is essential to:

- a* Undertake research to examine the causes and manifestations of discriminatory attitudes towards persons with disabilities across society.
- b* Launch public awareness campaigns and programmes to promote the rights of persons with disabilities and to challenge discriminatory attitudes surrounding disability.
- c* Conduct disability awareness training such as Disability Equality Training for public employees at the national and local levels.

6 IMPROVE DATA COLLECTION ON DISABILITY AND EMPLOYMENT

Designing, monitoring and evaluating policies to promote decent work for persons with disabilities requires timely and high quality information. It is recommended that governments:

- a* Include the six core Washington Group questions on disability in labour force surveys so that reliable, internationally comparable indicators on employment and disability can be generated on a regular basis.
- b* Conduct disability-dedicated surveys to improve the quality of data and understanding on barriers to employment and in turn develop more responsive policies.
- c* Take a consistent approach to disability identification so that multiple data sources can be used in conjunction to get a more complete picture of the experiences of persons with disabilities.

7 SUPPORT DISABILITY-INCLUSIVE BUSINESS

Private employers can play an important role in developing policies and programmes to boost employment for persons with disabilities, as well as their own bottom line. It is recommended that governments:

- a* Introduce programmes to raise awareness among private employers of the business case for hiring persons with disabilities.
- b* Support employers' organizations and networks to share inclusion practices and build their capacities to harness the potential of employees with disabilities.

Part 2

Part 2 provides disability snapshots of 58 Governments from the five ESCAP subregions. Each subregional analysis starts with the subregional overview and is followed by the country or area snapshots. The subregional overview contains data on selected demographic and socioeconomic indicators, while the snapshots summarize the disability profile of a country or area.

The data in Part 2 is based on government submissions to the 2015 ESCAP Disability Survey, official government reports or publications available online and estimations done by United Nations agencies or other international organizations. The disability profile and employment-specific data in country/area snapshots are drawn where possible from the latest data collections by national statistical offices. For some countries/areas, the distribution by type of disability may add up to over 100, since persons with more than one type of disability are counted in each of the corresponding categories.

EAST AND NORTH-EAST ASIA

DEMOGRAPHIC INDICATORS

	TOTAL POPULATION (THOUSANDS)			AGE COMPOSITION (%)								
	2015	2030	2050	IN 2015			IN 2030			IN 2050		
				<15	15-64	65+	<15	15-64	65+	<15	15-64	65+
China	1,376,049	1,415,545	1,348,056	17.2	73.2	9.6	14.8	68.0	17.2	13.5	58.9	27.6
Democratic People's Republic of Korea	25,155	26,701	26,907	21.2	69.3	9.5	19.6	68.3	12.1	17.1	64.8	18.1
Hong Kong, China	7,288	7,951	8,148	12.0	73.0	15.1	13.5	60.2	26.3	12.0	53.4	34.5
Japan	126,573	120,127	107,411	12.9	60.8	26.3	12.2	57.3	30.4	12.4	51.3	36.3
Macao, China	588	720	838	13.0	78.0	9.0	15.9	64.8	19.3	14.2	59.2	26.6
Mongolia	2,959	3,519	4,028	28.2	67.7	4.0	25.4	66.7	7.9	21.2	63.6	15.1
Republic of Korea	50,293	52,519	50,593	14.0	72.9	13.1	13.2	63.1	23.7	11.4	53.4	35.1

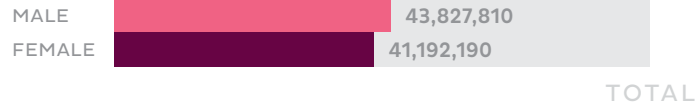
SOCIOECONOMIC INDICATORS

	HUMAN DEVELOPMENT INDEX		PPP-ADJUSTED PER CAPITA GNI (USD)	MALE LIFE EXPECTANCY AT BIRTH (YEARS)	FEMALE LIFE EXPECTANCY AT BIRTH (YEARS)	MALE HEALTH-ADJUSTED LIFE EXPECTANCY AT BIRTH (IN YEARS)	FEMALE HEALTH-ADJUSTED LIFE EXPECTANCY AT BIRTH (IN YEARS)
	VALUES	RANK					
	2013	2013					
China	0.719	91	13,130	74.0	77.0	65.5	70.4
Democratic People's Republic of Korea	...	...	...	66.3	73.3	60.3	64.4
Hong Kong, China	0.891	15	56,570	80.9	86.6	...	...
Japan	0.890	17	37,920	80.0	86.5	70.6	75.5
Macao, China	...	...	118,110	78.1	82.5	...	...
Mongolia	0.698	103	11,120	64.8	73.3	53.0	60.3
Republic of Korea	0.891	15	34,620	78.0	84.6	67.9	72.6

CHINA

PERSONS WITH DISABILITIES

85,020,000

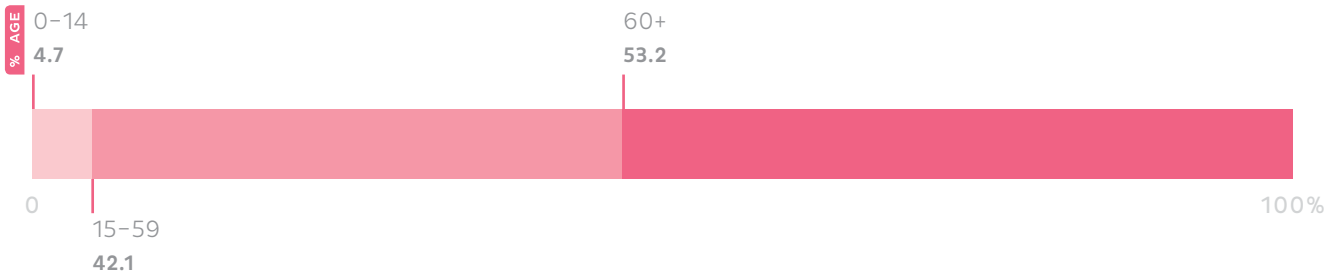


DISABILITY PREVALENCE (%)

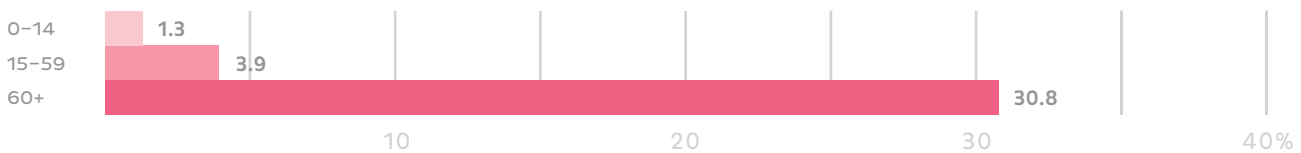
6.3



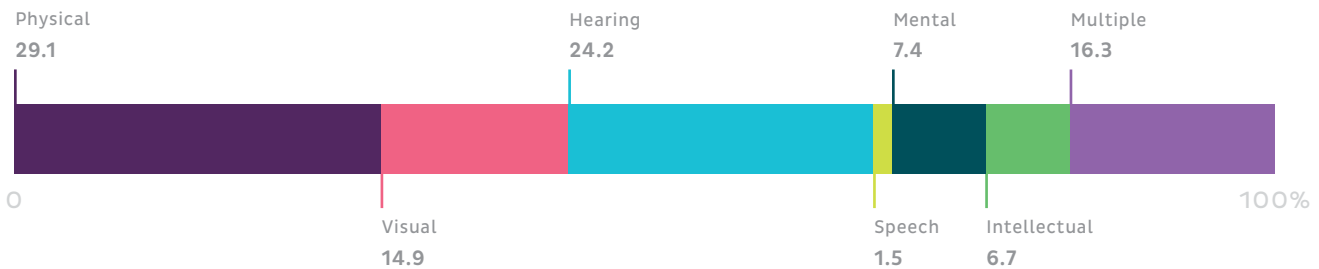
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

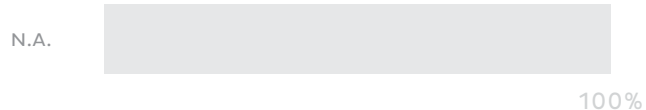


WITH DISABILITIES



UNEMPLOYMENT RATE (%)

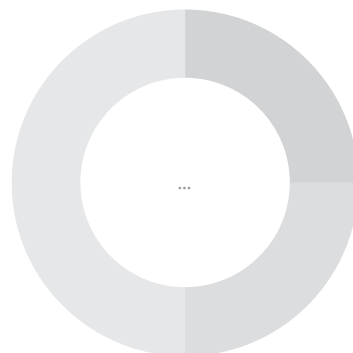
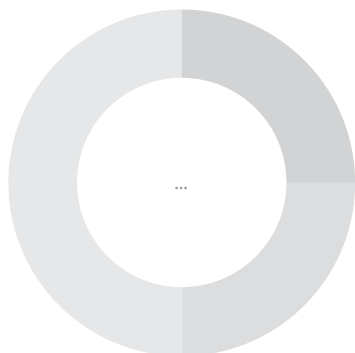
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

China Disabled Persons' Federation (CDPF)

CONTACT

Director General,
Department of International Affairs, CDPF,
186, Xizhimen Nanxiaojie, Xicheng District, Beijing, China

 <http://www.cdpf.org.cn/english/>

 weimengxin@cdpf.org.cn

gjb@cdpf.org.cn

DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA

PERSONS WITH DISABILITIES

1,962,480

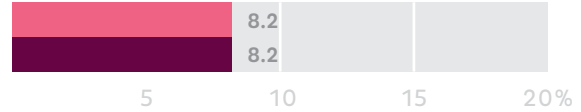
MALE N.A.
FEMALE N.A.

TOTAL

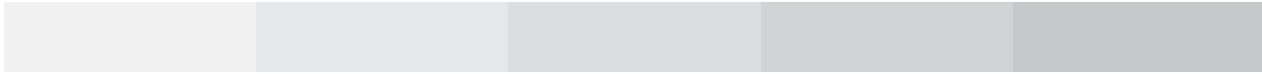
DISABILITY PREVALENCE (%)

8.2

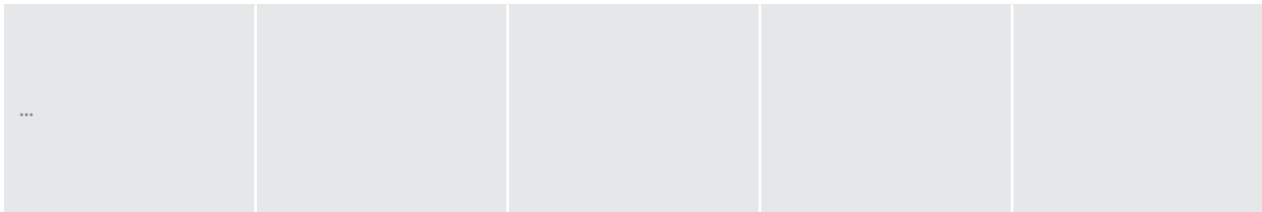
MALE
FEMALE



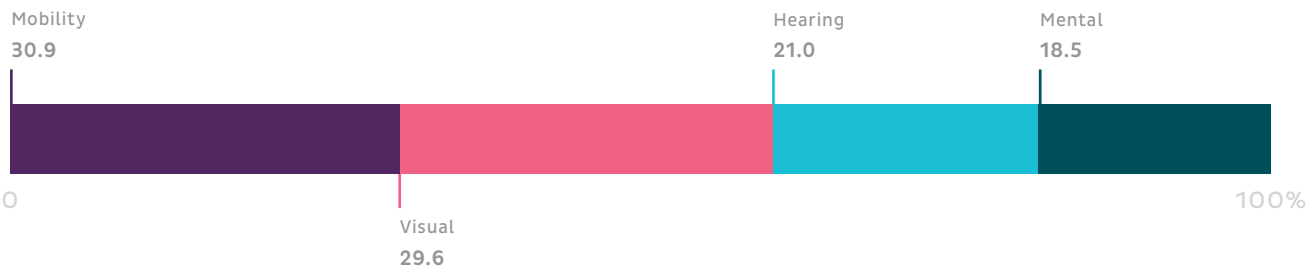
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

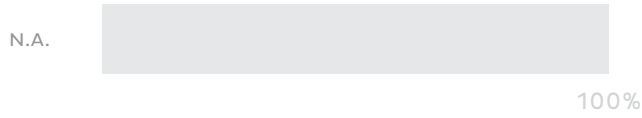


DISTRIBUTION BY TYPE OF DISABILITY (%)

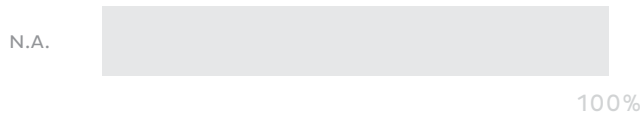


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

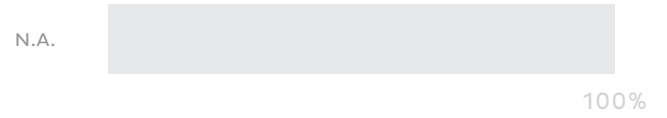


WITH DISABILITIES



UNEMPLOYMENT RATE (%)

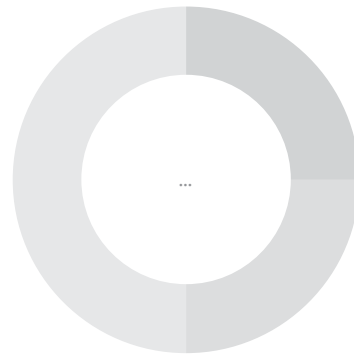
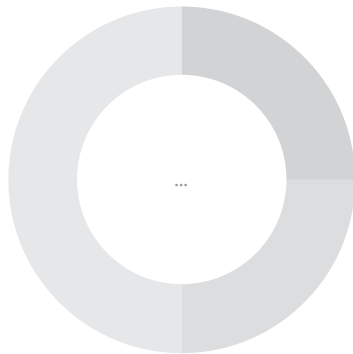
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Korean Federation for the Protection of the Disabled (KFPD)

CONTACT

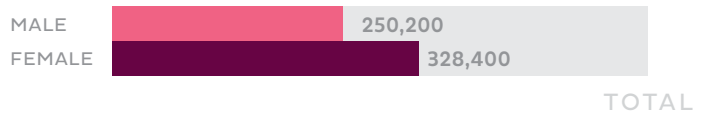
Secretary General. KFPD
Ministry of Public Health, Pyongyang

 prkembth@gmail.com

HONG KONG, CHINA

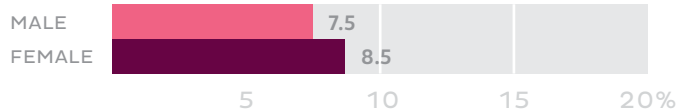
PERSONS WITH DISABILITIES

578,600

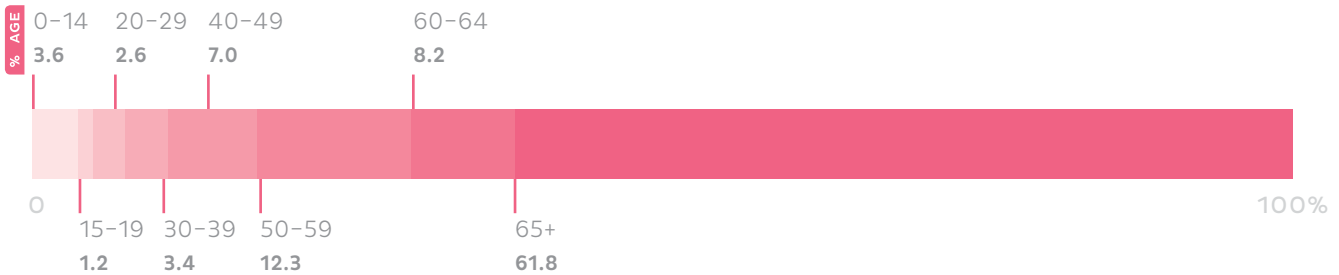


DISABILITY PREVALENCE (%)

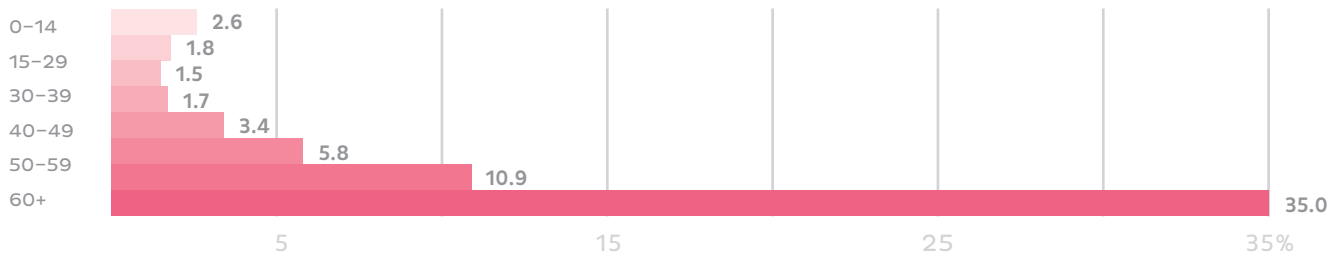
8.1



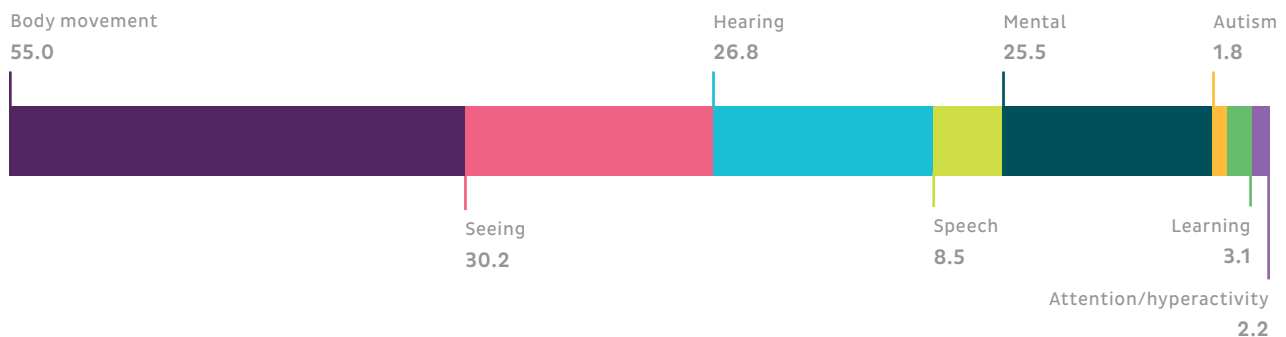
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY² (%)



DISTRIBUTION BY TYPE OF DISABILITY* (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES



WITH DISABILITIES



UNEMPLOYMENT RATE (%)

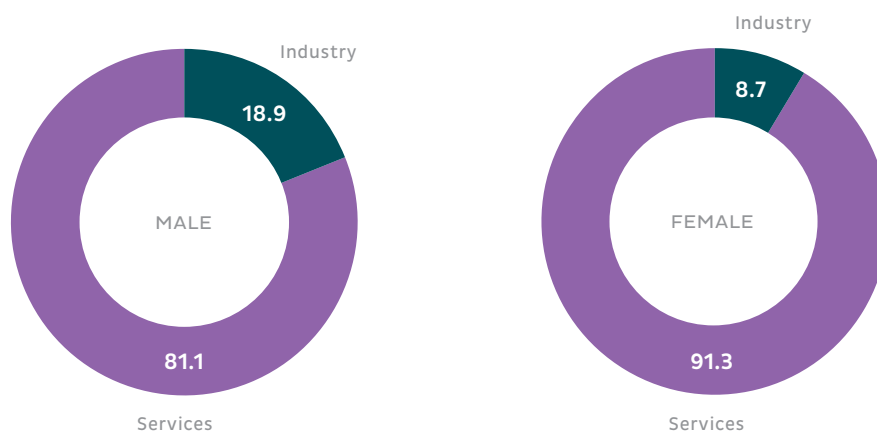
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)





GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Labour and Welfare Bureau/Office of the Commissioner for Rehabilitation

CONTACT

Assistant Secretary for Labour and Welfare (Rehabilitation)
Labour and Welfare Bureau
Room 1103, 11/F, West Wing, Central Government Offices,
2 Tim Mei Avenue, Tamar, Hong Kong, China

 www.lwb.gov.hk/eng/home/index.htm

 fannynlcheung@lwb.gov.hk

*Persons with more than one type of disability are counted in each of the corresponding categories. Hence, the sum of various types of disability exceeds 100.

JAPAN

PERSONS WITH DISABILITIES

5,111,600

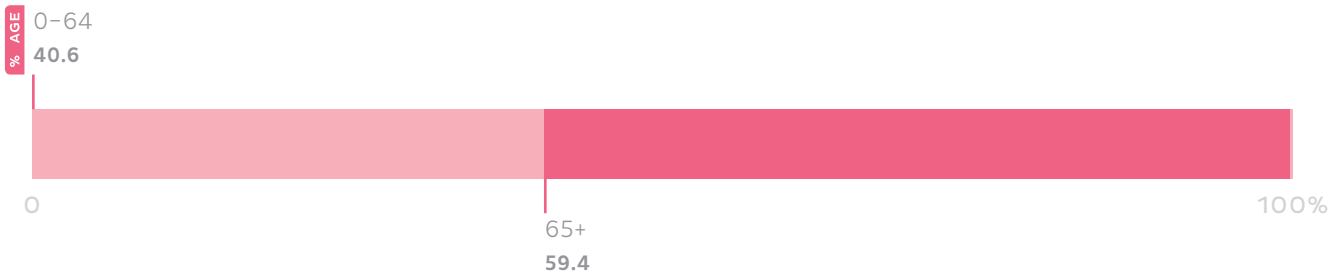
MALE 2,583,100
FEMALE 2,502,900

DISABILITY PREVALENCE (%)

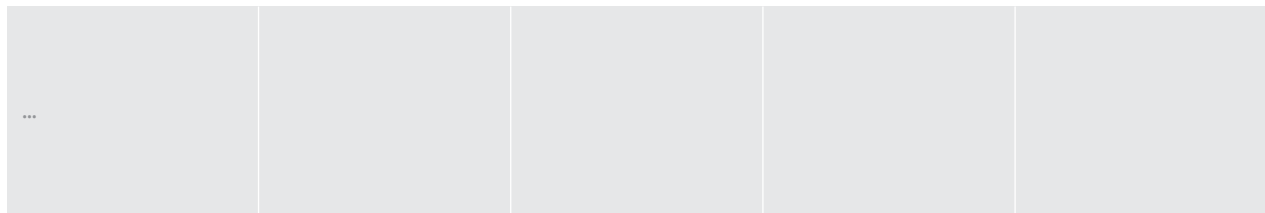
6.2

MALE ...
FEMALE ...

DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES



WITH DISABILITIES

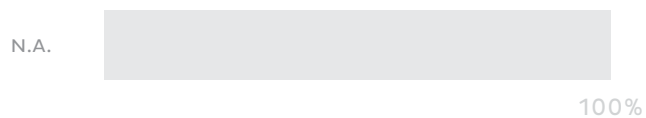


UNEMPLOYMENT RATE (%)

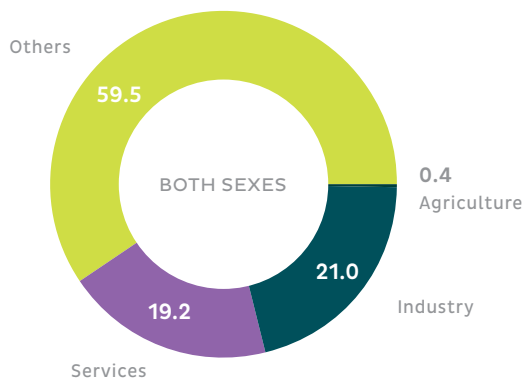
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Cabinet Office/Director General for Policy on Cohesive Society/Director for Policy for Persons with Disabilities


CONTACT

1-6-1 Nagata-cho
Chiyoda-ku
Tokyo 100-8914
Japan

 www8.cao.go.jp/shougai/index.html

 g.syougai.hourei@cao.go.jp

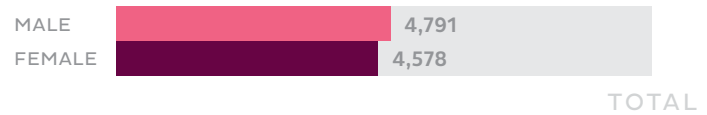
 komako.tanaka@cao.go.jp

 ayuko.oda@cao.go.jp

MACAO, CHINA

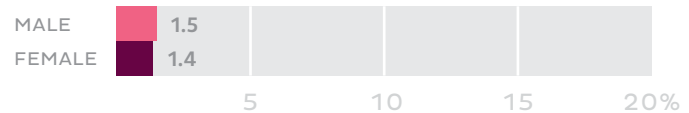
PERSONS WITH DISABILITIES

9,369

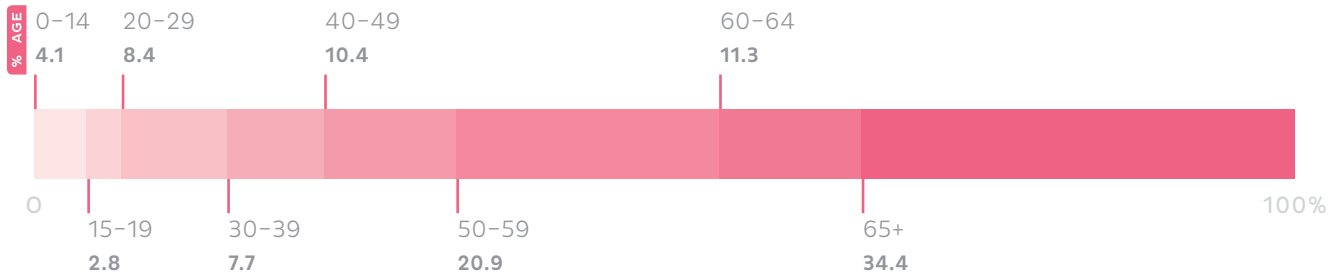


DISABILITY PREVALENCE (%)

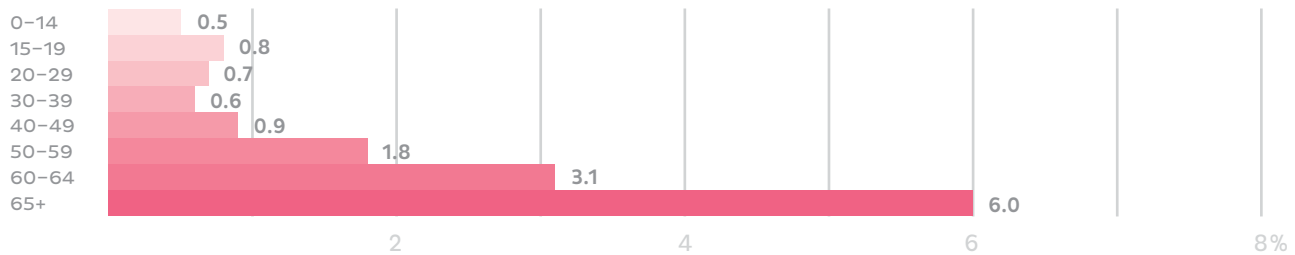
1.5



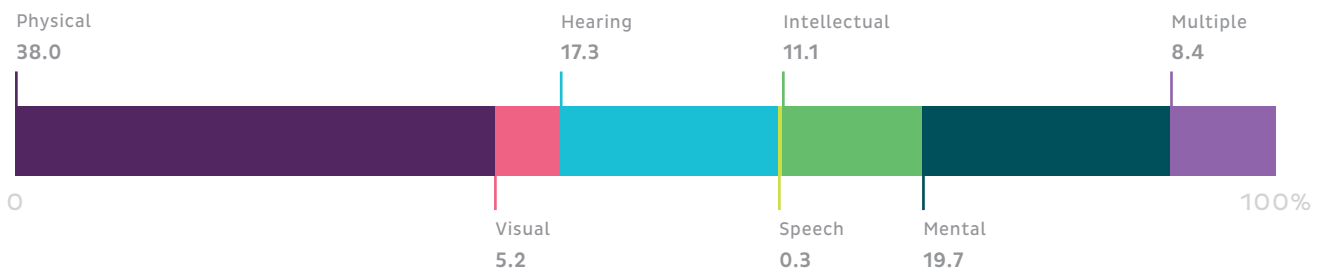
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

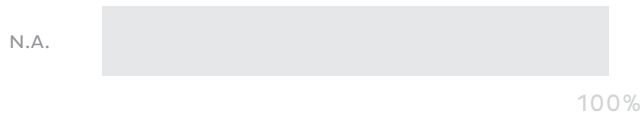


DISTRIBUTION BY TYPE OF DISABILITY (%)

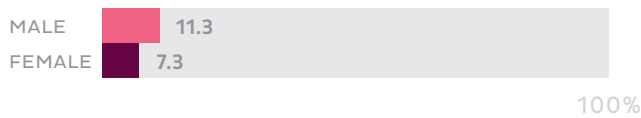


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

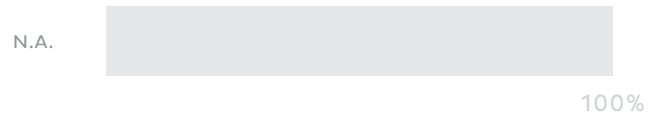


WITH DISABILITIES



UNEMPLOYMENT RATE (%)

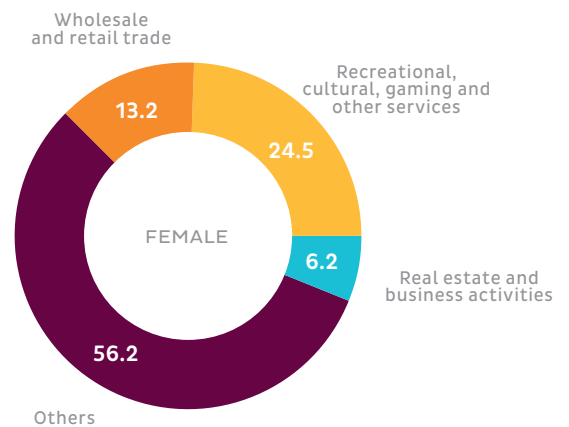
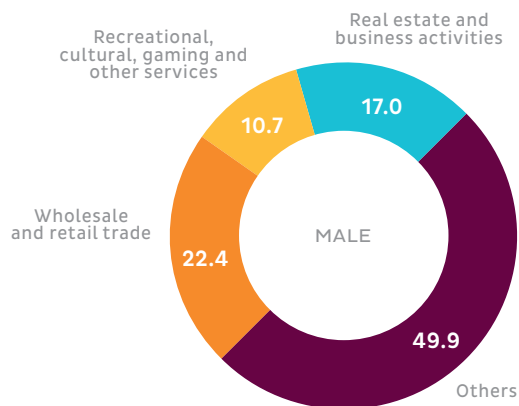
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Social Welfare Bureau

CONTACT

Director, Social Welfare Bureau

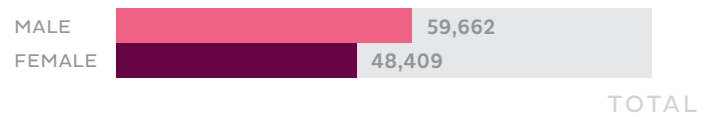
 <http://www.ias.gov.mo/en/>

 psec@ias.gov.mo

MONGOLIA

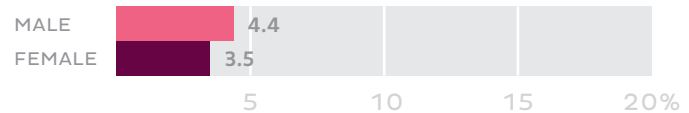
PERSONS WITH DISABILITIES

108,071

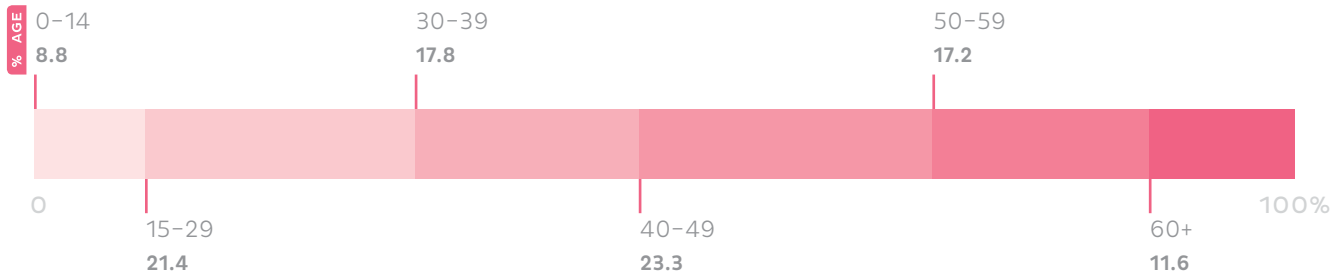


DISABILITY PREVALENCE (%)

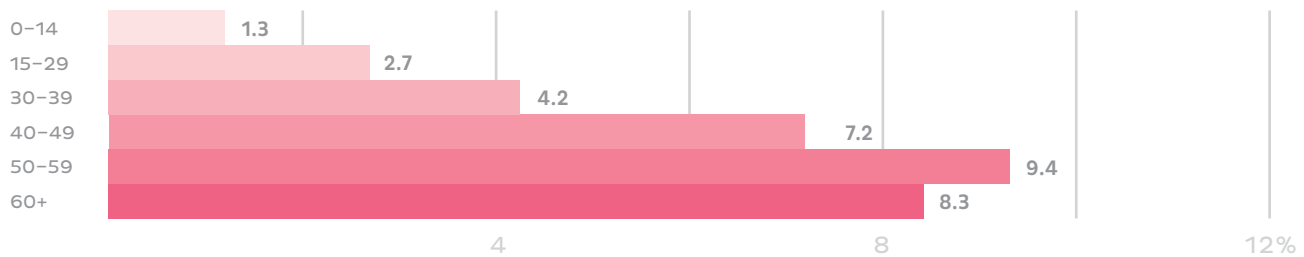
3.9



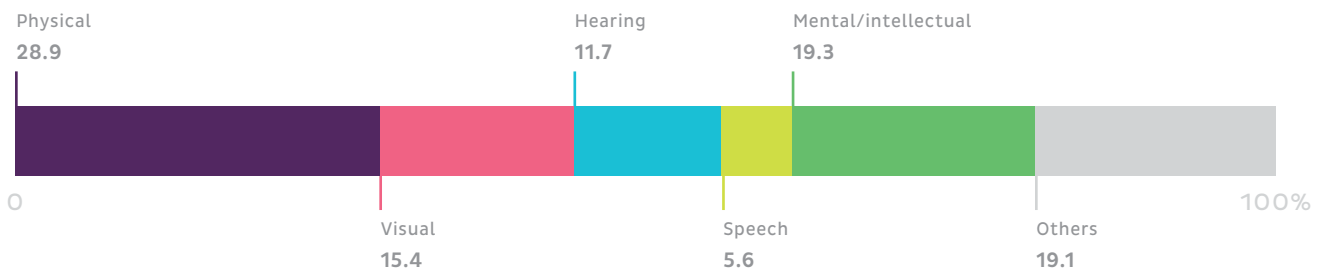
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY¹ (%)



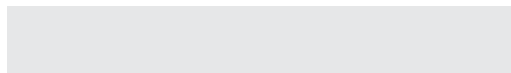
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

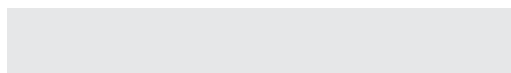
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

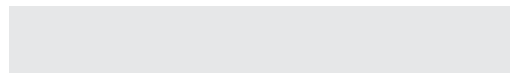
N.A.



UNEMPLOYMENT RATE (%)

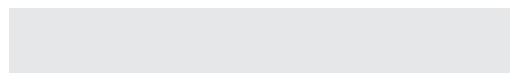
WITHOUT DISABILITIES

N.A.

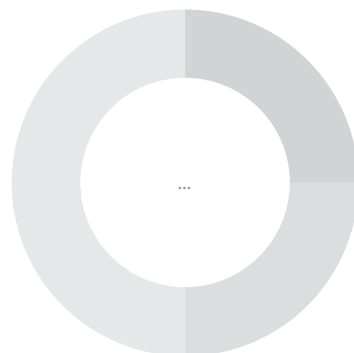
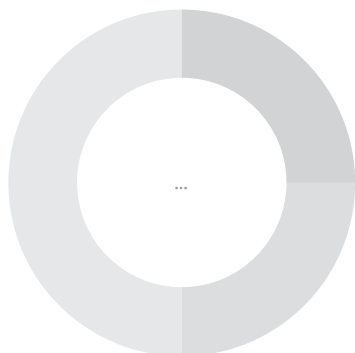


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Population Development and Social Protection/ Division for Development of Persons with Disabilities

CONTACT

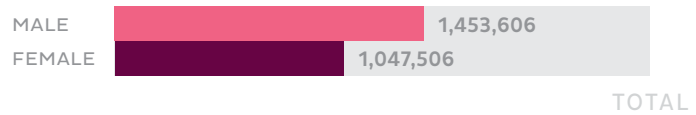
Director of the Division
Government Building-2, United Nations Str-5,
Ulaanbaatar 15160, Mongolia

✉ batdulam@mpdsp.gov.mn

REPUBLIC OF KOREA

PERSONS WITH DISABILITIES

2,501,112

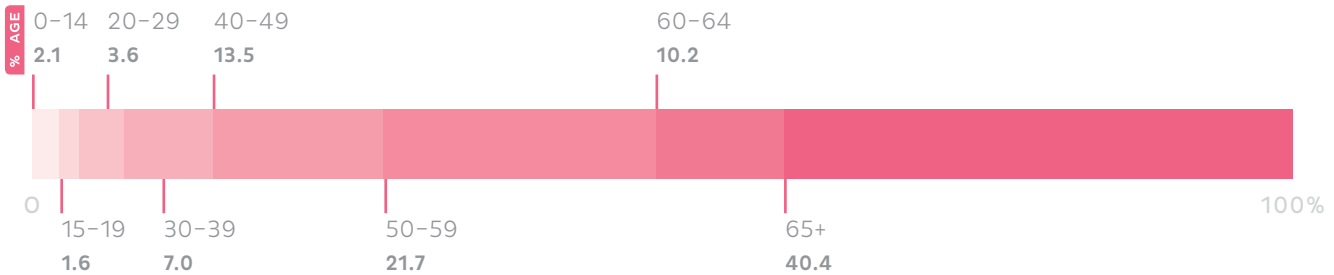


DISABILITY PREVALENCE (%)

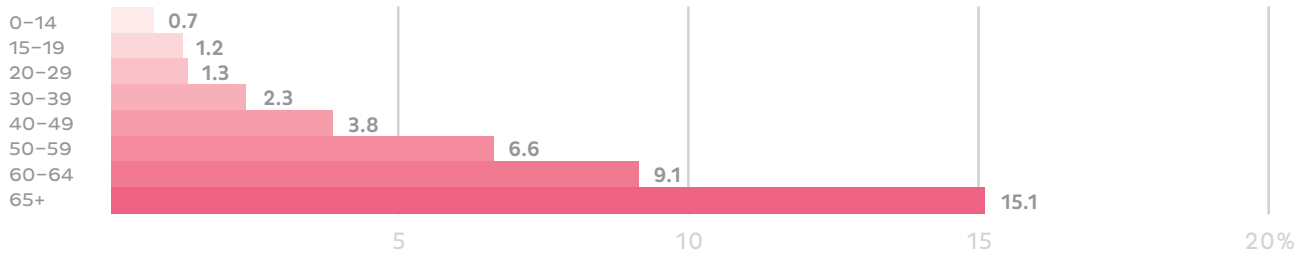
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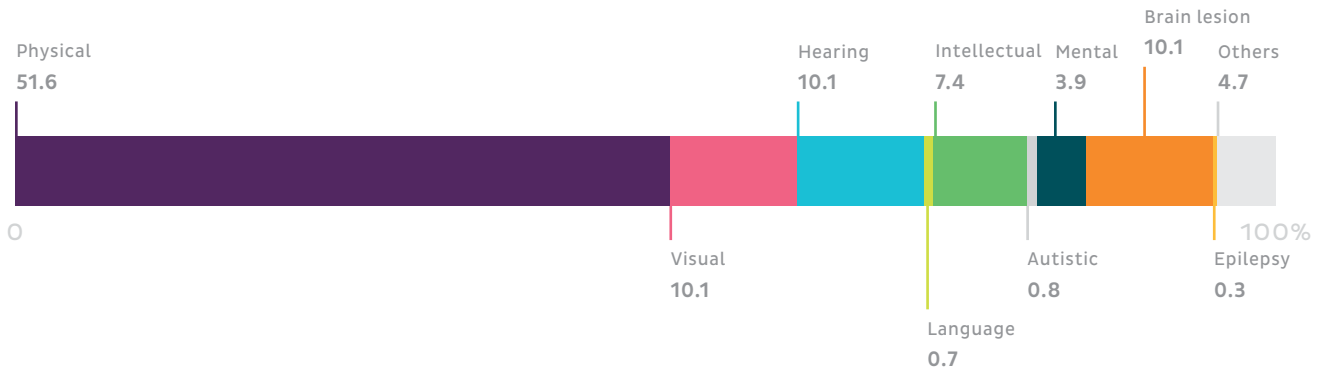
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

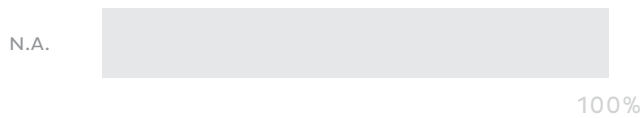


DISTRIBUTION BY TYPE OF DISABILITY (%)

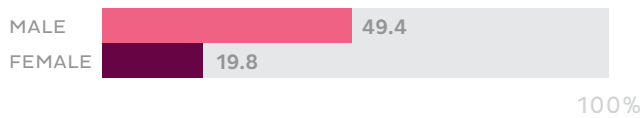


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

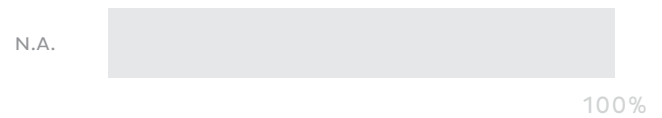


WITH DISABILITIES

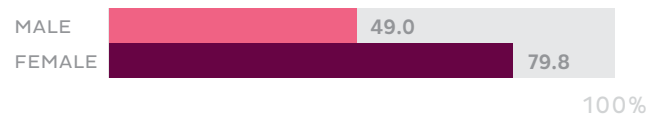


UNEMPLOYMENT RATE (%)

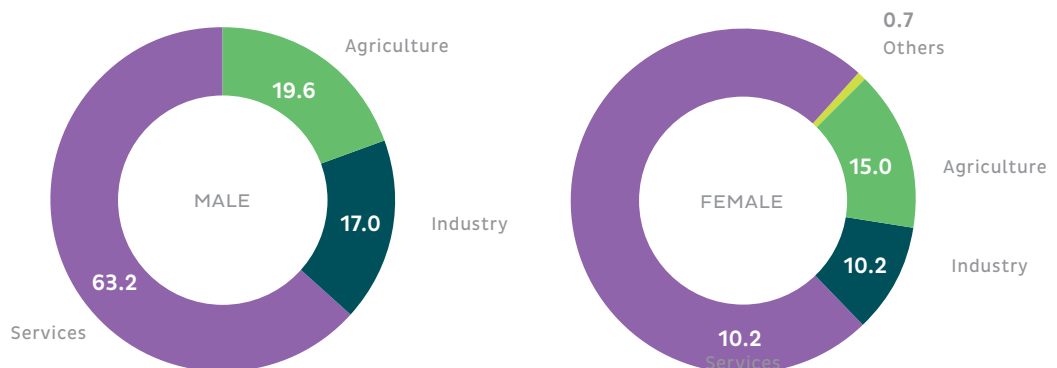
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Health and Welfare/Bureau of Policy for Persons with Disabilities

CONTACT

Director-General
Bureau of Policy for Persons with Disabilities
13, Doum 4-ro, Sejong-si, Republic of Korea, 339-012

 http://english.mw.go.kr/front_eng/index.jsp

 jkchoi21@gmail.com

NORTH AND CENTRAL ASIA

DEMOGRAPHIC INDICATORS

	TOTAL POPULATION (THOUSANDS)			AGE COMPOSITION (%)								
	2015	2030	2050	IN 2015			IN 2030			IN 2050		
				<15	15-64	65+	<15	15-64	65+	<15	15-64	65+
Armenia	3,018	2,993	2,729	18.4	70.8	10.8	16.2	65.1	18.7	14.4	61.5	24.1
Azerbaijan	9,754	10,727	10,963	21.9	72.5	5.6	20.8	66.7	12.5	18.6	64.5	16.9
Georgia	4,000	3,868	3,483	17.3	68.6	14.0	17.4	63.7	18.9	15.8	59.0	25.3
Kazakhstan	17,625	20,072	22,447	26.7	66.5	6.7	24.6	65.2	10.2	22.5	64.9	12.6
Kyrgyzstan	5,940	7,097	8,248	31.4	64.4	4.2	28.4	63.9	7.7	24.5	64.9	10.6
Russian Federation	143,457	138,652	128,599	16.8	69.9	13.4	17.3	63.9	18.8	17.7	61.4	20.9
Tajikistan	8,482	11,102	14,288	34.8	62.2	3.0	32.0	62.4	5.7	27.0	64.5	8.5
Turkmenistan	5,374	6,160	6,555	28.2	67.6	4.2	23.9	68.6	7.5	19.4	68.6	12.0
Uzbekistan	29,893	34,397	37,126	28.5	66.8	4.7	24.1	67.8	8.1	20.1	67.2	12.7

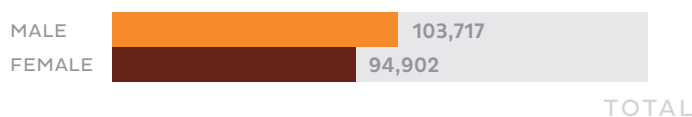
SOCIOECONOMIC INDICATORS

	HUMAN DEVELOPMENT INDEX		PPP-ADJUSTED PER CAPITA GNI (USD)	MALE LIFE EXPECTANCY AT BIRTH (YEARS)	FEMALE LIFE EXPECTANCY AT BIRTH (YEARS)	MALE HEALTH-ADJUSTED LIFE EXPECTANCY AT BIRTH (IN YEARS)	FEMALE HEALTH-ADJUSTED LIFE EXPECTANCY AT BIRTH (IN YEARS)
	VALUES	RANK					
	2013	2013					
Armenia	0.730	87	8,490	70.7	78.4	59.9	67.2
Azerbaijan	0.747	76	16,910	67.5	73.8	59.9	65.1
Georgia	0.744	79	7,510	70.9	78.1	59.3	66.9
Kazakhstan	0.757	70	21,580	64.3	73.9	53.9	62.4
Kyrgyzstan	0.628	125	3,220	66.4	74.3	54.1	61.4
Russian Federation	0.778	57	24,710	64.2	75.6	55.4	64.5
Tajikistan	0.607	133	2,660	65.9	72.8	56.5	61.0
Turkmenistan	0.698	103	14,520	61.3	69.7	57.1	63.0
Uzbekistan	0.661	116	5,840	64.9	71.6	57.1	61.7

ARMENIA

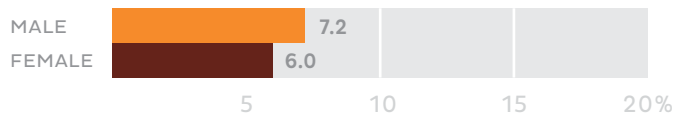
PERSONS WITH DISABILITIES

198,619



DISABILITY PREVALENCE (%)

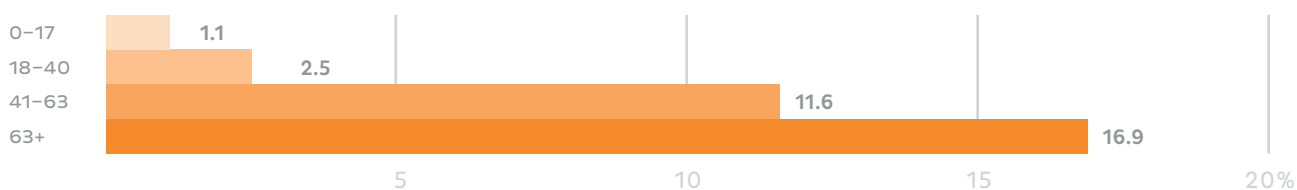
6.6



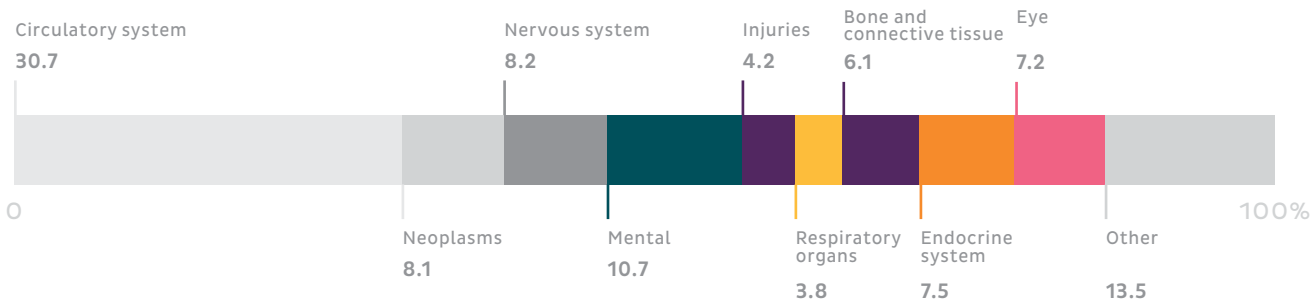
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

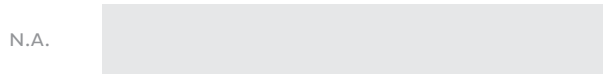


DISTRIBUTION BY TYPE OF DISABILITY (%)

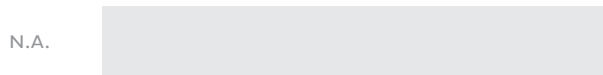


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

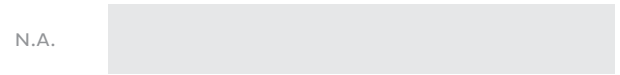


WITH DISABILITIES

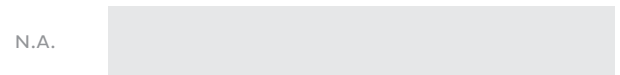


UNEMPLOYMENT RATE (%)

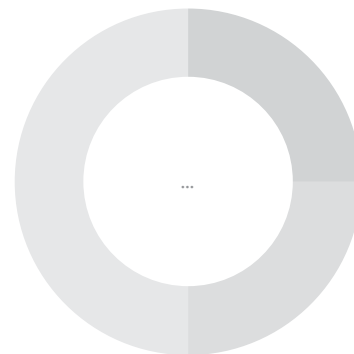
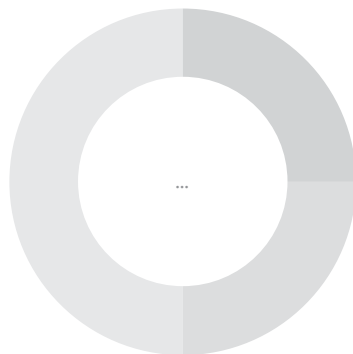
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour and Social Affairs

CONTACT

Disabled Issues Division of the Disabled and Elderly Issues
Department

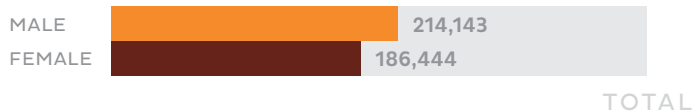
 www.mlsa.am

 anna.hakobyan@mlsa.am

AZERBAIJAN

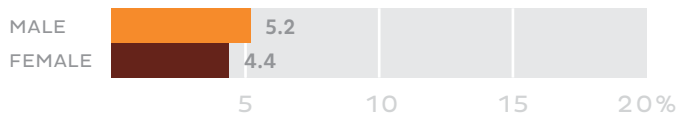
PERSONS WITH DISABILITIES

400,587



DISABILITY PREVALENCE¹ (%)

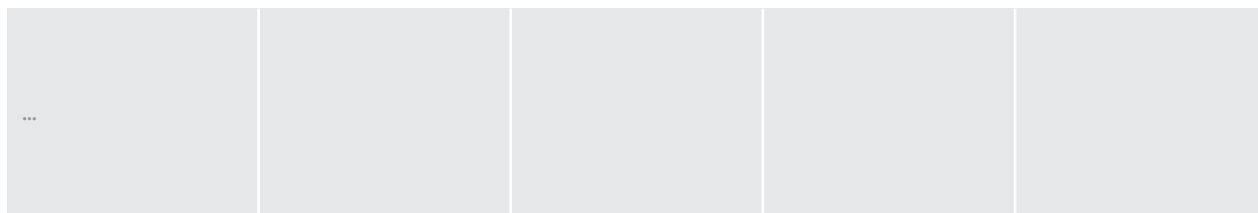
4.8



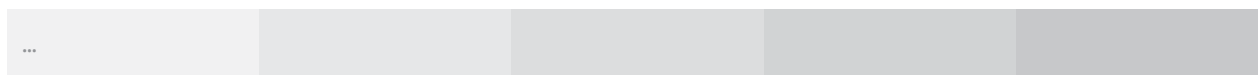
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

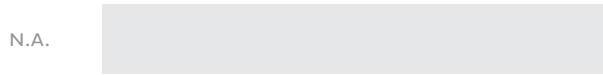


DISTRIBUTION BY TYPE OF DISABILITY (%)

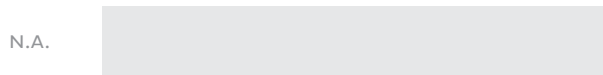


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

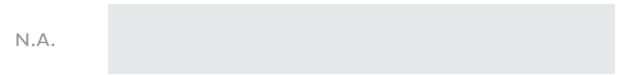


WITH DISABILITIES

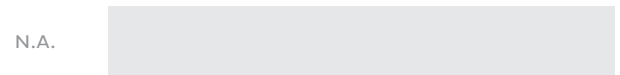


UNEMPLOYMENT RATE (%)

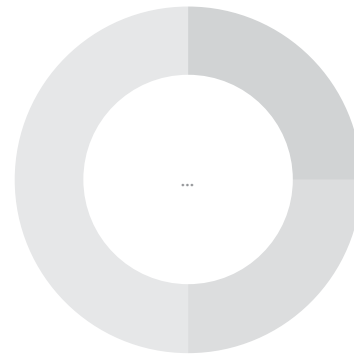
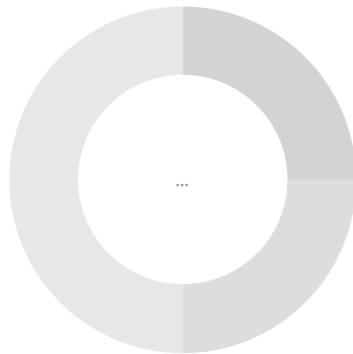
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour and Social Protection of Population/Department for Policy on Social Protection of Persons with Disabilities

CONTACT

85, Salatin Askerova Street, Baku, Azerbaijan

 www.mlsp.gov.az/en/

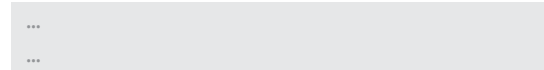
 mlsp@mlsp.gov.az

GEORGIA

PERSONS WITH DISABILITIES

137,806

MALE ...
FEMALE ...



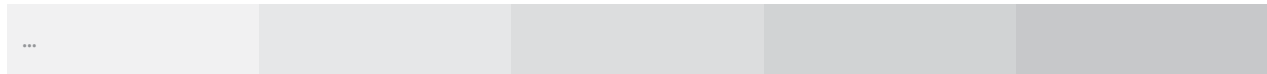
DISABILITY PREVALENCE (%)

3.2

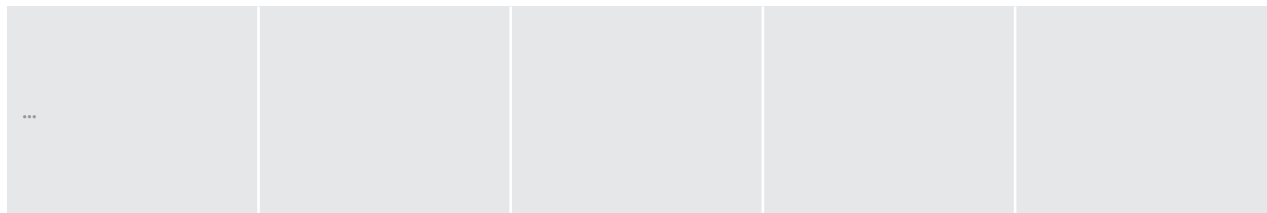
MALE ...
FEMALE ...



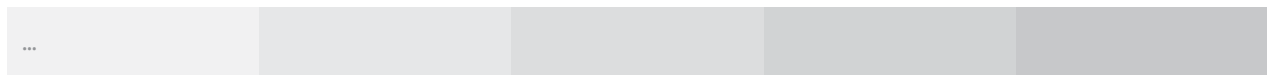
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

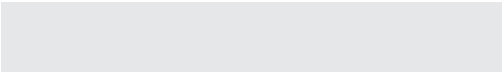


DISTRIBUTION BY TYPE OF DISABILITY (%)

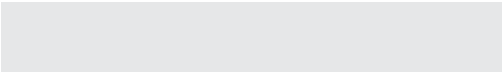


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

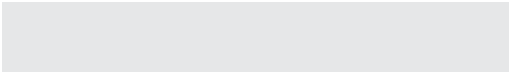
N.A. 

WITH DISABILITIES

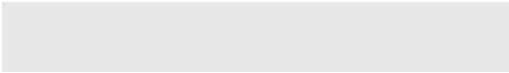
N.A. 

UNEMPLOYMENT RATE (%)

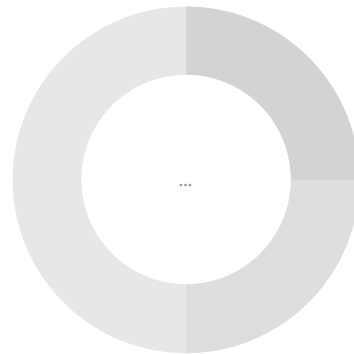
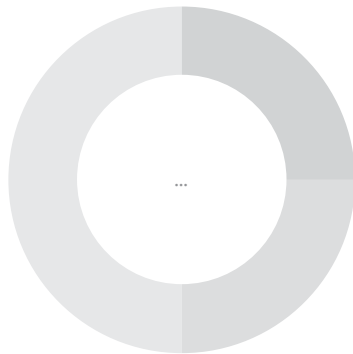
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour, Health and Social Affairs/Department of Social Protection

CONTACT

144, Ak. Tsereteli Ave., Tbilisi 0119
Georgia

 www.moh.gov.ge

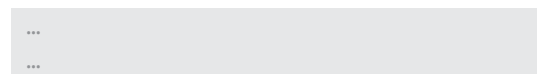
 info@moh.gov.ge

KAZAKHSTAN

PERSONS WITH DISABILITIES

560,000

MALE ...
FEMALE ...



DISABILITY PREVALENCE (%)

3.0

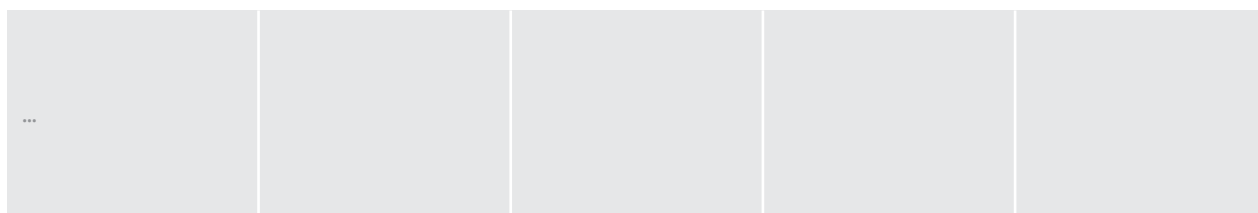
MALE ...
FEMALE ...



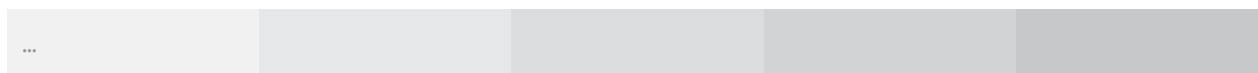
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



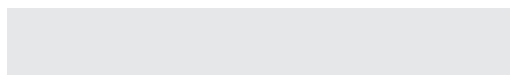
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

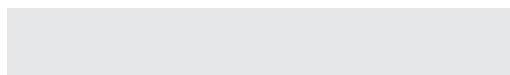
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

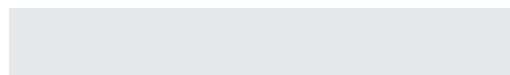
N.A.



UNEMPLOYMENT RATE (%)

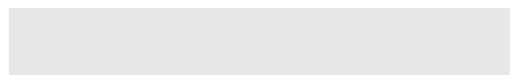
WITHOUT DISABILITIES

N.A.

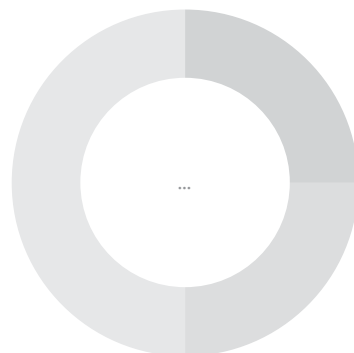
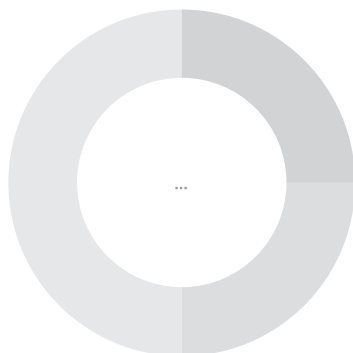


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)





GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour and Social Protection/Department of Social Assistance

CONTACT

Chief, Division of Rehabilitation of the Disabled
Persons and Coordination of Activities of Medical
and Social Organizations

 www.enbek.gov.kz/en/

 mintrud@enbek.kz

kvota@enbek.kz

KYRGYZSTAN

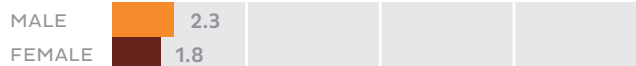
PERSONS WITH DISABILITIES

168,679

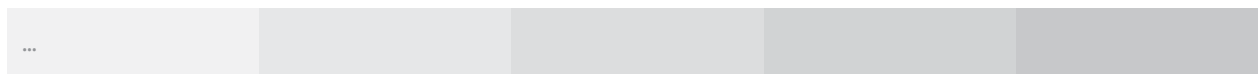


DISABILITY PREVALENCE (%)

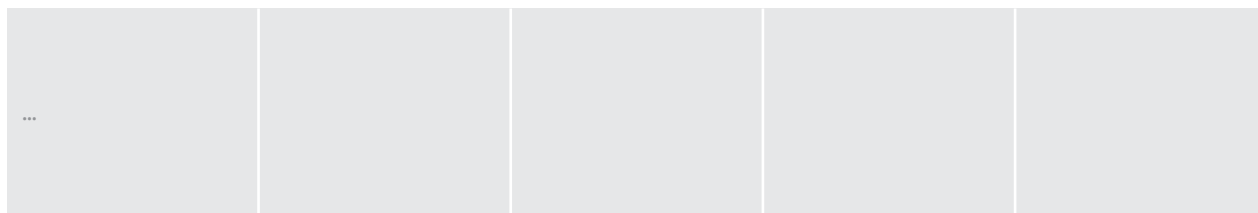
2.0



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

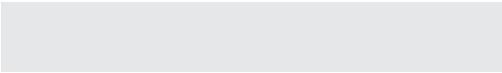


DISTRIBUTION BY TYPE OF DISABILITY (%)

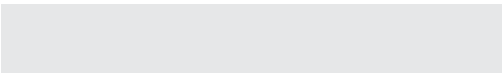


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

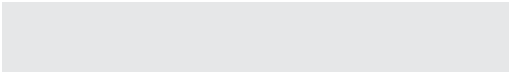
N.A. 

WITH DISABILITIES

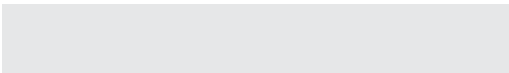
N.A. 

UNEMPLOYMENT RATE (%)

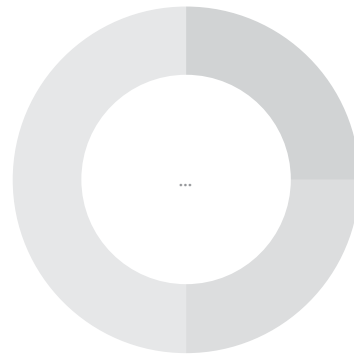
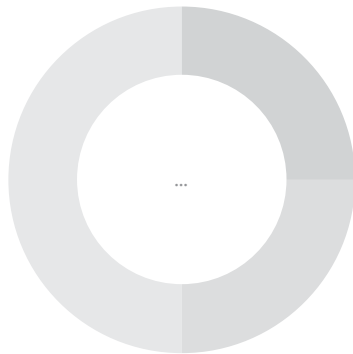
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Social Development

CONTACT

Deputy Minister, Ministry of Social Development
Tynystanova, 215, Bishkek, 720040
Kyrgyzstan

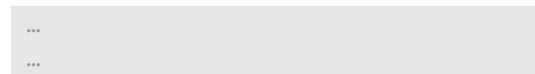
 mlsp@mlsp.kg; jpolotova@mail.ru

RUSSIAN FEDERATION

PERSONS WITH DISABILITIES

12,660,000

MALE ...
FEMALE ...



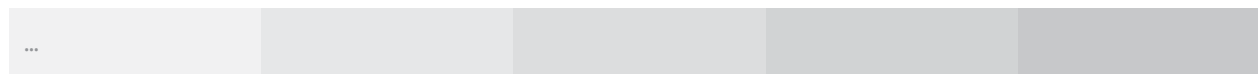
DISABILITY PREVALENCE (%)

9.0

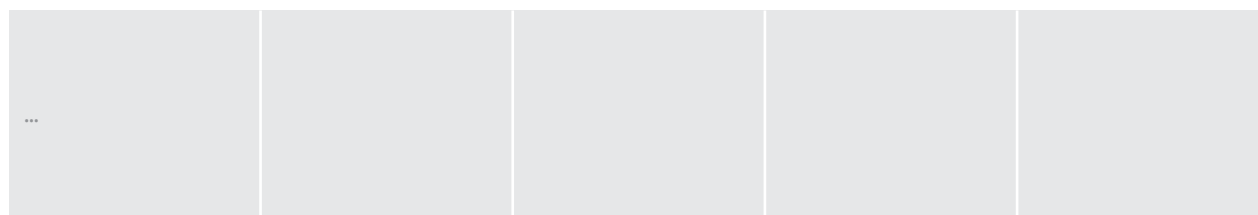
MALE ...
FEMALE ...



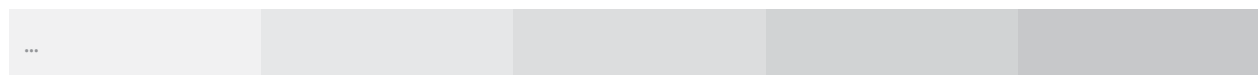
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

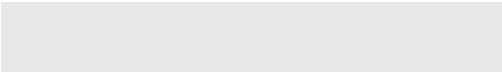


DISTRIBUTION BY TYPE OF DISABILITY (%)

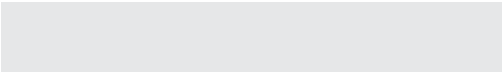


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

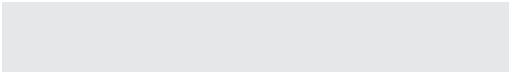
N.A. 

WITH DISABILITIES

N.A. 

UNEMPLOYMENT RATE (%)

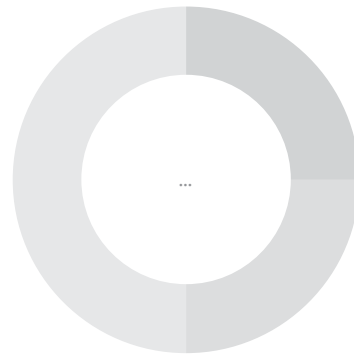
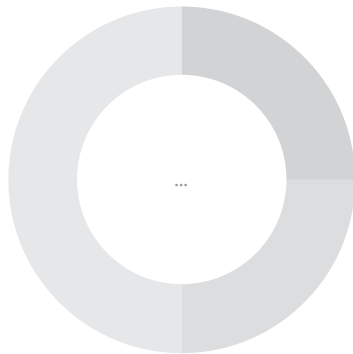
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour and Social Protection/Department for Persons with Disabilities

CONTACT

Deputy Director, Department of Disabled People's Affairs
21, Il'inka Street, Moscow 127994
Russia

 <http://www.rosmintrud.ru/eng/>

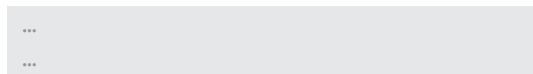
 GusenковаAV@rosmintrud.ru

TAJIKISTAN

PERSONS WITH DISABILITIES

161,341

MALE ...
FEMALE ...



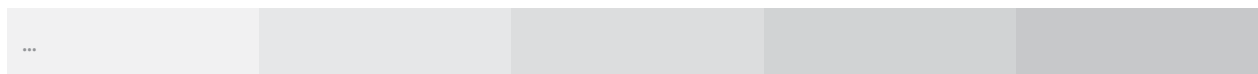
DISABILITY PREVALENCE (%)

2.1

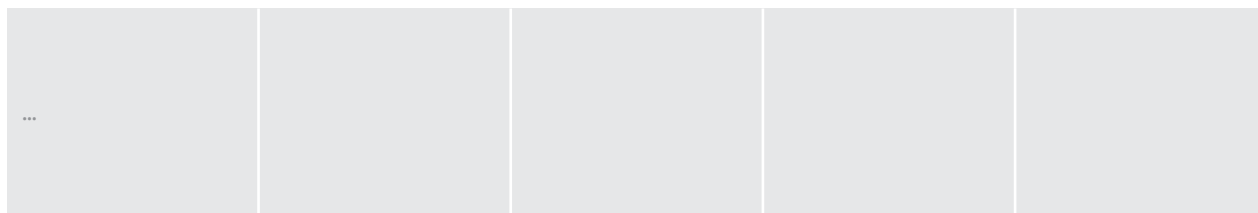
MALE ...
FEMALE ...



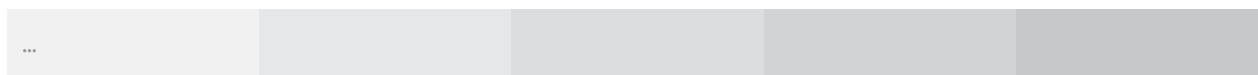
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

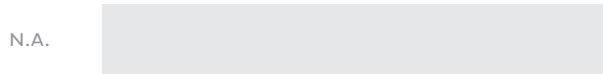


DISTRIBUTION BY TYPE OF DISABILITY (%)

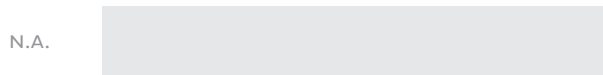


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

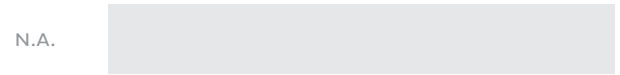


WITH DISABILITIES

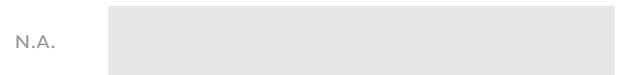


UNEMPLOYMENT RATE (%)

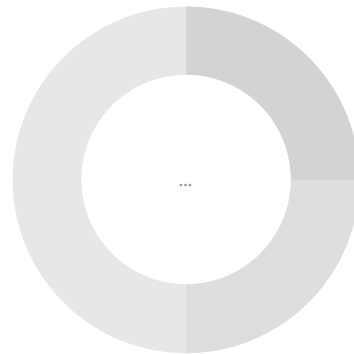
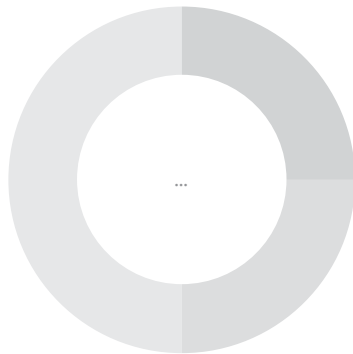
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour and Social Protection of Population/Department of Social Protection

CONTACT

5/2 Navoi Street, Dushanbe, 734026



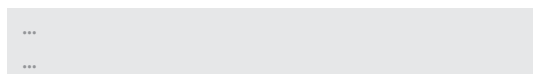
www.mehnat.tj/index.php/en/

TURKMENISTAN

PERSONS WITH DISABILITIES

12,082

MALE ...
FEMALE ...



DISABILITY PREVALENCE (%)

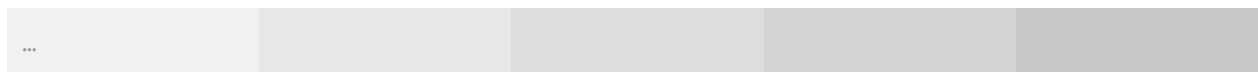
...

MALE ...
FEMALE ...



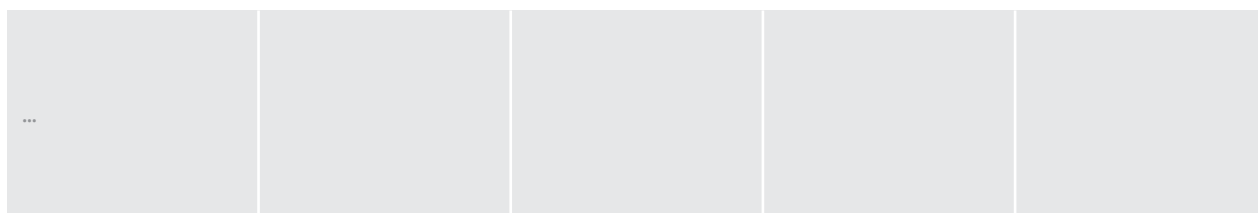
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)

...



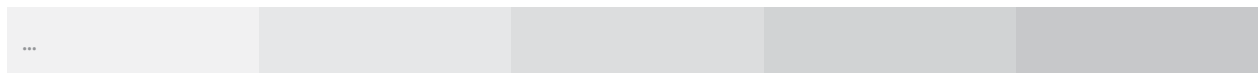
AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

...



DISTRIBUTION BY TYPE OF DISABILITY (%)

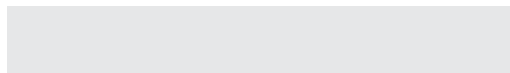
...



EMPLOYMENT- TO-POPULATION RATIO (%)

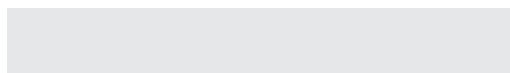
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

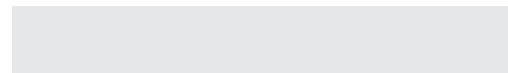
N.A.



UNEMPLOYMENT RATE (%)

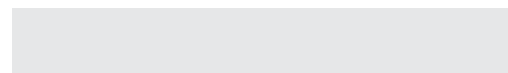
WITHOUT DISABILITIES

N.A.

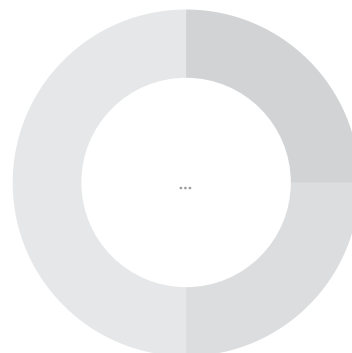
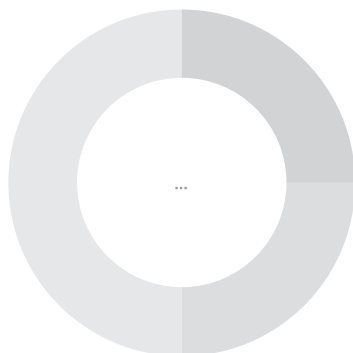


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour and Social Protection of Population

CONTACT

Building 156, Archabil Avenue, Ashgabat 744000
Turkmenistan

 http://mlsp.gov.tm/page_tdtum/start_en.html

 mlsp@online.tm

UZBEKISTAN

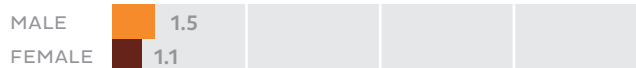
PERSONS WITH DISABILITIES

327,199



DISABILITY PREVALENCE (%)

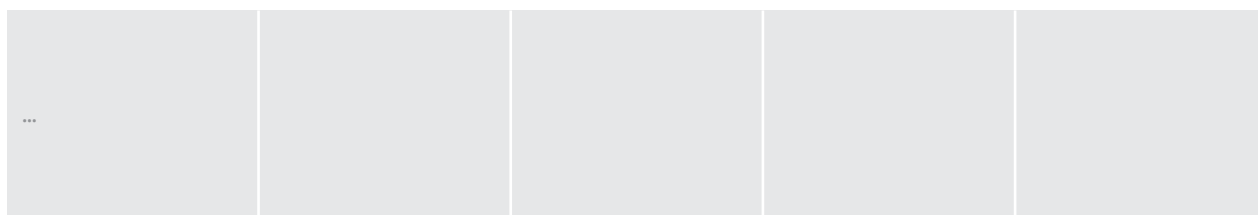
1.3



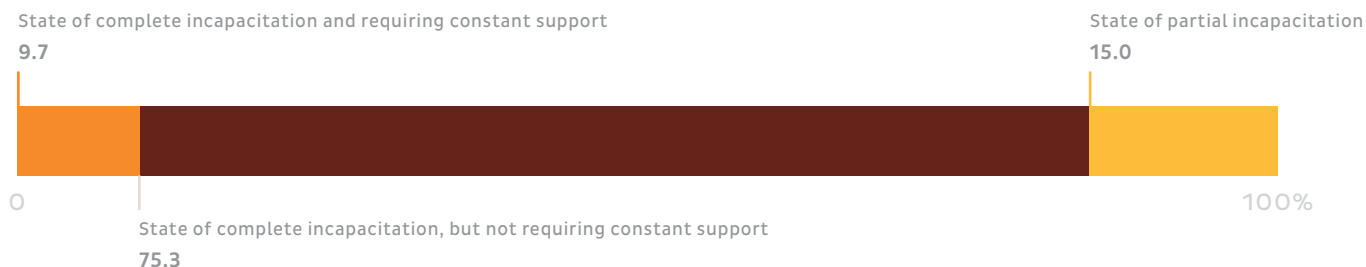
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



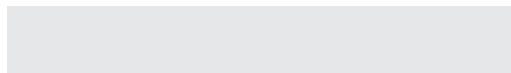
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

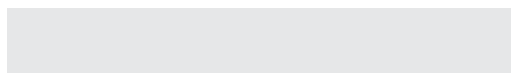
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

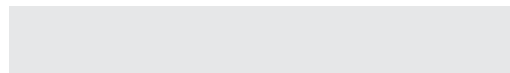
N.A.



UNEMPLOYMENT RATE (%)

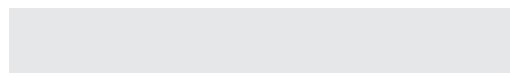
WITHOUT DISABILITIES

N.A.

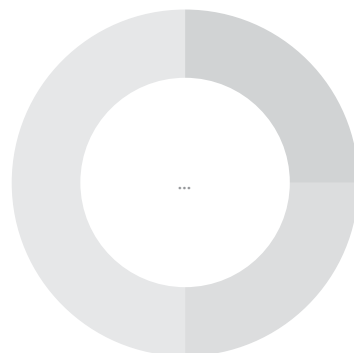
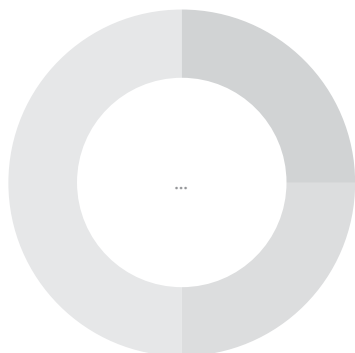


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour and Social Security/ Department of Monitoring and Analysis of Social Protection Measures

CONTACT

 www.mehnat.uz

 info@mehnat.uz

PACIFIC

DEMOGRAPHIC INDICATORS

	TOTAL POPULATION (THOUSANDS)			AGE COMPOSITION (%)								
	2015	2030	2050	IN 2015			IN 2030			IN 2050		
				<15	15-64	65+	<15	15-64	65+	<15	15-64	65+
American Samoa	56	57	57	...	...	...	...	...	...	...	...	...
Australia	23,969	28,482	33,496	18.7	66.3	15.0	18.6	62.0	19.4	17.2	60.3	22.5
Cook Islands	21	23	24	...	...	...	...	...	...	...	...	...
Fiji	892	940	924	28.7	65.4	5.8	24.7	65.3	10.0	21.0	64.2	14.7
French Polynesia	283	313	330	22.1	70.3	7.6	20.1	66.4	13.6	16.0	62.2	21.8
Guam	170	200	228	25.5	65.8	8.7	22.1	63.2	14.6	18.2	62.2	19.6
Kiribati	112	142	178	34.9	61.3	3.7	32.3	61.8	5.9	28.2	63.9	7.9
Marshall Islands	53	56	67	...	...	...	...	...	...	...	...	...
Micronesia (Federated States of)	104	118	129	34.1	61.6	4.4	30.8	62.5	6.7	23.3	69.2	7.4
Nauru	10	11	11	...	...	...	...	...	...	...	...	...
New Caledonia	263	311	363	22.2	67.6	10.2	19.9	66.1	14.1	17.2	63.6	19.2
New Zealand	4,529	5,103	5,607	20.2	64.9	14.9	18.1	60.7	21.2	16.7	59.2	24.1
Niue	2	2	2	...	...	...	...	...	...	...	...	...
Northern Mariana Islands	55	56	51	...	...	...	...	...	...	...	...	...
Palau	21	25	28	...	...	...	...	...	...	...	...	...
Papua New Guinea	7,619	10,057	13,240	37.1	59.8	3.0	32.4	63.5	4.1	27.5	65.8	6.6
Samoa	193	210	241	37.3	57.5	5.2	31.5	60.3	8.3	28.1	60.7	11.2
Solomon Islands	584	757	992	39.5	57.1	3.4	33.2	62.4	4.3	28.2	64.2	7.6
Tonga	106	121	140	36.8	57.4	5.9	30.8	61.9	7.3	27.5	62.4	10.1
Tuvalu	10	11	11	...	...	...	...	...	...	...	...	...
Vanuatu	265	354	476	36.5	59.3	4.2	31.6	62.2	6.2	26.4	63.7	9.8

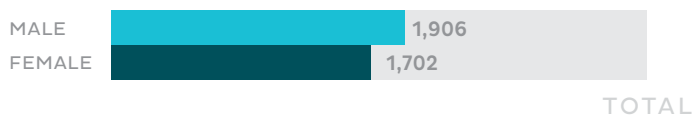
SOCIOECONOMIC INDICATORS

	HUMAN DEVELOPMENT INDEX		PPP-ADJUSTED PER CAPITA GNI (USD)	LIFE EXPECTANCY AT BIRTH (YEARS)		HEALTH-ADJUSTED LIFE EXPECTANCY AT BIRTH (IN YEARS)	
	VALUES	RANK		MALE	FEMALE	MALE HEALTH-ADJUSTED LIFE	FEMALE HEALTH-ADJUSTED LIFE
				2010-2015	2010-2015	2010-2015	2010-2015
American Samoa	...	...	...	...	...	...	...
Australia	0.933	2	42,880	79.9	84.3	68.4	71.8
Cook Islands	...	...	...	...	...	...	...
Fiji	0.724	88	8,030	66.9	72.9	57.1	59.0
French Polynesia	...	...	...	74.0	78.6	...	...
Guam	...	...	...	76.1	81.5	...	...
Kiribati	0.607	133	2,430	62.6	68.9	49.6	54.7
Marshall Islands	...	...	4,610	...	...	53.1	55.8
Micronesia (Federated States of)	0.630	124	3,680	68.0	69.9	55.2	58.6
Nauru	...	...	...	...	...	...	...
New Caledonia	...	...	...	73.6	79.3	...	...
New Zealand	0.910	7	33,760	79.7	83.4	67.7	70.7
Niue	...	...	...	...	...	...	...
Northern Mariana Islands	...	...	...	...	...	...	...
Palau	0.775	60	14,280	...	...	...	...
Papua New Guinea	0.491	157	2,510	60.3	64.5	49.6	51.5
Samoa	0.694	106	5,600	70.0	76.4	59.8	63.2
Solomon Islands	0.491	157	2,020	66.2	69.0	53.0	55.3
Tonga	0.705	100	5,310	69.7	75.6	58.9	63.2
Tuvalu	...	...	5,260	...	...	...	...
Vanuatu	0.616	131	2,860	69.6	73.6	54.3	57.4

AMERICAN SAMOA

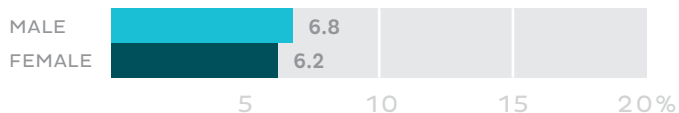
PERSONS WITH DISABILITIES

3,608

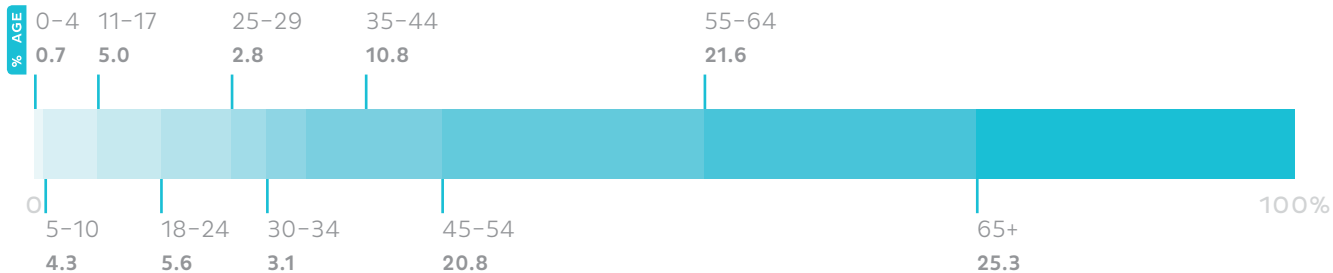


DISABILITY PREVALENCE¹ (%)

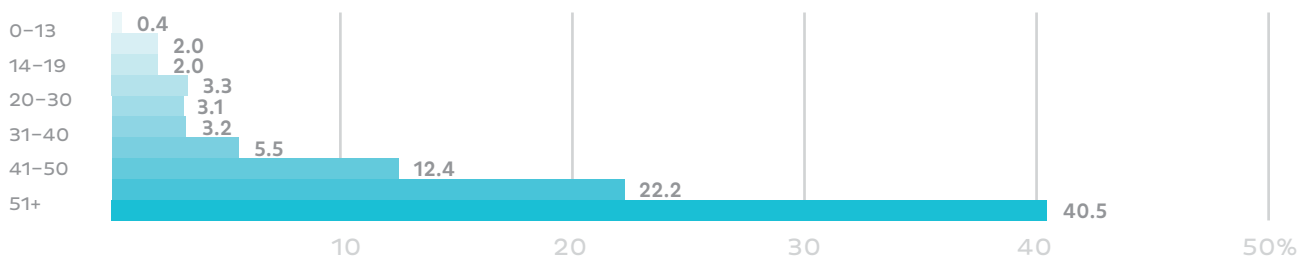
6.5



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)

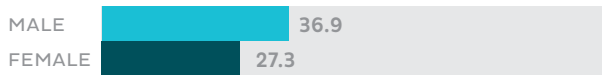


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

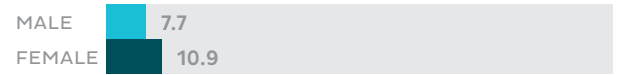


WITH DISABILITIES

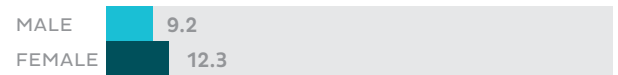


UNEMPLOYMENT RATE (%)

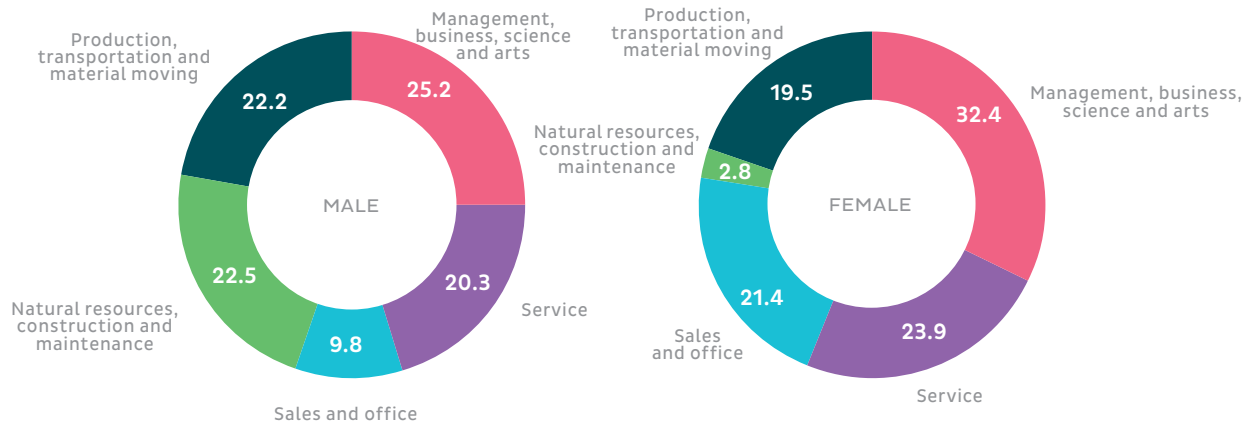
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Office of Protection & Advocacy for the Disabled (OPAD)

CONTACT

Director, Office of Protection & Advocacy
for the Disabled
PO Box 3937, 96799 Pago Pago
American Samoa US

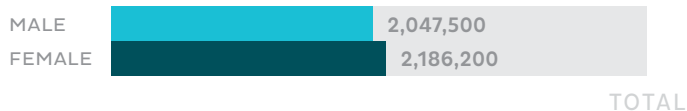
✉ pt_tauanuu@yahoo.com

🖱 [http://www.abledata.com/organizations/
american-samoa-office-protection-and-advocacy-disabled](http://www.abledata.com/organizations/american-samoa-office-protection-and-advocacy-disabled)

AUSTRALIA

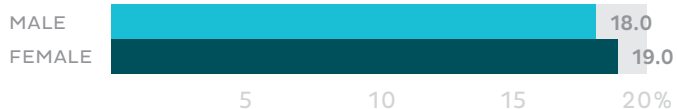
PERSONS WITH DISABILITIES

4,234,200

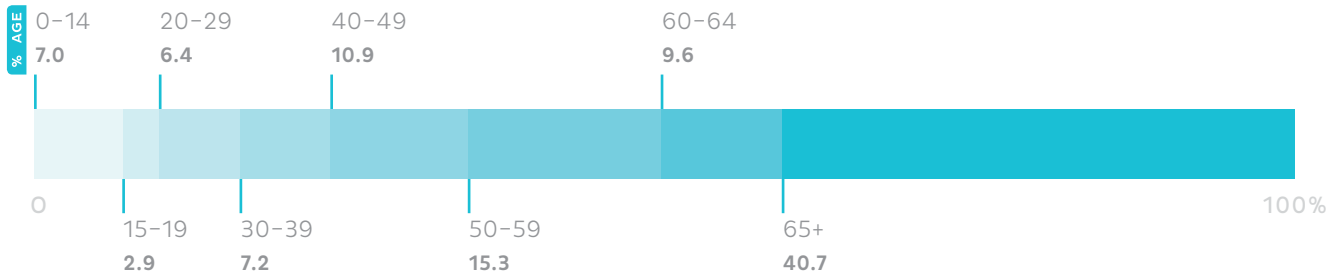


DISABILITY PREVALENCE (%)

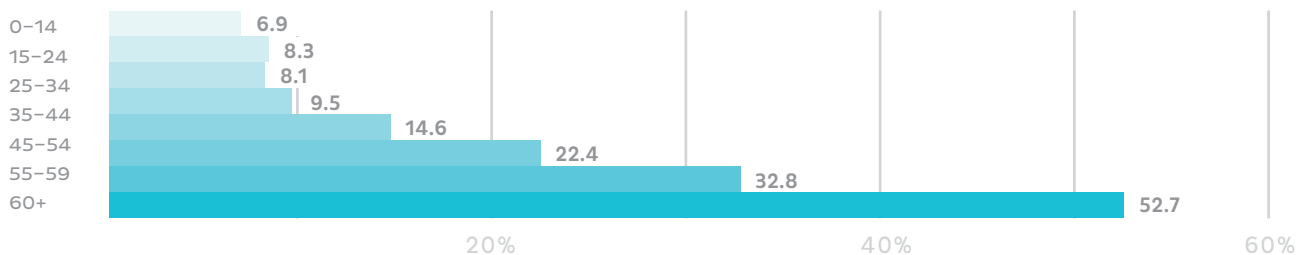
18.5



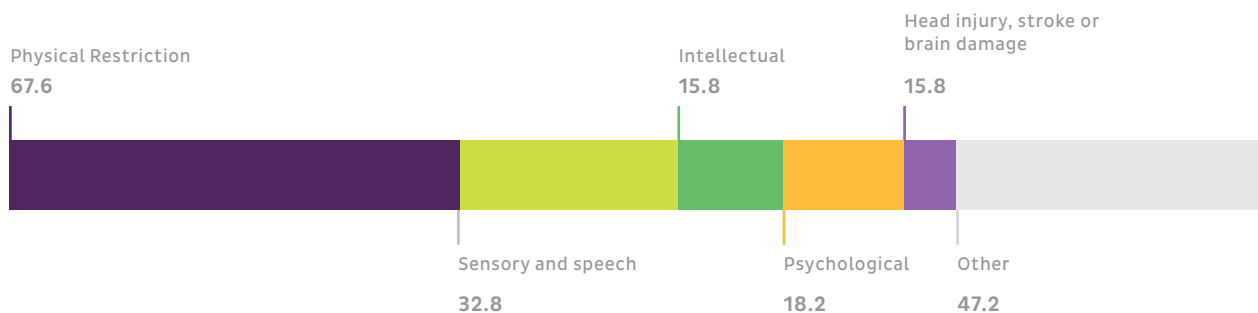
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY* (%)

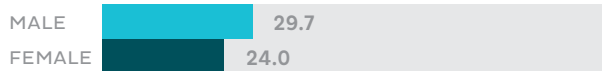


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

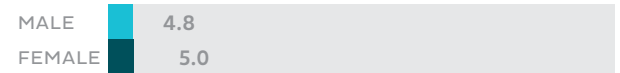


WITH DISABILITIES

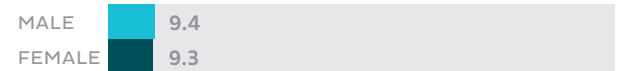


UNEMPLOYMENT RATE (%)

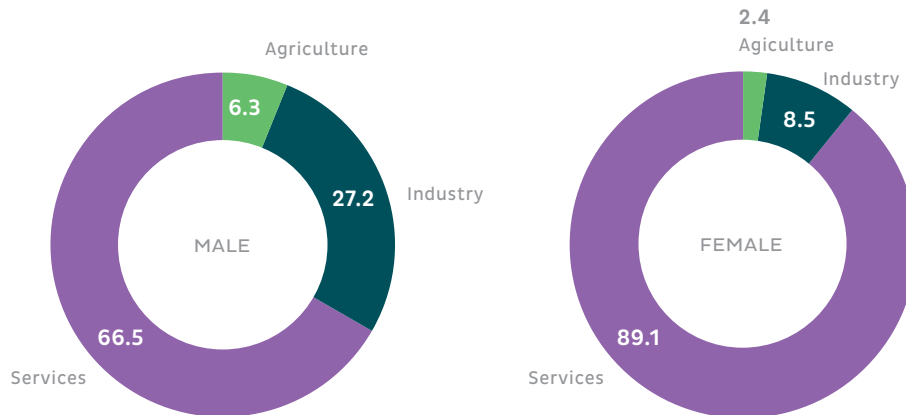
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Department of Social Services/Disability, Employment & Carers Group

CONTACT

Group Manager
PO Box 7576, Canberra ACT 2610
Australia

 <https://www.dss.gov.au/>

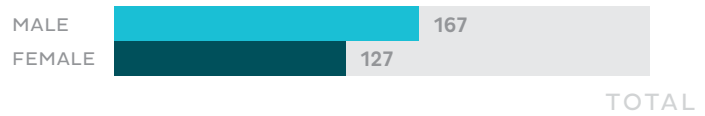
 James.Christian@dss.gov.au

*Persons with more than one type of disability are counted in each of the corresponding categories. Hence, the sum of various types of disability exceeds 100.

COOK ISLANDS

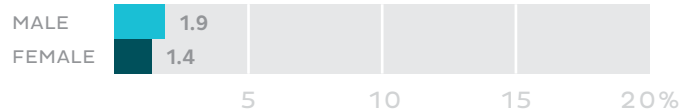
PERSONS WITH DISABILITIES

294

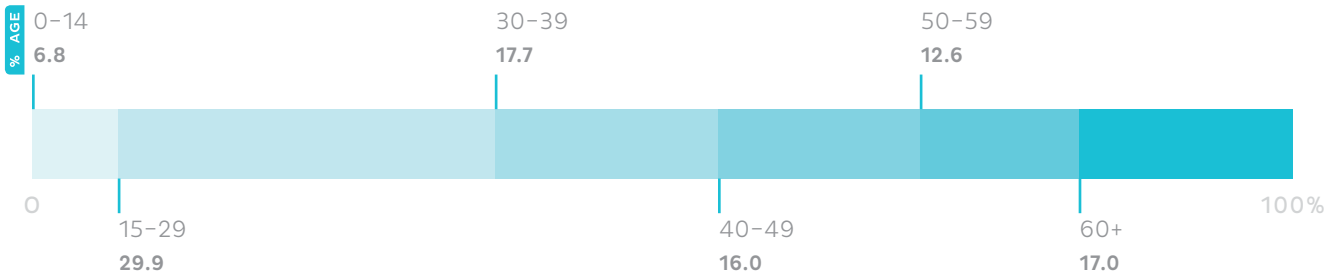


DISABILITY PREVALENCE (%)

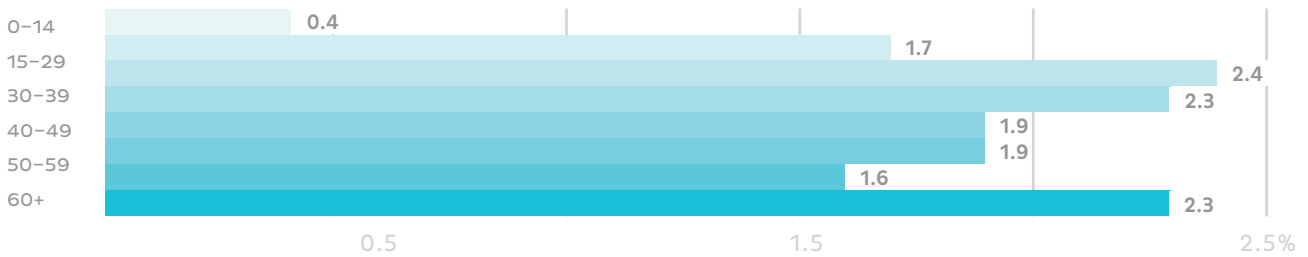
1.7



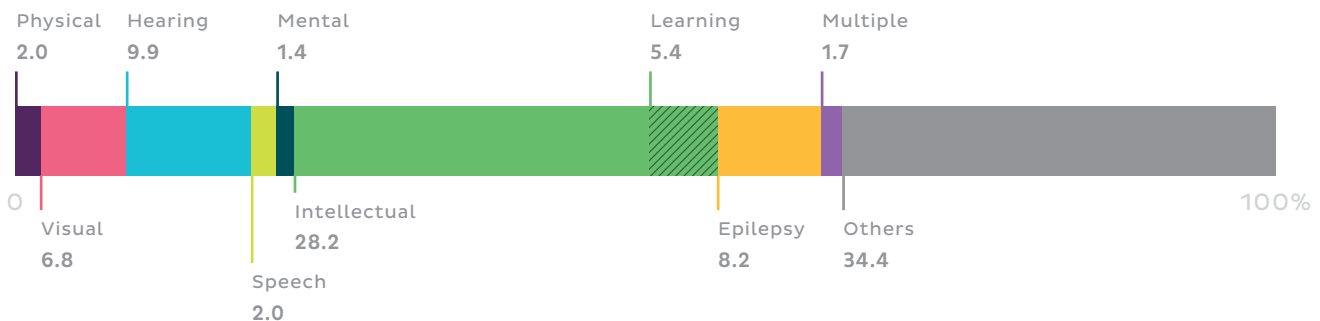
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

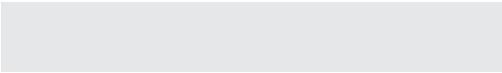


DISTRIBUTION BY TYPE OF DISABILITY (%)

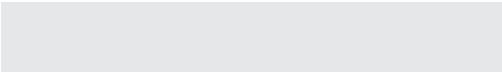


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

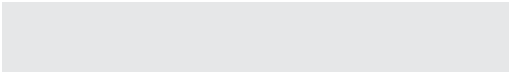
N.A. 

WITH DISABILITIES

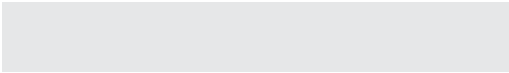
N.A. 

UNEMPLOYMENT RATE (%)

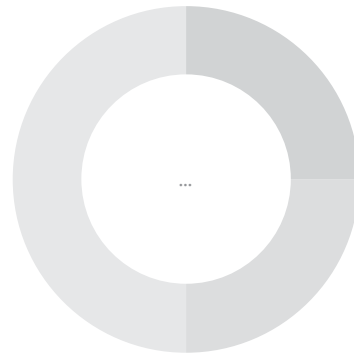
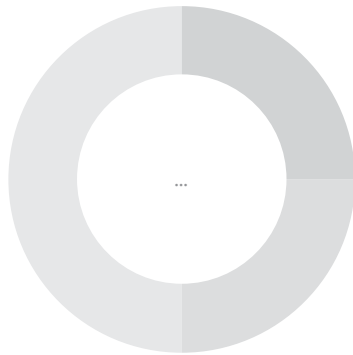
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Internal Affairs/ Disability Division

CONTACT

Director for Disability Issues
Ministry of Internal Affairs
PO Box 98, Avarua, Rarotonga
Cook Islands

 www.intaff.gov.ck

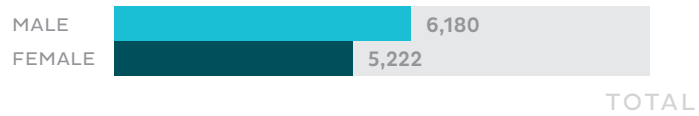
 internalaffairs@cookislands.gov.ck

 nono@intaff.gov.ck

FIJI

PERSONS WITH DISABILITIES

11,402

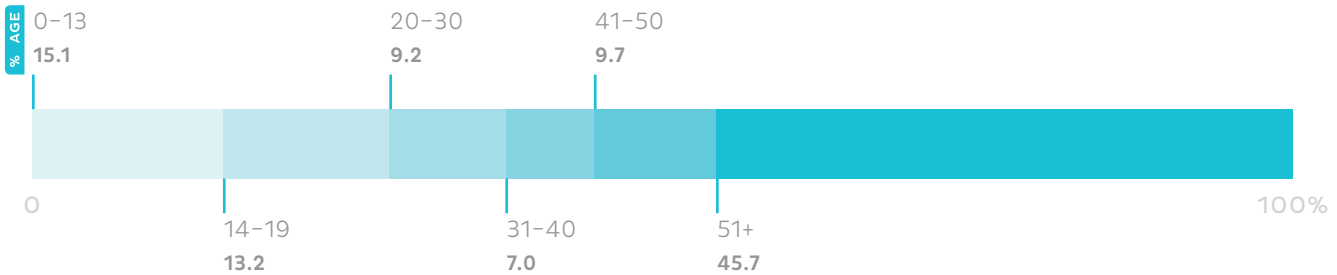


DISABILITY PREVALENCE (%)

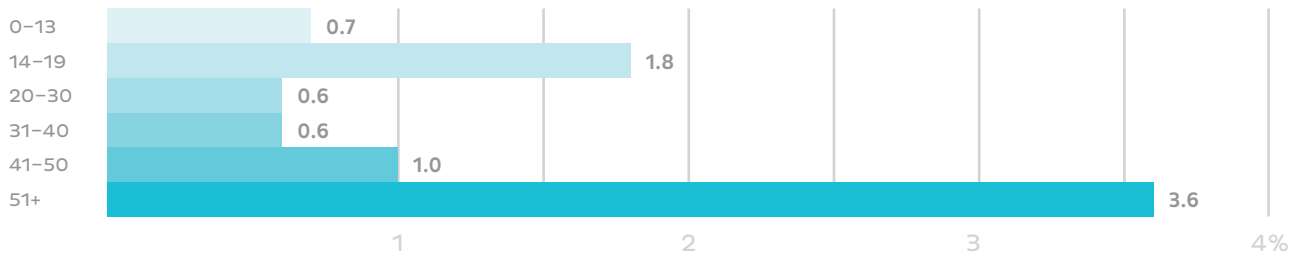
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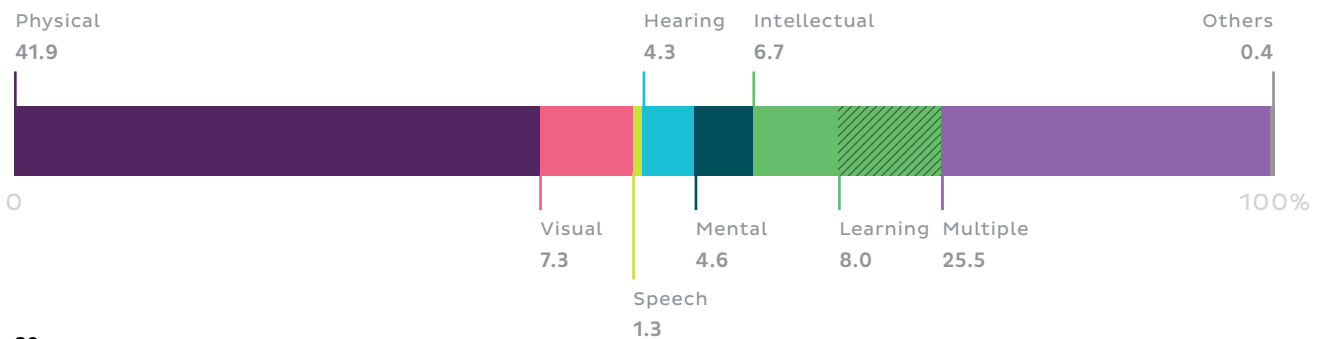
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



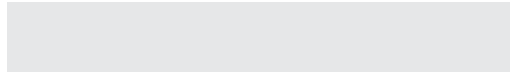
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

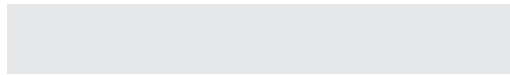
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

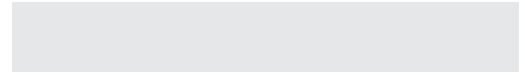
N.A.



UNEMPLOYMENT RATE (%)

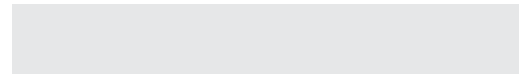
WITHOUT DISABILITIES

N.A.

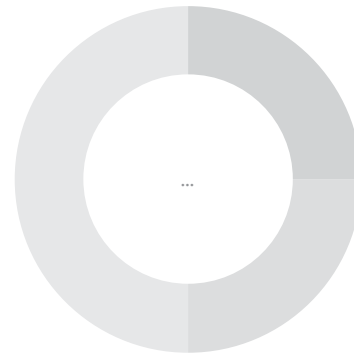
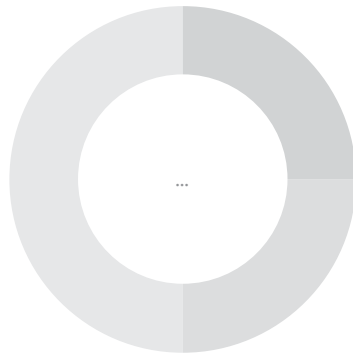


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Fiji National Council for Disabled Persons (FNCDP)

CONTACT

Executive Director, FNCDP
Ministry for Social Welfare, Women & Poverty Alleviation
Ministry of Women, Children and Poverty Alleviation
FNCDP Complex, 3 Brown Street, Toorak, Suva, Fiji Islands
P.O. Box 16867

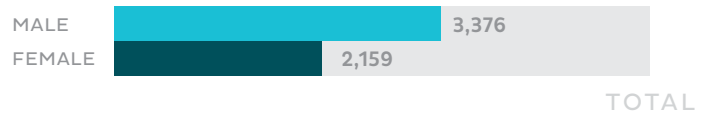
 www.fncdp.org

 fncdp@connect.com.fj

FRENCH POLYNESIA

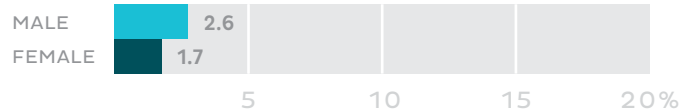
PERSONS WITH DISABILITIES

5,535



DISABILITY PREVALENCE (%)

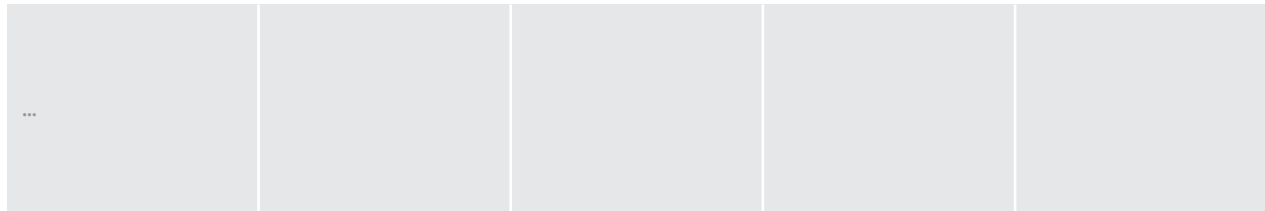
2.2



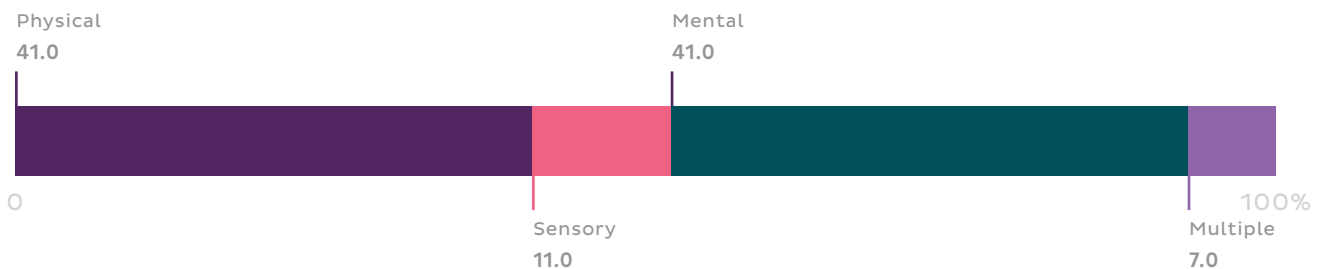
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



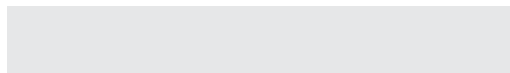
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

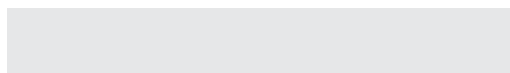
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

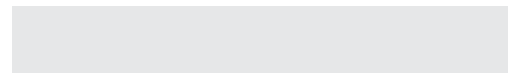
N.A.



UNEMPLOYMENT RATE (%)

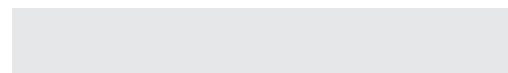
WITHOUT DISABILITIES

N.A.

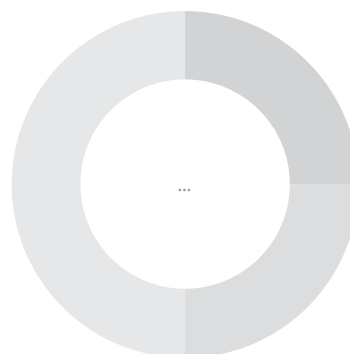
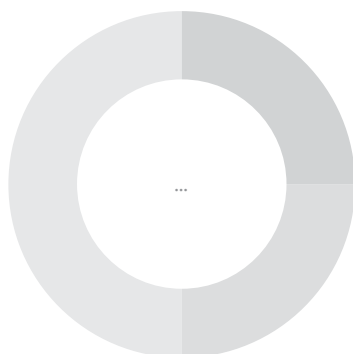


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS


Ministère du Travail, des Solidarités et de la Condition Féminine (MTS)
Présidence de la Polynésie Française


CONTACT

Mme Priscille Tea FROGIER
Ministre du Travail, des Solidarités et de la Condition Féminine
Quartier Broche, avenue Pouvanaa a Oopa

 <http://www.presidence.pf/>

 standard@polynesie-francaise.pref.gouv.fr

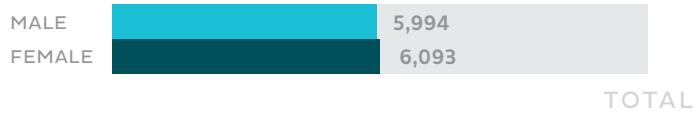
 capr@presidence.pf

 40 47 22 80

GUAM

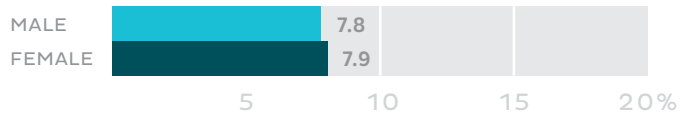
PERSONS WITH DISABILITIES

12,087

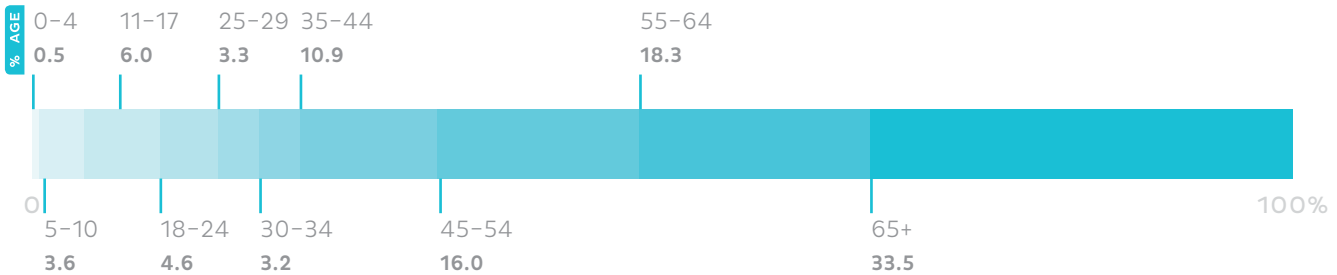


DISABILITY PREVALENCE (%)

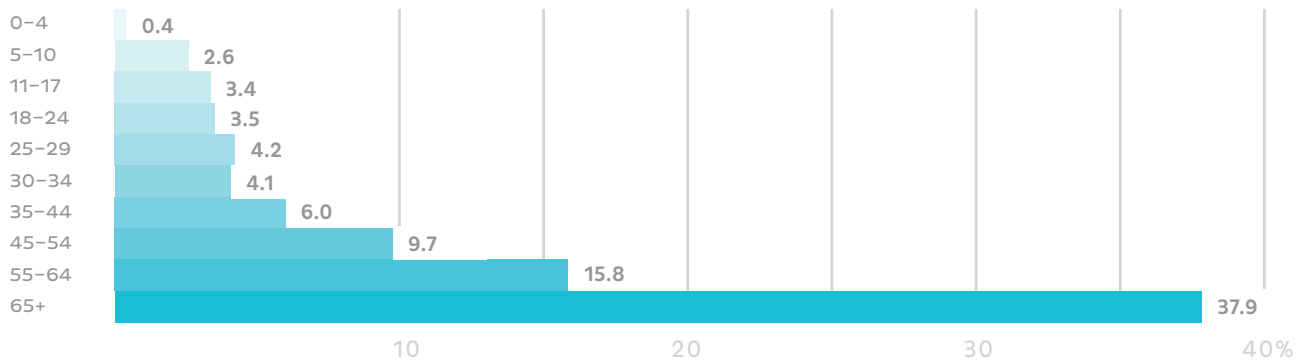
7.9



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)

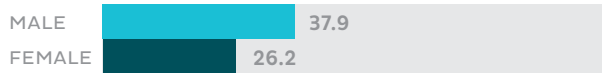


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

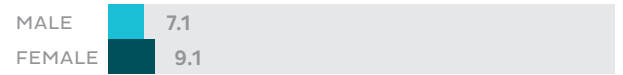


WITH DISABILITIES

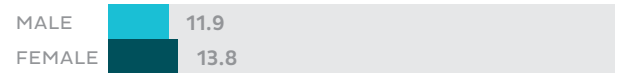


UNEMPLOYMENT RATE (%)

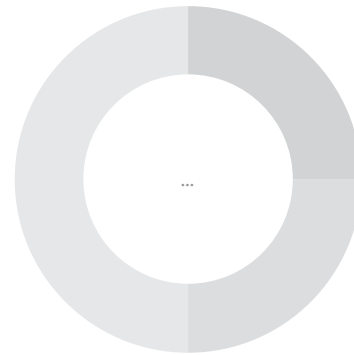
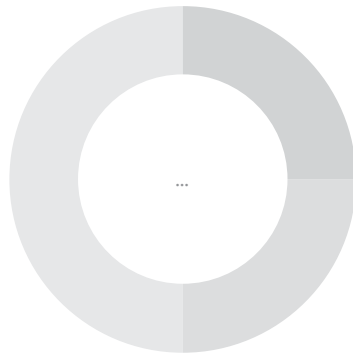
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

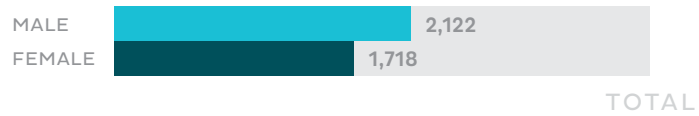
CONTACT



KIRIBATI

PERSONS WITH DISABILITIES

3,840

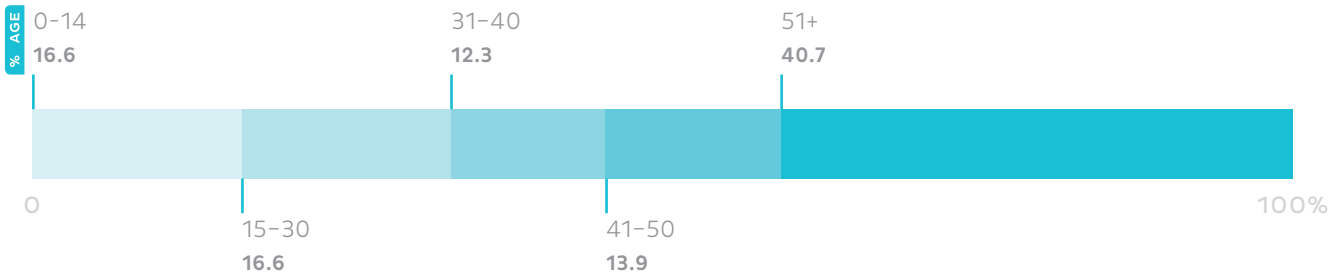


DISABILITY PREVALENCE (%)

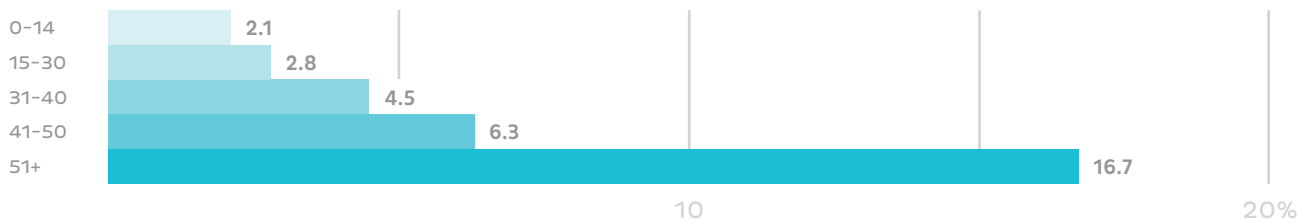
4.1



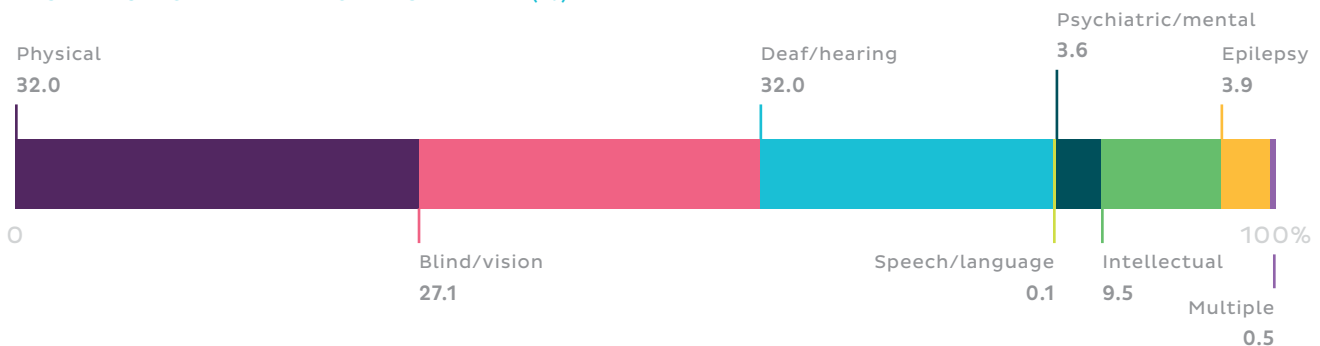
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



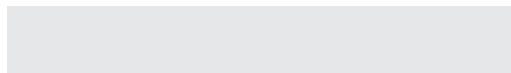
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

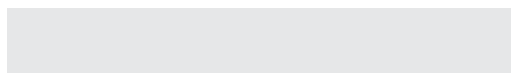
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

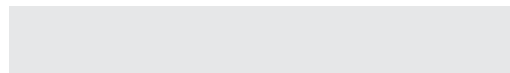
N.A.



UNEMPLOYMENT RATE (%)

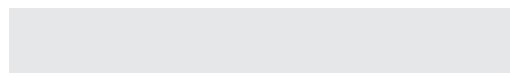
WITHOUT DISABILITIES

N.A.

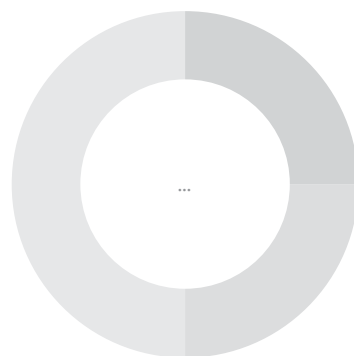
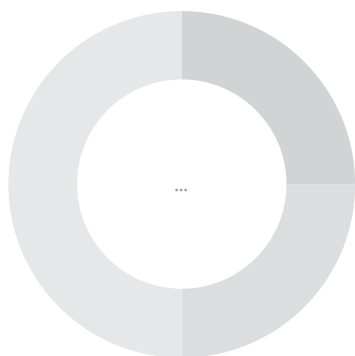


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)





GOVERNMENT FOCAL POINT ON DISABILITY MATTERS


Ministry of Women, Youth and Social Development

CONTACT

PO Box 267
Bairiki, Tarawa
Kiribati

 www.president.gov.ki/ministry-of-women-youth-and-social-affairs/

 tannytemone@gmail.com

 +686 21017, 22120

MARSHALL ISLANDS

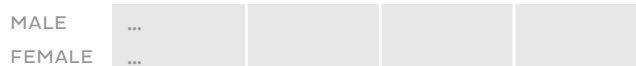
PERSONS WITH DISABILITIES

6,210



DISABILITY PREVALENCE (%)

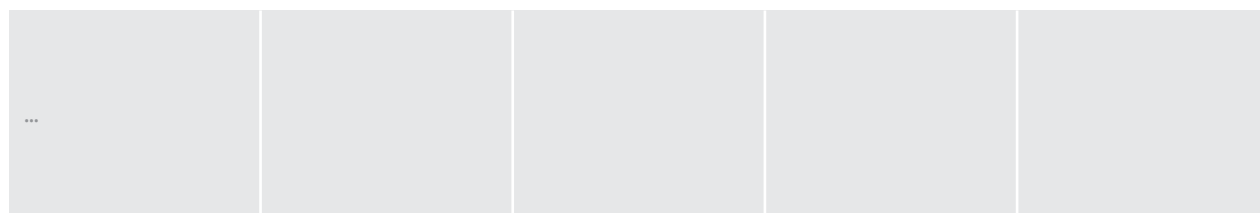
11.7



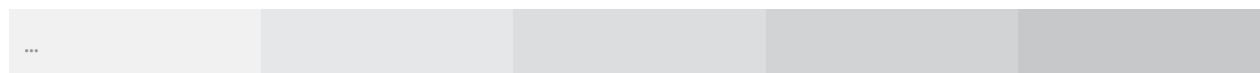
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



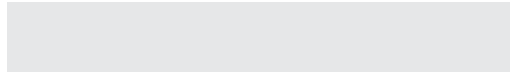
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

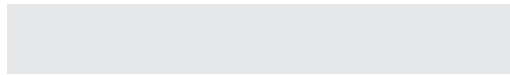
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

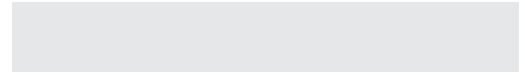
N.A.



UNEMPLOYMENT RATE (%)

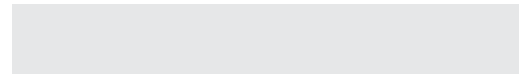
WITHOUT DISABILITIES

N.A.

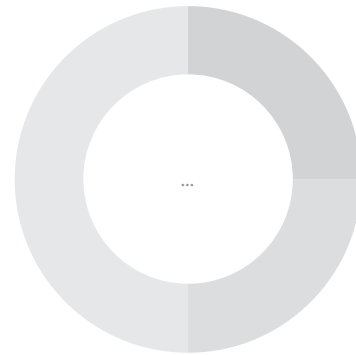
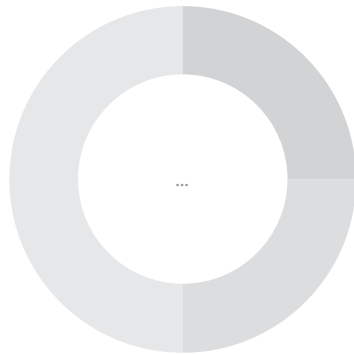


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Internal Affairs

CONTACT

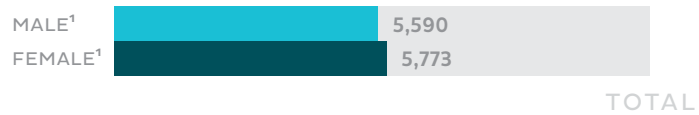
Disability Coordination Officer
Ministry of Internal Affairs
PO Box 3463, Majuro
Republic of the Marshall Islands

✉ amy.riklon@yahoo.com

MICRONESIA (FEDERATED STATES OF)

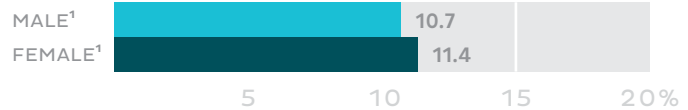
PERSONS WITH DISABILITIES

11,363



DISABILITY PREVALENCE (%)

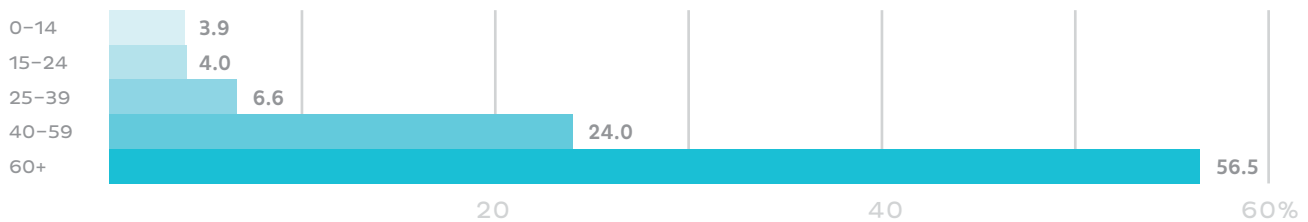
11.0



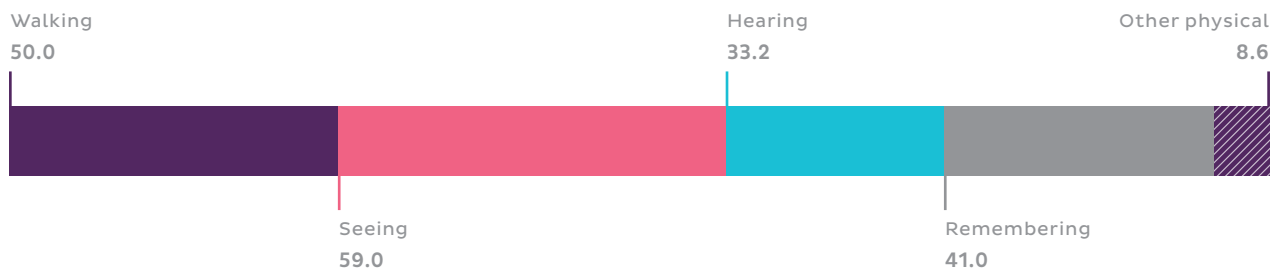
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

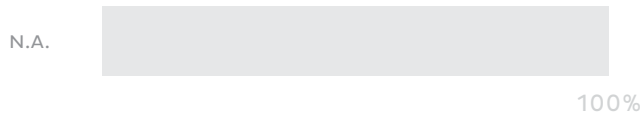


DISTRIBUTION BY TYPE OF DISABILITY* (%)

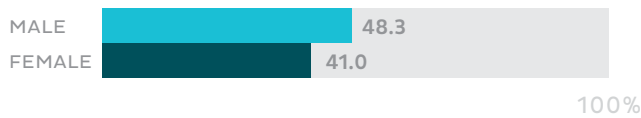


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES



WITH DISABILITIES

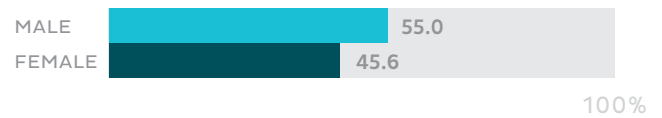


UNEMPLOYMENT RATE (%)

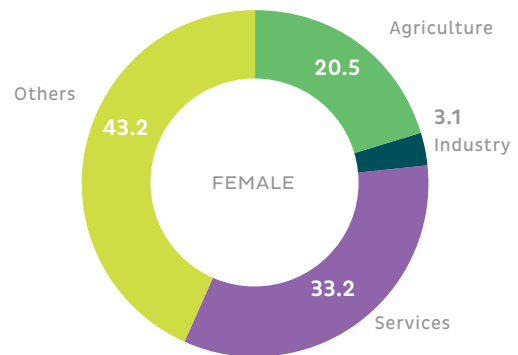
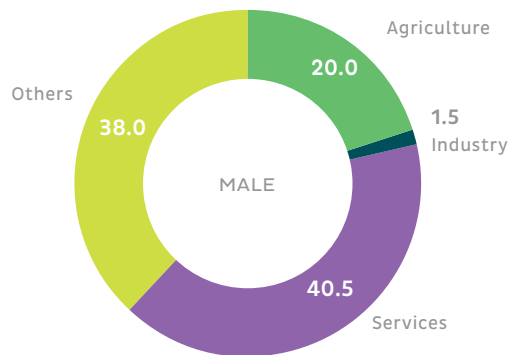
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Department of Health and Social Affairs

CONTACT

Youth and Disability Focal Point
 Department of Health & Social Affairs
 P.O. Box PS-70
 Palikiri, Pohnpei

www.fsmhealth.fm

spenias@fsmhealth.fm

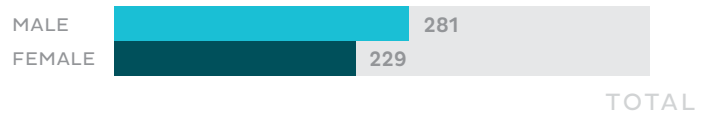
steewiepenias@yahoo.com

*Persons with more than one type of disability are counted in each of the corresponding categories. Hence, the sum of various types of disability exceeds 100.

NAURU

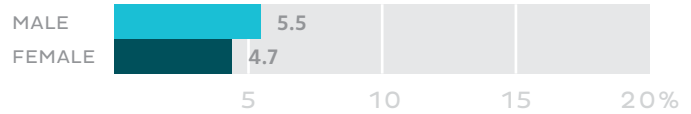
PERSONS WITH DISABILITIES

510

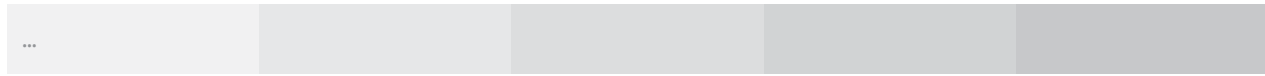


DISABILITY PREVALENCE (%)

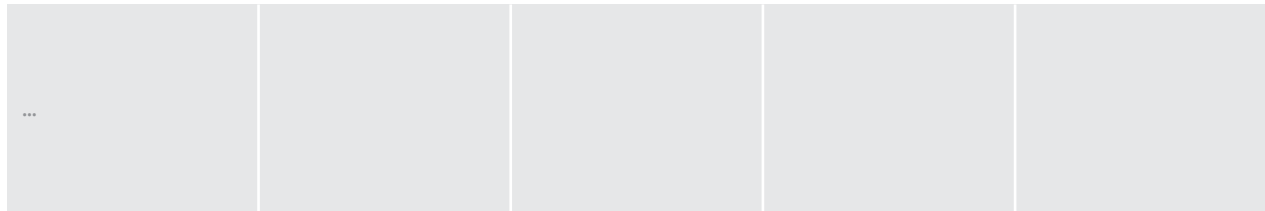
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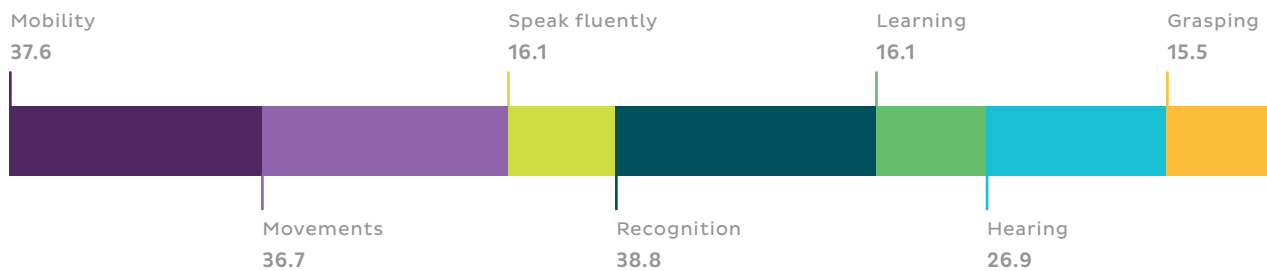
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



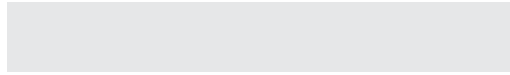
DISTRIBUTION BY TYPE OF DISABILITY* (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

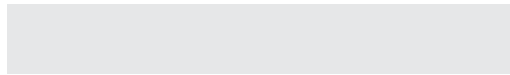
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

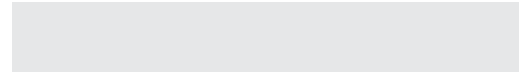
N.A.



UNEMPLOYMENT RATE (%)

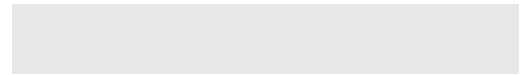
WITHOUT DISABILITIES

N.A.

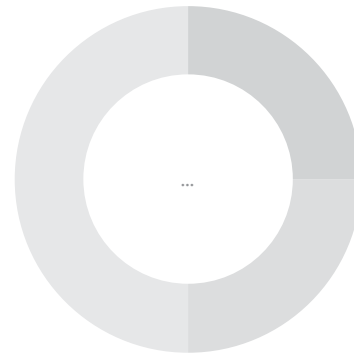
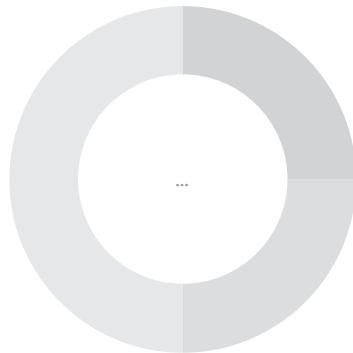


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Department of Education and Ministry of Health

CONTACT

Director of Administration,
Department of Education

✉ tawe_tsied@yahoo.com.au

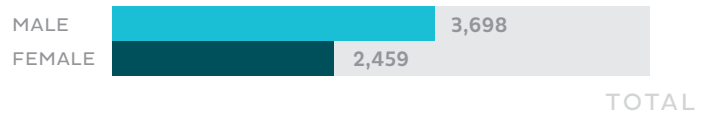
✉ waidubu@gmail.com

*Persons with more than one type of disability are counted in each of the corresponding categories.
Hence, the sum of various types of disability exceeds 100.

NEW CALEDONIA

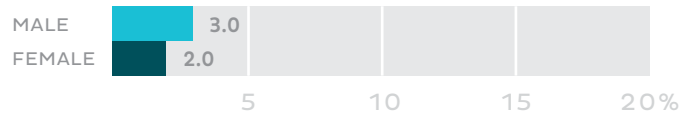
PERSONS WITH DISABILITIES

6,157

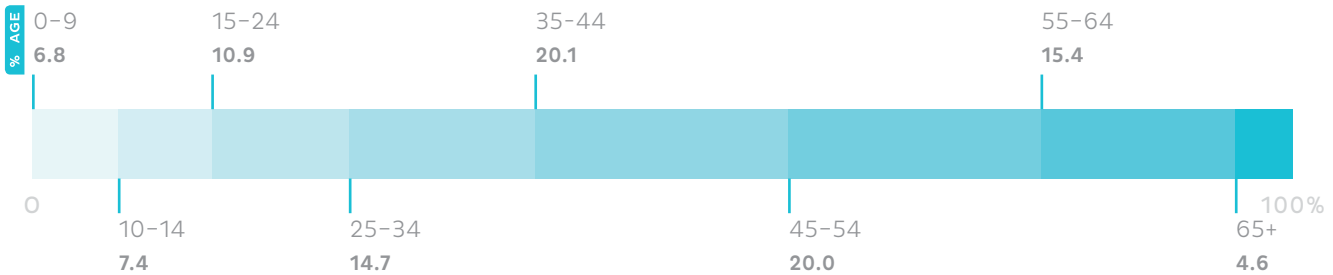


DISABILITY PREVALENCE (%)

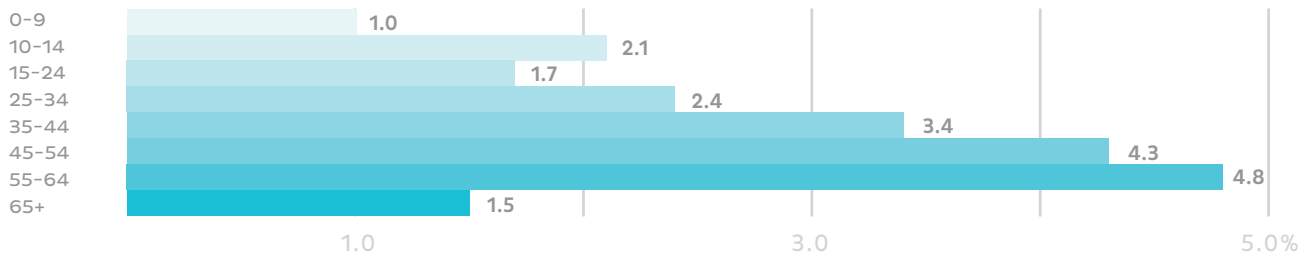
2.5



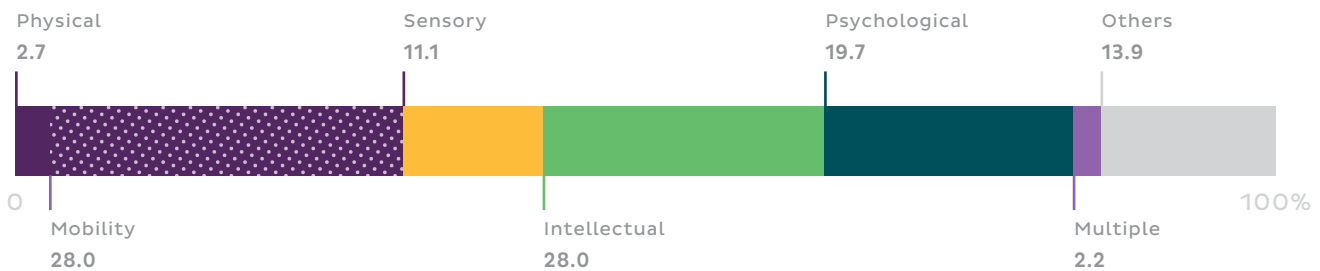
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

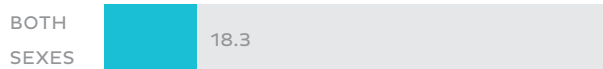


WITH DISABILITIES

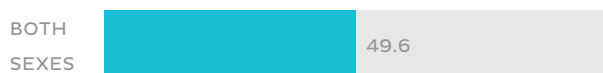


UNEMPLOYMENT RATE (%)

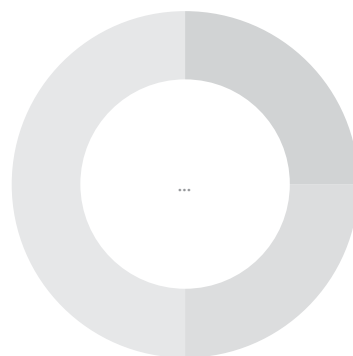
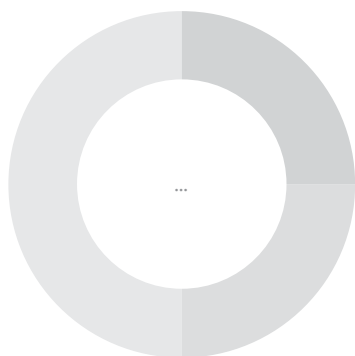
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Conseil du Handicap et de la Dépendance

CONTACT

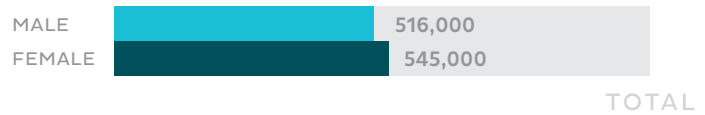
 chd@gouv.nc

Président
Conseil du Handicap et de la Dépendance

NEW ZEALAND

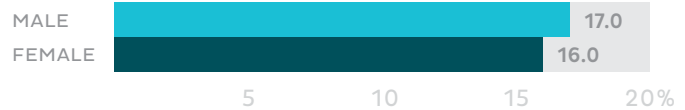
PERSONS WITH DISABILITIES

1,062,000

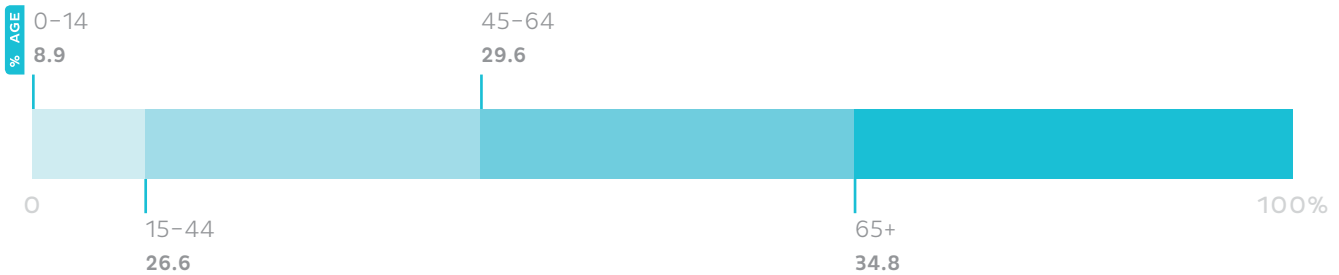


DISABILITY PREVALENCE (%)

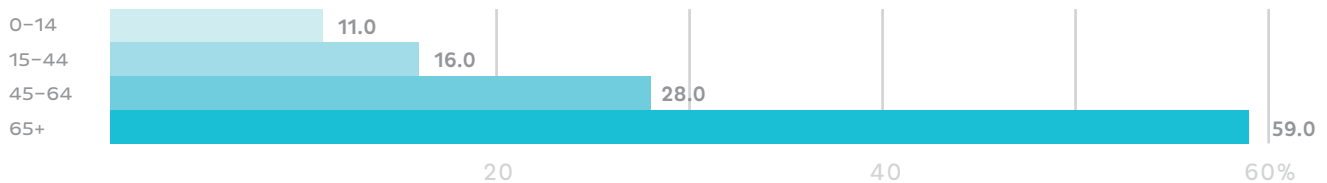
24.0



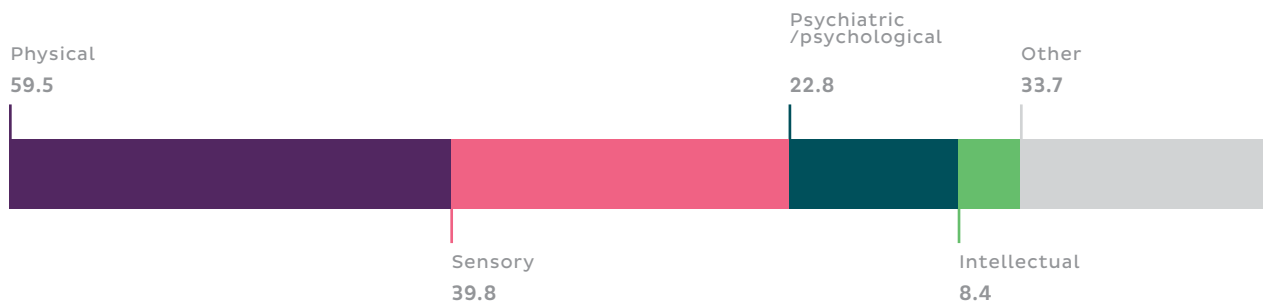
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY* (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

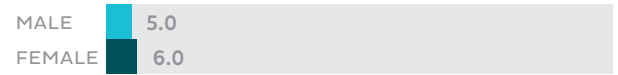


WITH DISABILITIES

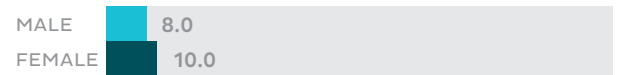


UNEMPLOYMENT RATE (%)

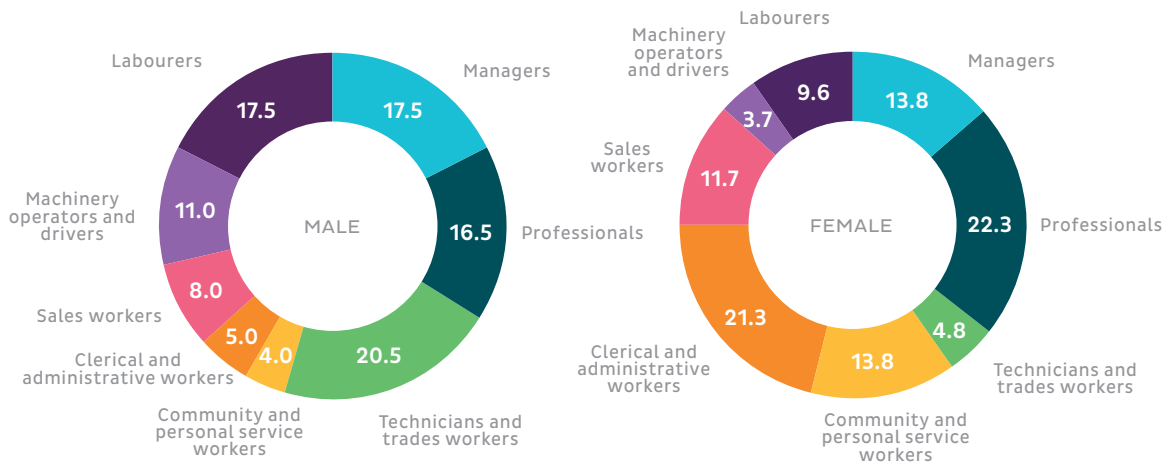
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Social Development/ Office for Disability Issues

CONTACT

Director, Office for Disability Issues
Bowen State Building, Bowen Street
Wellington, New Zealand PO Box 1556

 www.odi.govt.nz/

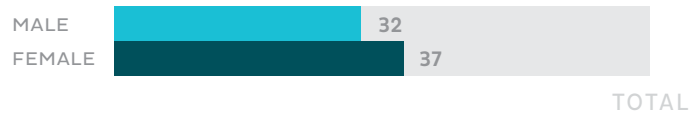
 odi@msd.govt.nz

*Persons with more than one type of disability are counted in each of the corresponding categories. Hence, the sum of various types of disability exceeds 100.

NIUE

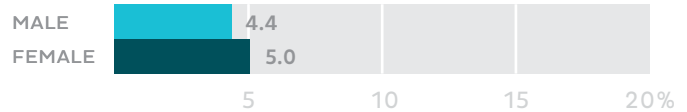
PERSONS WITH DISABILITIES

69



DISABILITY PREVALENCE (%)

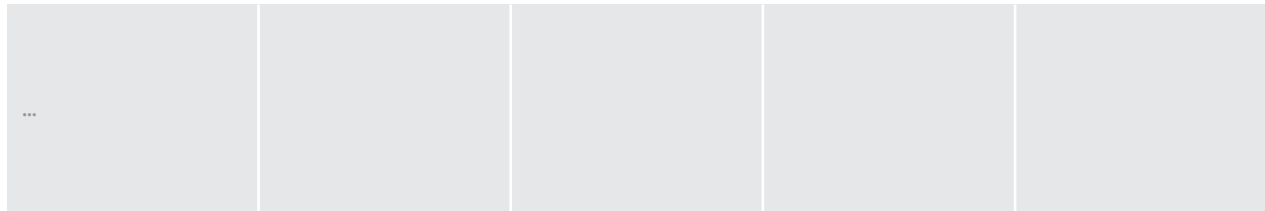
4.7



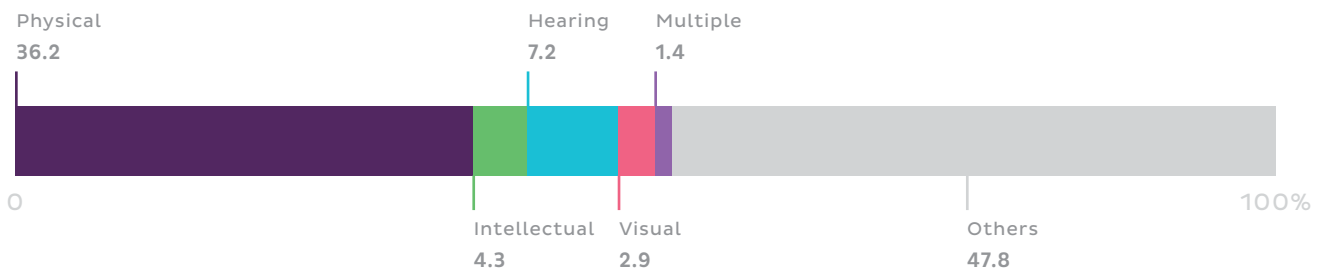
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

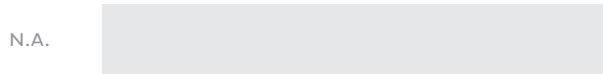


DISTRIBUTION BY TYPE OF DISABILITY (%)

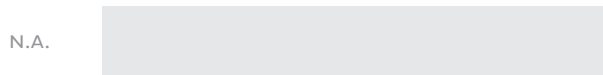


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

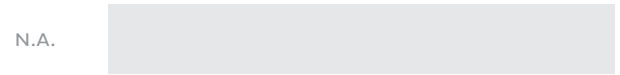


WITH DISABILITIES

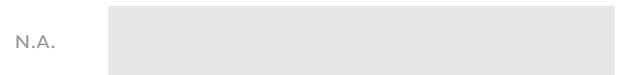


UNEMPLOYMENT RATE (%)

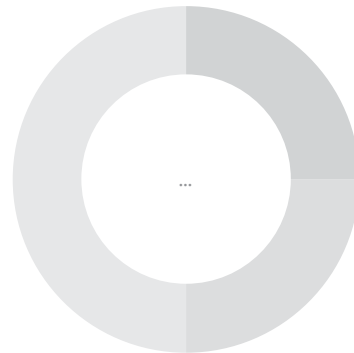
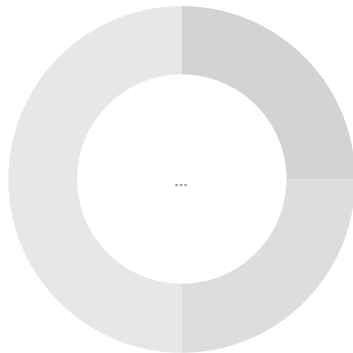
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS


Department of Community Affairs

CONTACT

Community Development Manager
Department of Community Affairs
Niue Government
PO Box 77, Alofi
Niue

 www.niuegov.com

 diamond.tauevihi@mail.gov.nu

 (683) 4286 or 4019

NORTHERN MARIANA ISLANDS

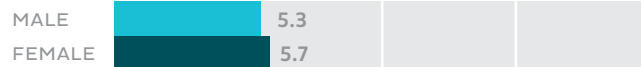
PERSONS WITH DISABILITIES

2,949

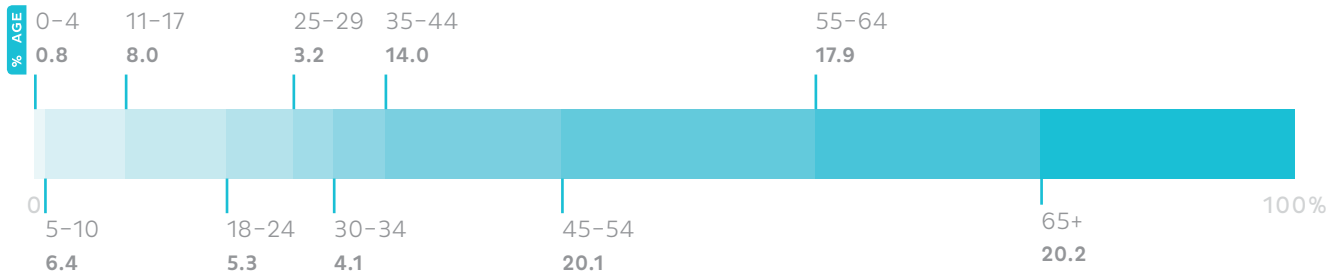


DISABILITY PREVALENCE (%)

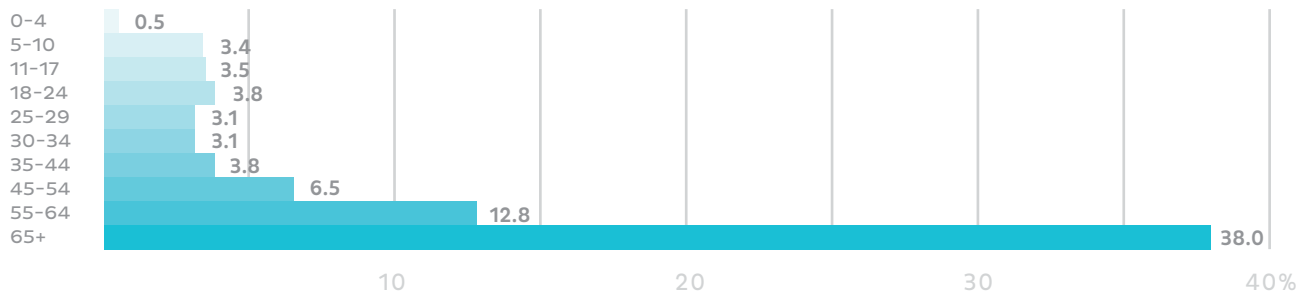
5.5



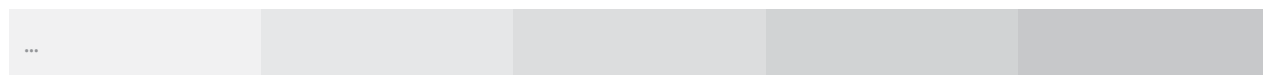
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)

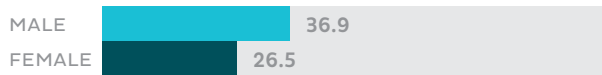


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

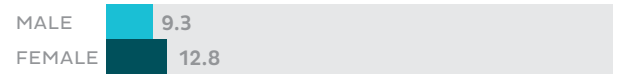


WITH DISABILITIES

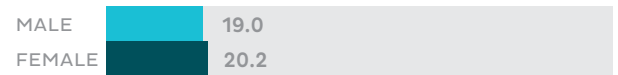


UNEMPLOYMENT RATE (%)

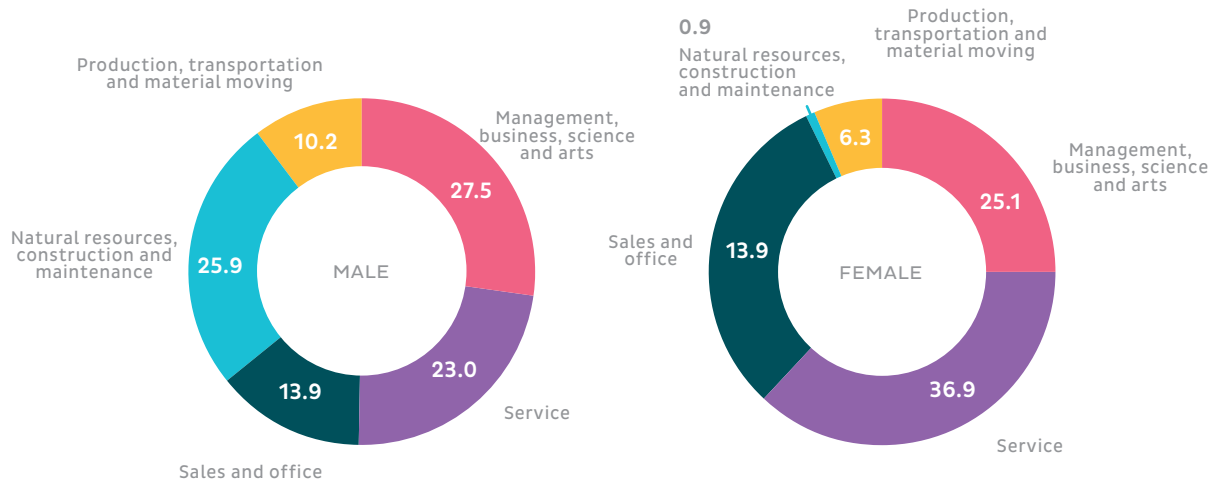
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

CONTACT



PALAU

PERSONS WITH DISABILITIES



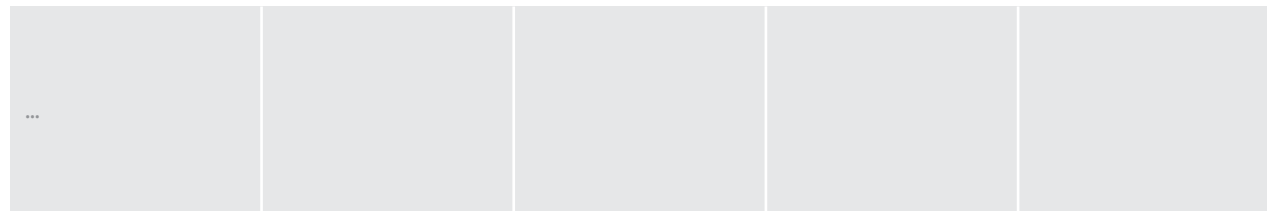
DISABILITY PREVALENCE (%)



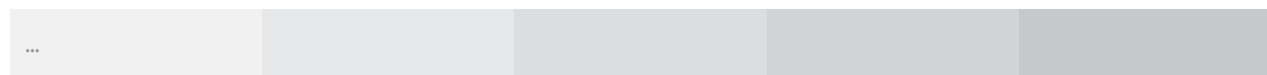
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

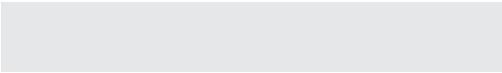


DISTRIBUTION BY TYPE OF DISABILITY (%)

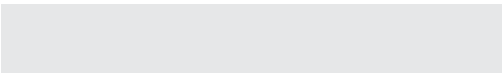


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

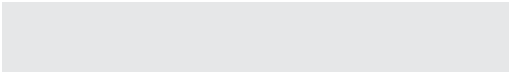
N.A. 

WITH DISABILITIES

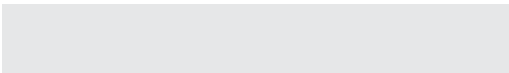
N.A. 

UNEMPLOYMENT RATE (%)

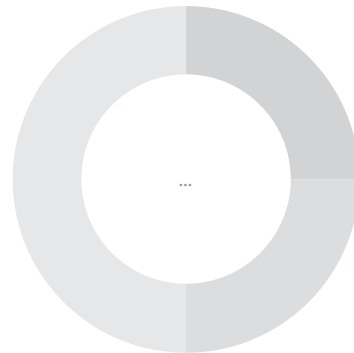
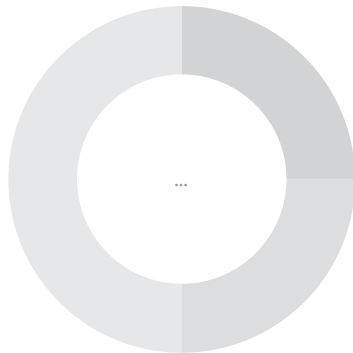
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS


Ministry of Community and Cultural Affairs

CONTACT

Minister for Community and Cultural Affairs
Republic of Palau National Government
P.O. Box 6051
Koror, Palau 96940

 www.palau.gov.org

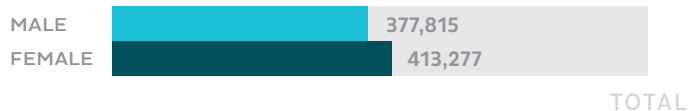
 info@palau.gov.org

 (680) 767-2403

PAPUA NEW GUINEA

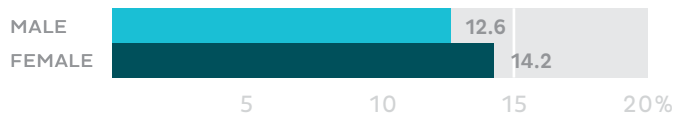
PERSONS WITH DISABILITIES

791,092



DISABILITY PREVALENCE (%)

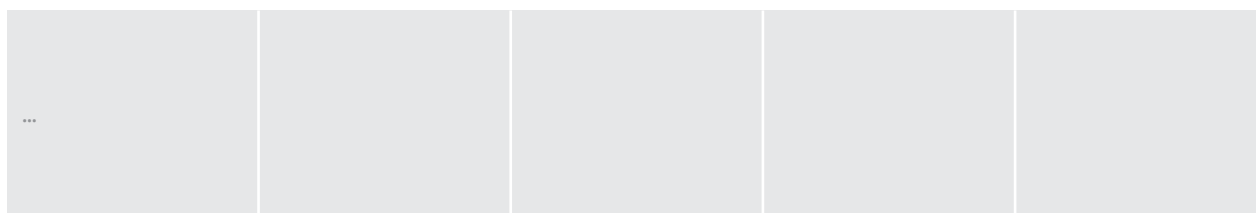
13.4



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)

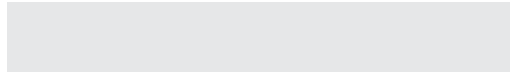
Walking or climbing steps



EMPLOYMENT- TO-POPULATION RATIO (%)

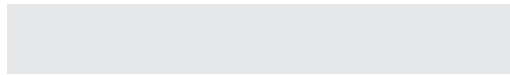
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

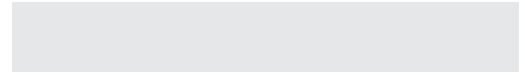
N.A.



UNEMPLOYMENT RATE (%)

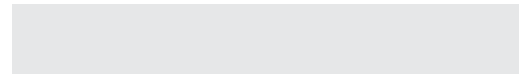
WITHOUT DISABILITIES

N.A.

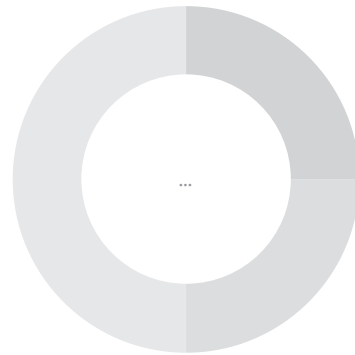
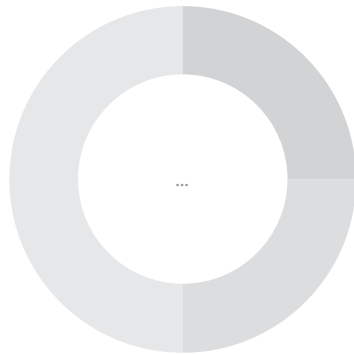


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Department of Community Development

CONTACT

Assistant Secretary for Disability and Elderly
Department of Community Development

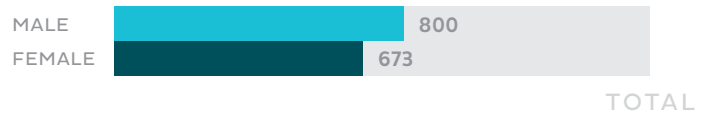
 www.dfcd.gov.pg

 kdoko@dfcd.gov.pg

SAMOA

PERSONS WITH DISABILITIES

1,473

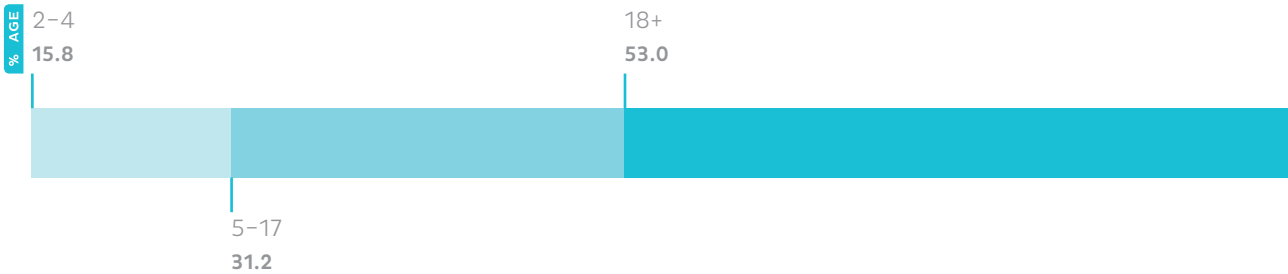


DISABILITY PREVALENCE (%)

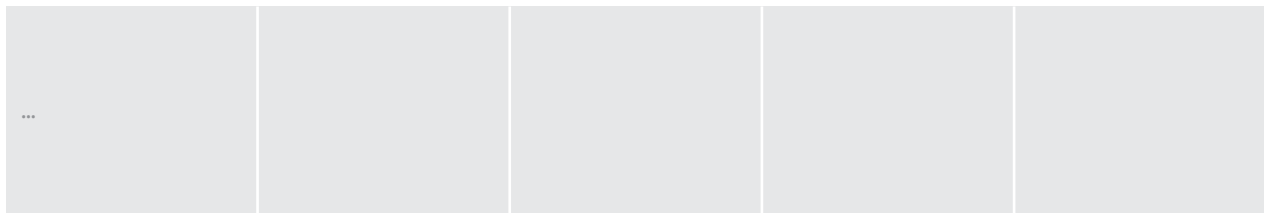
5.9



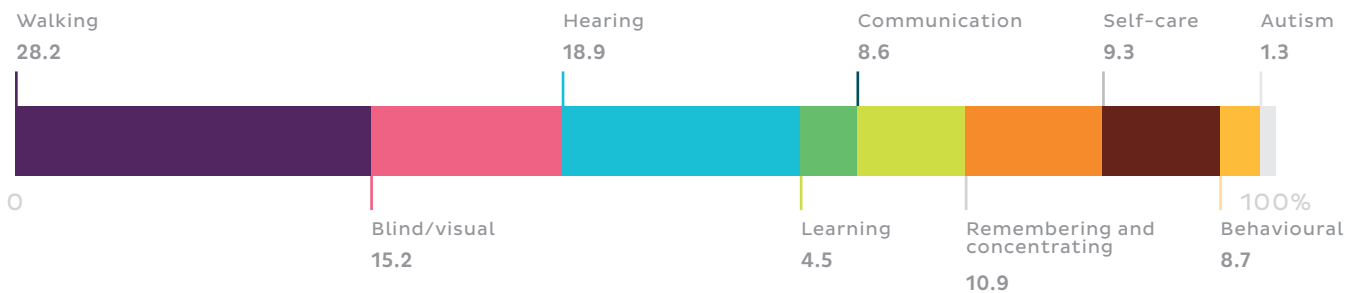
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)

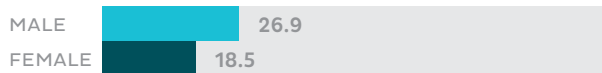


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

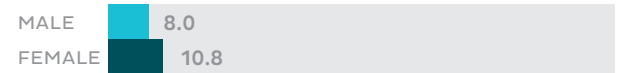


WITH DISABILITIES

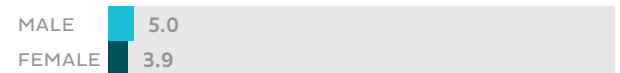


UNEMPLOYMENT RATE (%)

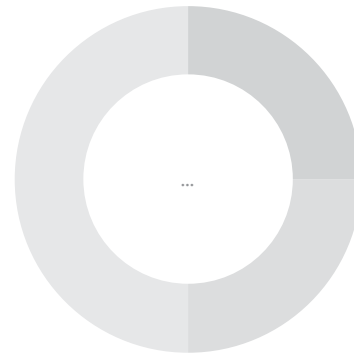
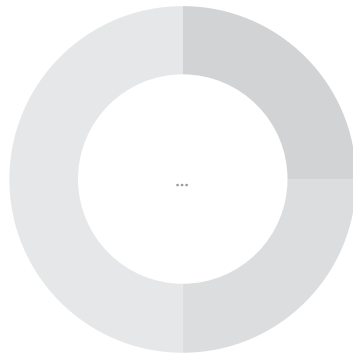
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Women, Community and Social Development

CONTACT

CEO, Ministry of Women,
Community and Social Development
PO Box 872 Apia Samoa

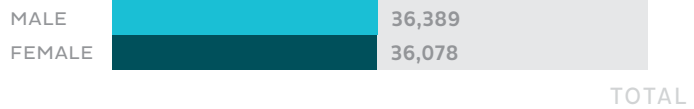
✉ fkoria@mwcsd.gov.ws

✉ bonesemo@mwcsd.gov.ws

SOLOMON ISLANDS

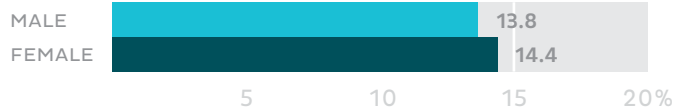
PERSONS WITH DISABILITIES

72,467

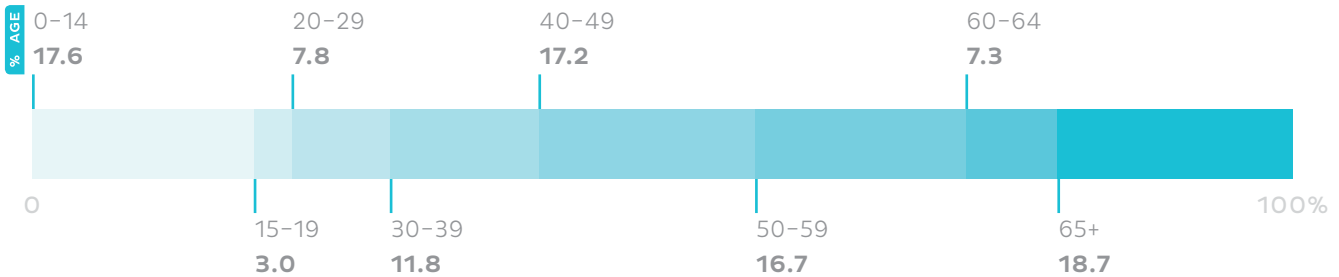


DISABILITY PREVALENCE (%)

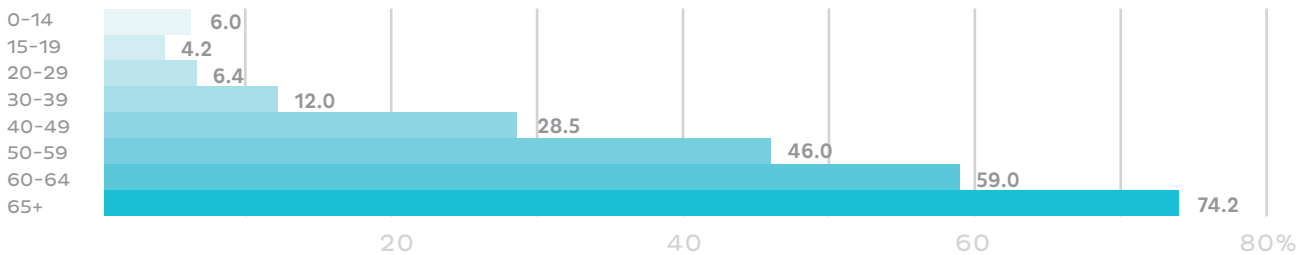
14.0



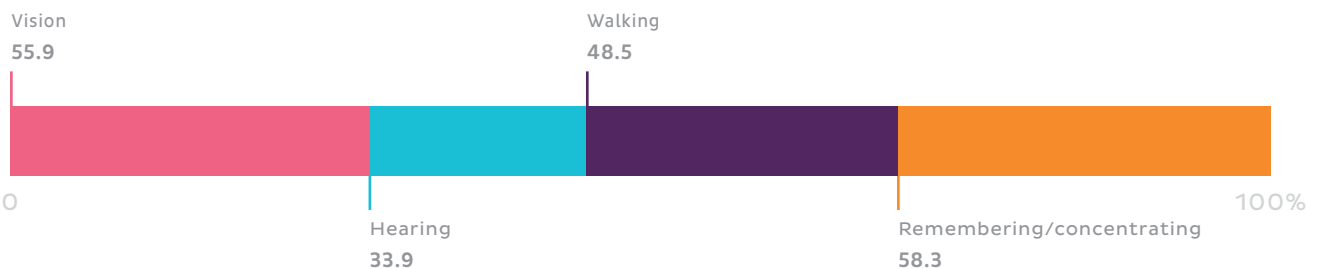
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

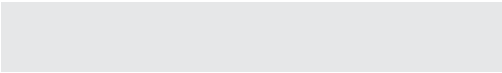


DISTRIBUTION BY TYPE OF DISABILITY (%)

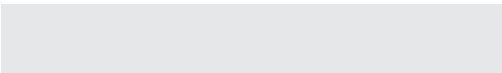


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

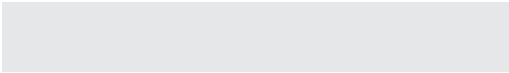
N.A. 

WITH DISABILITIES

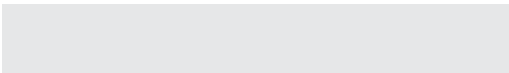
N.A. 

UNEMPLOYMENT RATE (%)

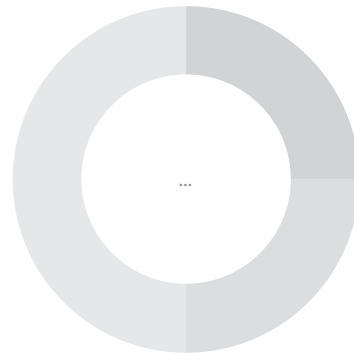
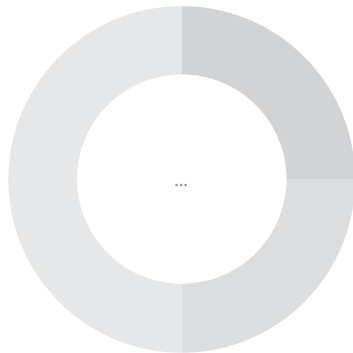
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS


Ministry of Health and Medical Services/Community-based Rehabilitation Unit

CONTACT

CBR National Coordinator
Ministry of Health and Medical Services
PO Box 349
Honiara, Solomon Islands

 etaloafiri@moh.gov.sb

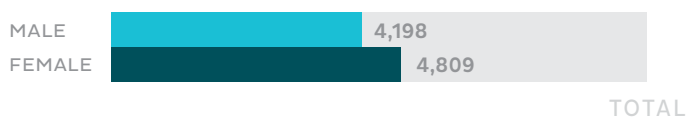
 eningalo@gmail.com

 (677) 39072

TONGA

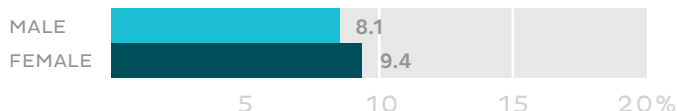
PERSONS WITH DISABILITIES

9,007

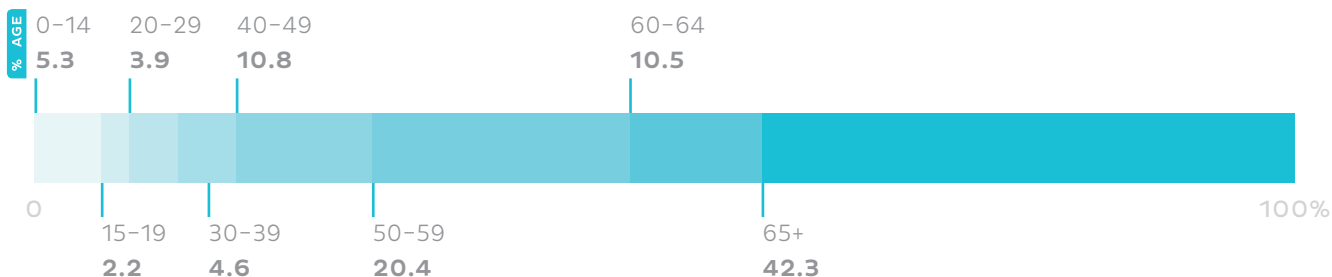


DISABILITY PREVALENCE (%)

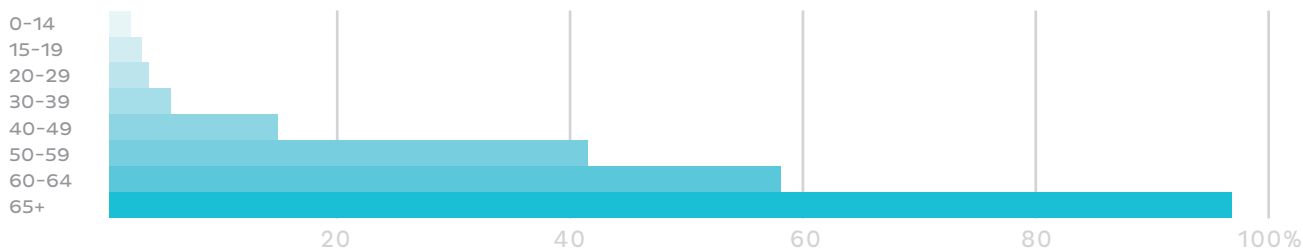
8.7



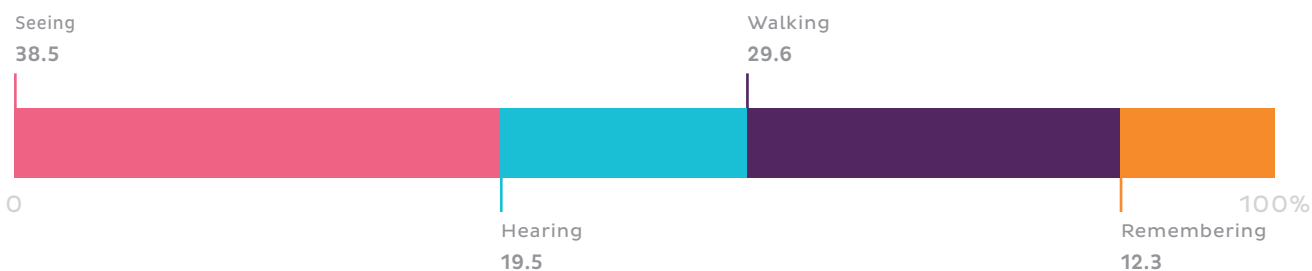
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

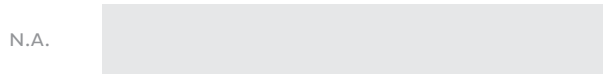


DISTRIBUTION BY TYPE OF DISABILITY (%)

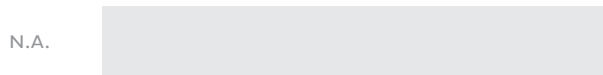


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

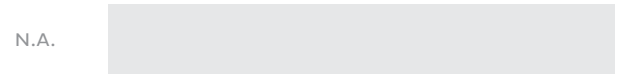


WITH DISABILITIES

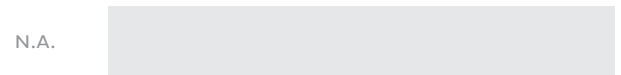


UNEMPLOYMENT RATE (%)

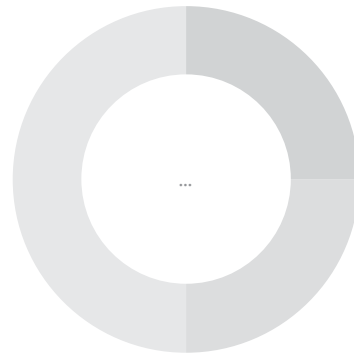
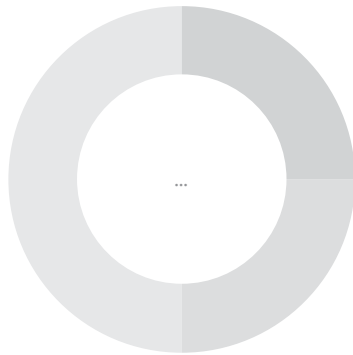
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Internal Affairs/Division of Social Protection and Disability

CONTACT

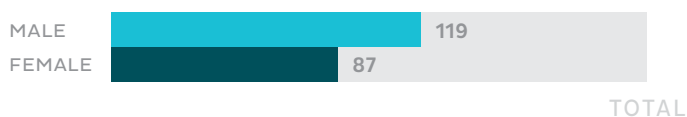
Deputy CEO, Division of Social Protection and Disability
Nukualofa, Tonga

 Imanuofetoa@mia.gov.to

TUVALU

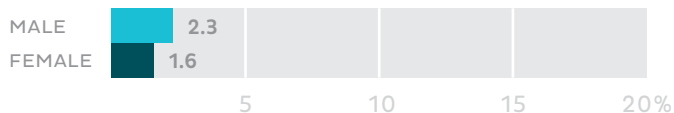
PERSONS WITH DISABILITIES

206

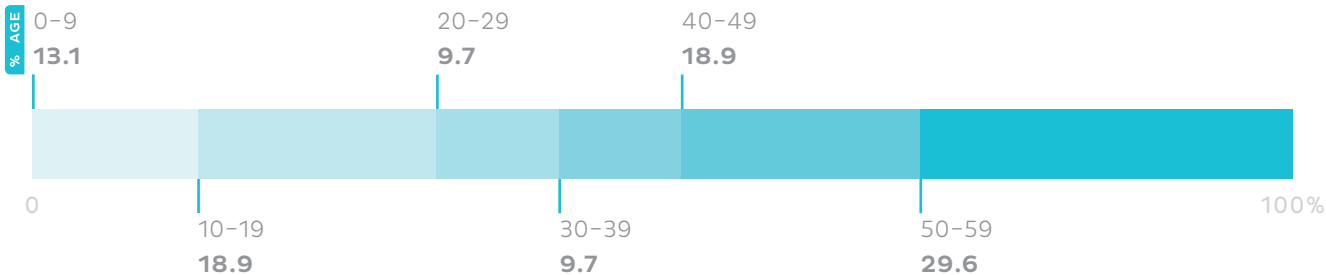


DISABILITY PREVALENCE (%)

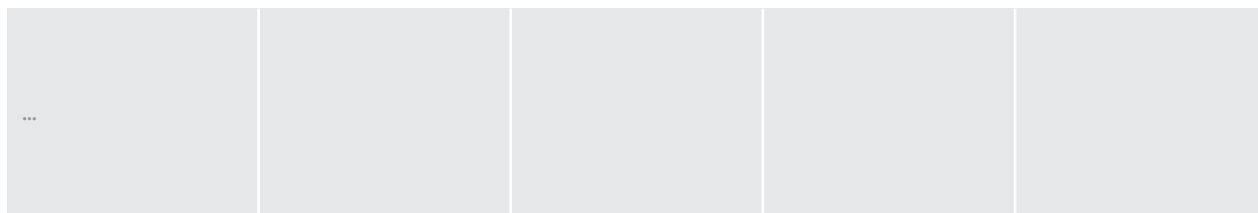
1.9



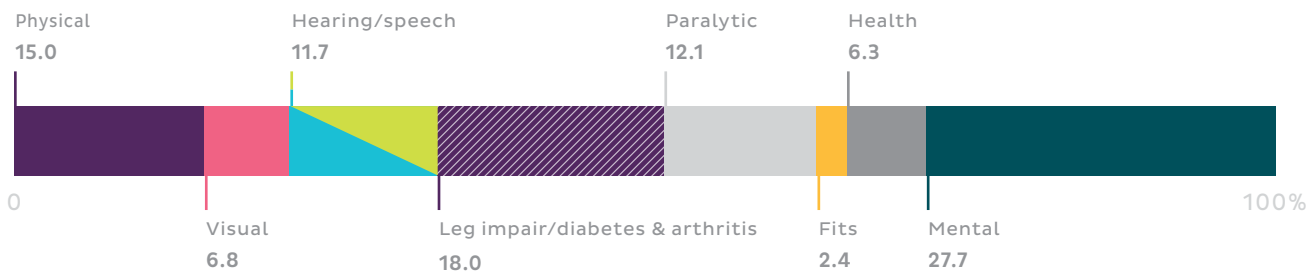
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

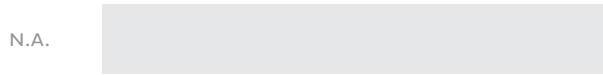


DISTRIBUTION BY TYPE OF DISABILITY (%)

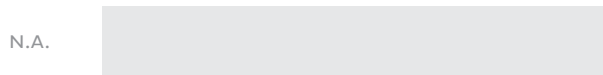


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

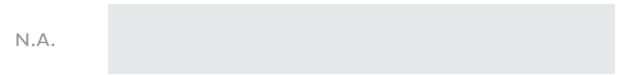


WITH DISABILITIES

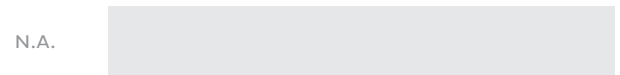


UNEMPLOYMENT RATE (%)

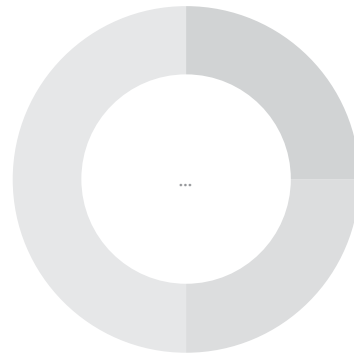
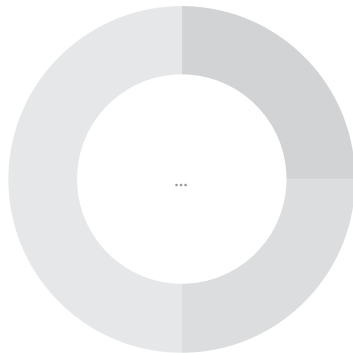
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Home Affairs and Rural Development/Department of Community Affairs

CONTACT

Ministry of Home Affairs and Rural Development
Vaiaaku, Fanafuti
Tuvalu

✉ mfiniki92@gmail.com

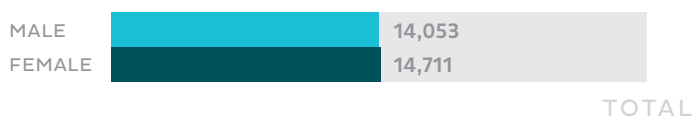
✉ asikela@gov.tv

☎ (+688) 20172

VANUATU

PERSONS WITH DISABILITIES

28,083

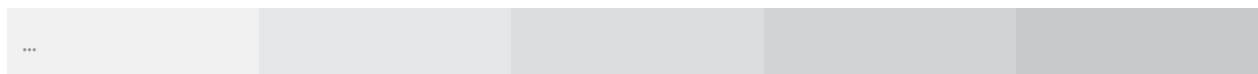


DISABILITY PREVALENCE (%)

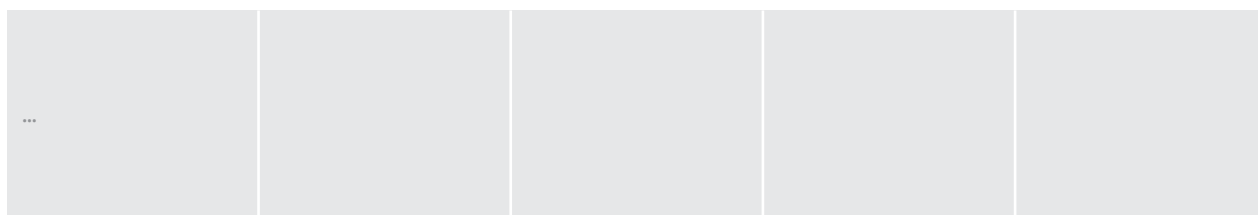
12.0



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



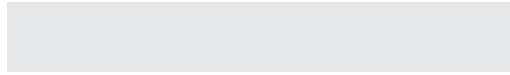
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

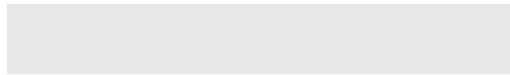
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

N.A.



UNEMPLOYMENT RATE (%)

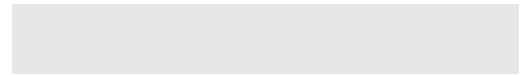
WITHOUT DISABILITIES

N.A.

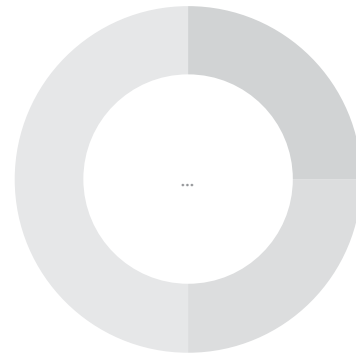
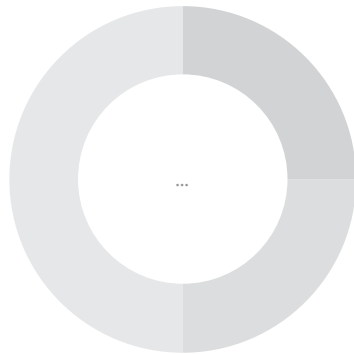


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

CONTACT



SOUTH-EAST ASIA

DEMOGRAPHIC INDICATORS

	TOTAL POPULATION (THOUSANDS)			AGE COMPOSITION (%)								
	2015	2030	2050	IN 2015			IN 2030			IN 2050		
				<15	15-64	65+	<15	15-64	65+	<15	15-64	65+
Brunei Darussalam	423	496	546	23.1	72.5	4.4	18.6	70.1	11.3	14.9	61.1	24.0
Cambodia	15,578	18,991	22,545	31.6	64.3	4.1	27.3	65.8	6.9	21.7	65.5	12.8
Indonesia	257,564	295,482	322,237	27.7	67.1	5.2	23.5	68.1	8.4	20.0	66.0	14.0
Lao People's Democratic Republic	6,802	8,489	10,172	34.8	61.4	3.8	29.1	65.6	5.3	21.6	68.8	9.6
Malaysia	30,331	36,107	40,725	24.5	69.6	5.9	21.6	68.4	9.9	16.9	66.3	16.8
Myanmar	53,897	60,242	63,575	27.6	67.1	5.4	22.1	69.3	8.7	18.8	67.9	13.3
Philippines	100,699	123,575	148,260	31.9	63.5	4.6	28.3	65.0	6.7	23.7	66.6	9.7
Singapore	5,604	6,418	6,681	15.5	72.8	11.7	12.7	64.0	23.3	11.0	55.1	33.9
Thailand	67,959	68,250	62,452	17.7	71.8	10.5	14.0	66.6	19.5	12.7	57.2	30.1
Timor-Leste	1,185	1,577	2,162	42.4	52.0	5.6	39.7	55.7	4.5	32.6	61.9	5.4
Viet Nam	93,448	105,220	112,783	23.1	70.2	6.7	20.2	67.5	12.4	17.2	61.7	21.0

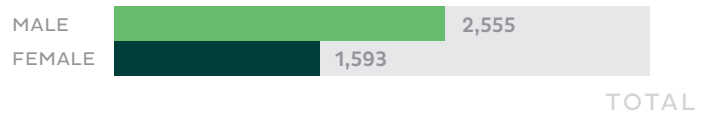
SOCIOECONOMIC INDICATORS

	HUMAN DEVELOPMENT INDEX		PPP-ADJUSTED PER CAPITA GNI (USD)	LIFE EXPECTANCY AT BIRTH (YEARS)		HEALTH-ADJUSTED LIFE EXPECTANCY AT BIRTH (IN YEARS)	
	VALUES	RANK		MALE	FEMALE	MALE	FEMALE
				2010 – 2015	2010 – 2015	2010 – 2015	2010 – 2015
Brunei Darussalam	0.852	30	72,190	76.6	80.4	66.2	68.6
Cambodia	0.584	136	3,100	65.5	69.6	55.9	60.0
Indonesia	0.684	108	10,190	66.6	70.7	59.3	62.5
Lao People's Democratic Republic	0.569	139	5,060	64.1	66.8	54.1	57.8
Malaysia	0.773	62	24,080	72.2	76.9	62.6	66.4
Myanmar	0.524	150	...	63.6	67.7	53.2	58.3
Philippines	0.660	117	8,380	64.7	71.6	57.4	63.2
Singapore	0.901	9	80,270	79.6	85.6	69.6	72.6
Thailand	0.722	89	13,840	70.8	77.6	62.7	67.8
Timor-Leste	0.620	128	5,680	66.1	69.5	56.9	59.2
Viet Nam	0.638	121	5,350	70.7	80.3	62.6	69.1

BRUNEI DARUSSALAM

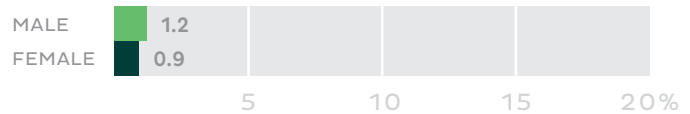
PERSONS WITH DISABILITIES

4,148

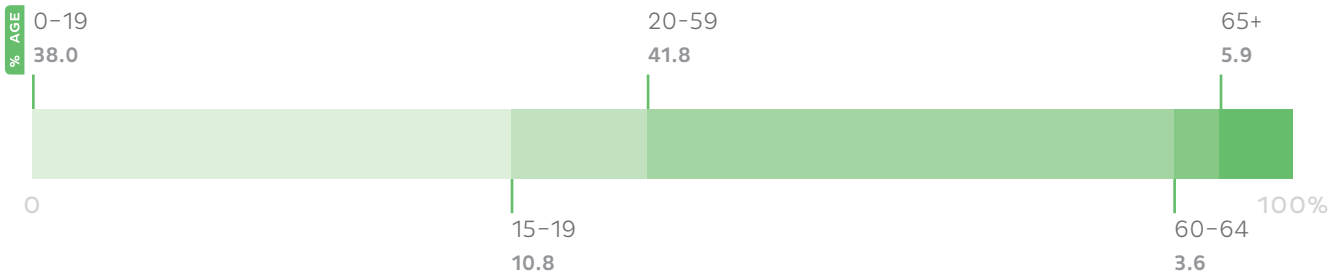


DISABILITY PREVALENCE (%)

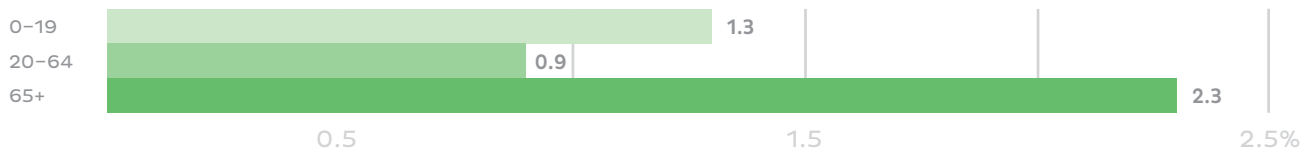
1.1



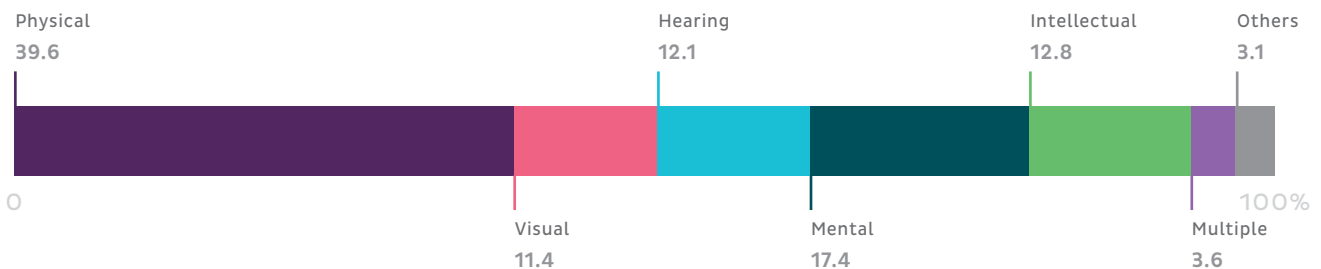
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

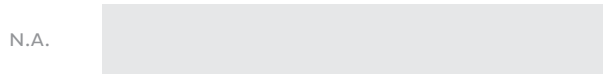


DISTRIBUTION BY TYPE OF DISABILITY (%)

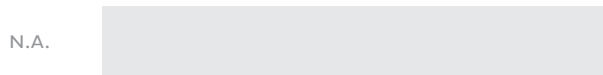


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

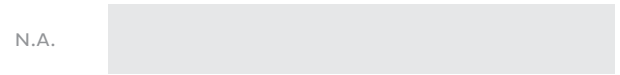


WITH DISABILITIES

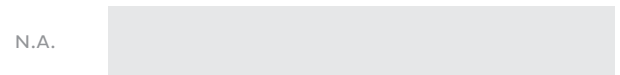


UNEMPLOYMENT RATE (%)

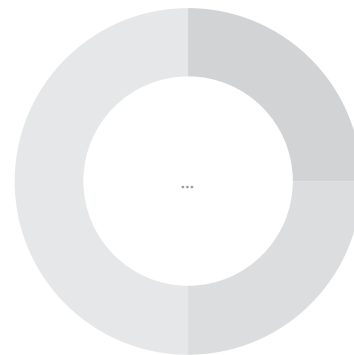
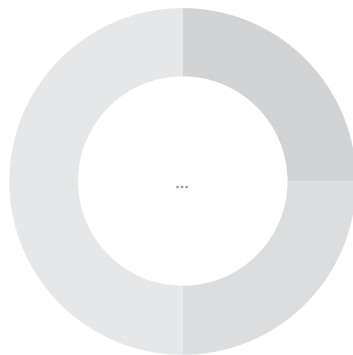
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Culture, Youth and Sports/Department of Community Development

CONTACT

Director, Department of Community Development
Bandar Seri Begawan BB 4310
Negara Brunei Darussalam

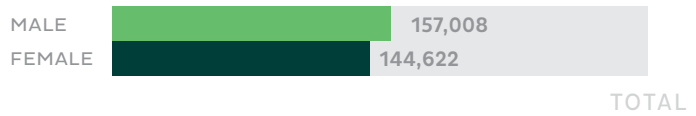
 www.japem.gov.bn/english/dcd.htm

 info@japem.gov.bn

CAMBODIA

PERSONS WITH DISABILITIES

301,629

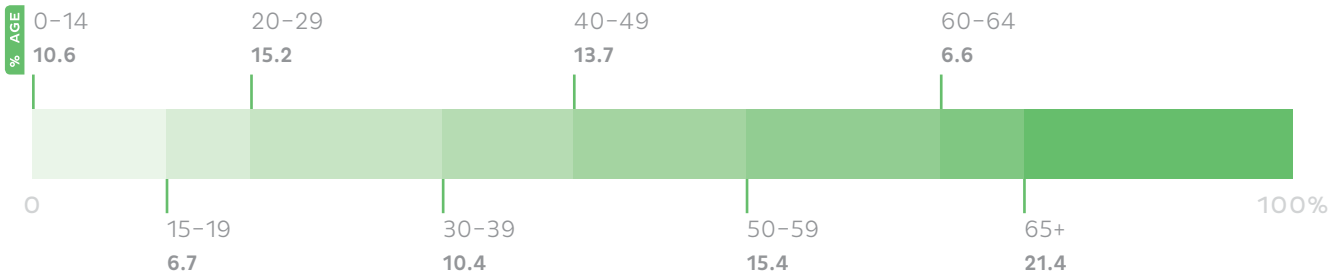


DISABILITY PREVALENCE (%)

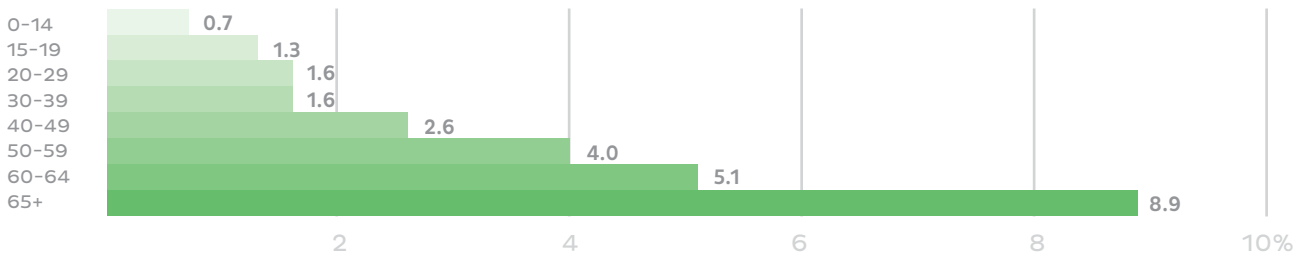
2.1



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)

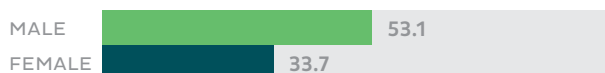


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

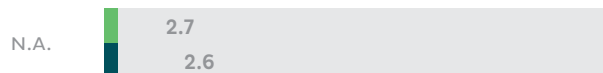


WITH DISABILITIES

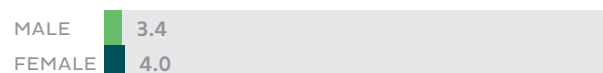


UNEMPLOYMENT RATE (%)

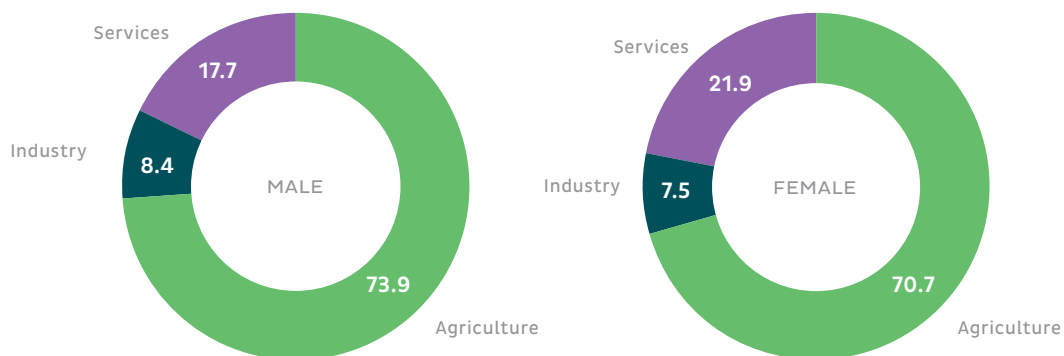
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Disability Action Council (DAC)

CONTACT

Secretary General, Disability Action Council
 c/o Ministry of Social Affairs , Veterans and Youth Rehabilitation
 #788, Monivong Blvd, BoengTrabek, Chamkamorn,
 Phnom Penh, Cambodia
 P.O. Box 115

www.dac.org.kh

makara@dac.org.kh

dac@dac.org.kh

INDONESIA

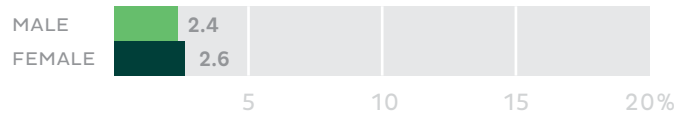
PERSONS WITH DISABILITIES

6,008,641

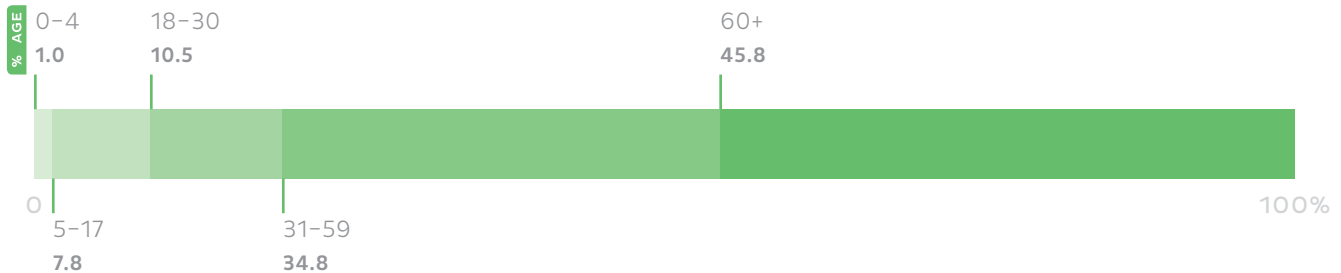


DISABILITY PREVALENCE (%)

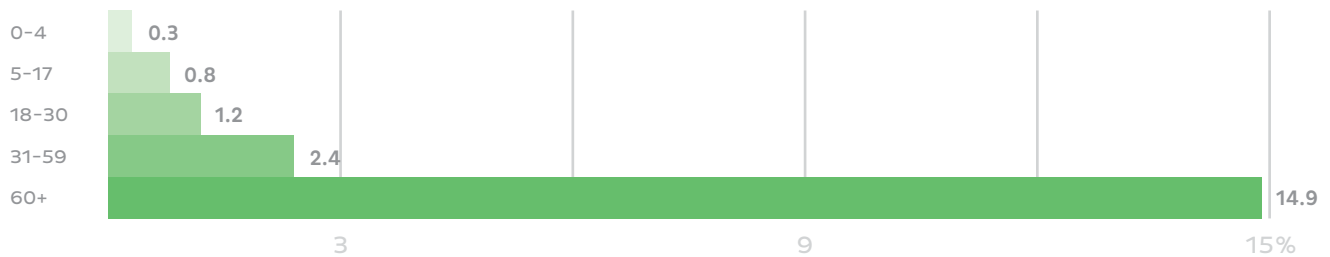
2.5



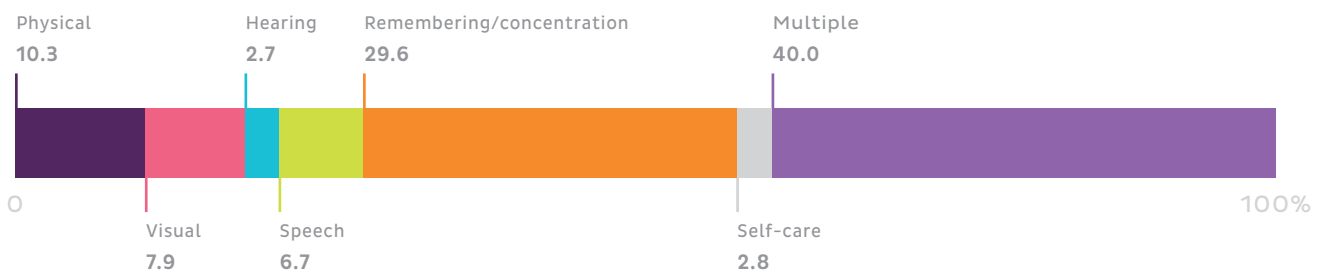
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

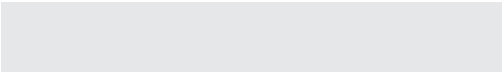


DISTRIBUTION BY TYPE OF DISABILITY (%)

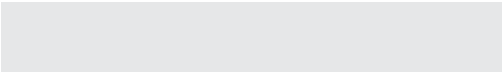


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

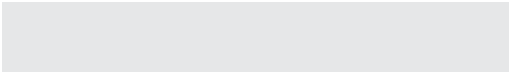
N.A. 

WITH DISABILITIES

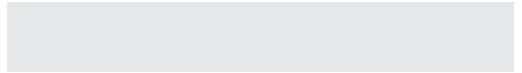
N.A. 

UNEMPLOYMENT RATE (%)

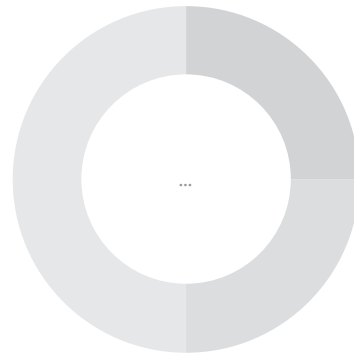
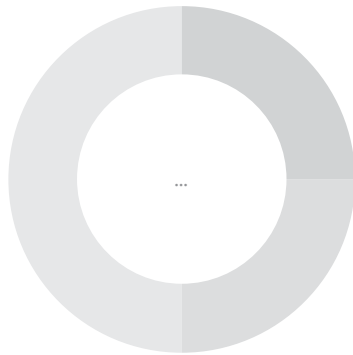
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)





GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Social Affairs/ Directorate General for Social Rehabilitation

CONTACT

Director-General for Social Rehabilitation
6th Floor, Ministry of Social Affairs
Jl. Salemba Raya No. 28 Jakarta 10430, Indonesia

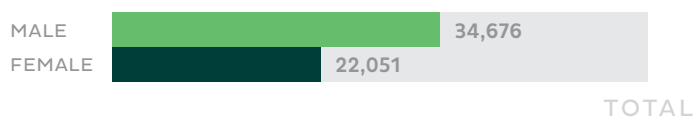
 www.kemosos.go.id

 evakasim@gmail.com

LAO PEOPLE'S DEMOCRATIC REPUBLIC

PERSONS WITH DISABILITIES

56,727

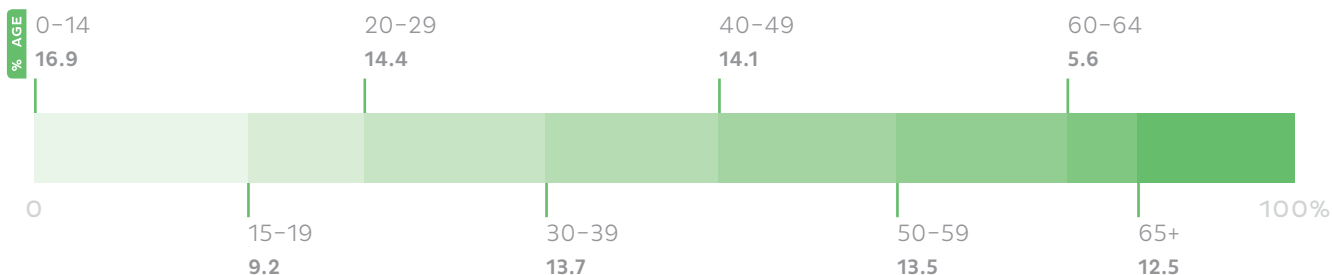


DISABILITY PREVALENCE (%)

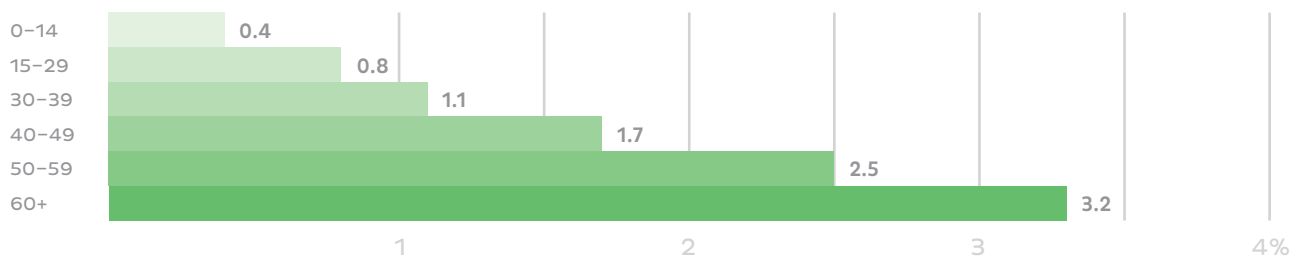
1.0



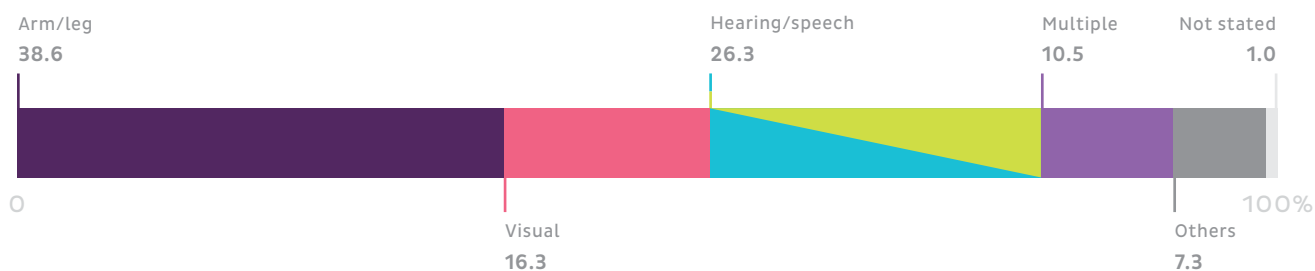
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

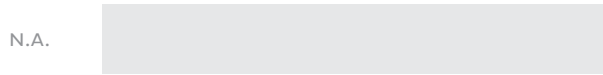


DISTRIBUTION BY TYPE OF DISABILITY (%)

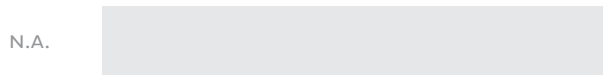


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

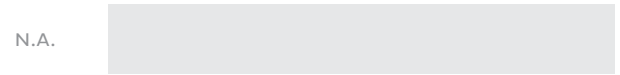


WITH DISABILITIES

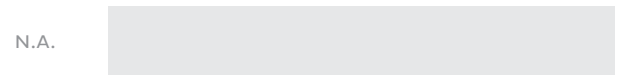


UNEMPLOYMENT RATE (%)

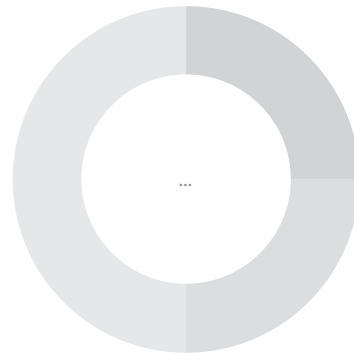
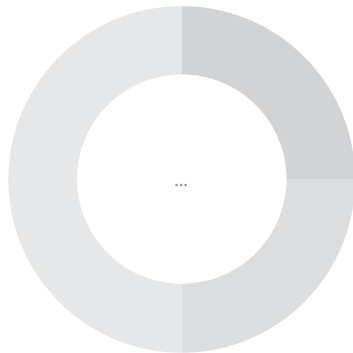
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)





GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour and Social Welfare/National Committee of Disability and Elderly

CONTACT

Rue Pangkham, Vientiane
Lao People's Democratic Republic

 www.molsw.gov.la

 bounneuang08@yahoo.com

MALAYSIA

PERSONS WITH DISABILITIES

359,203

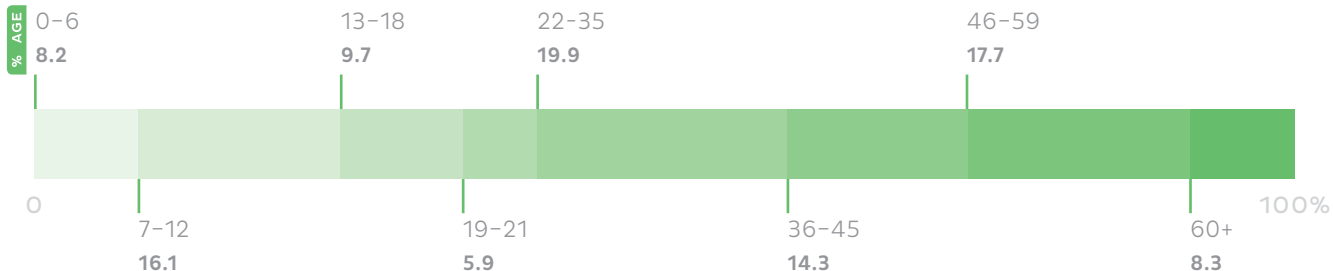
MALE ...
FEMALE ...

DISABILITY PREVALENCE (%)

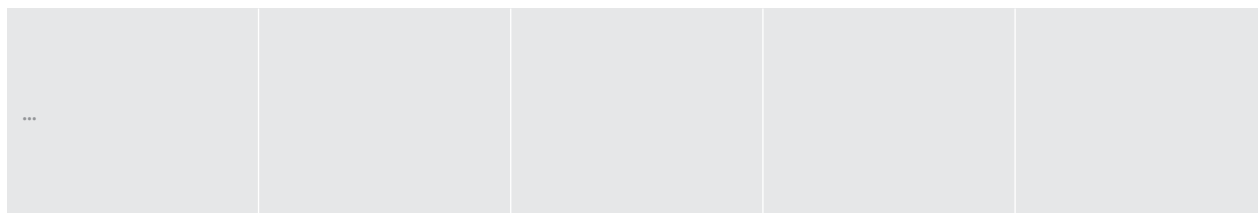
1.3

MALE ...
FEMALE ...

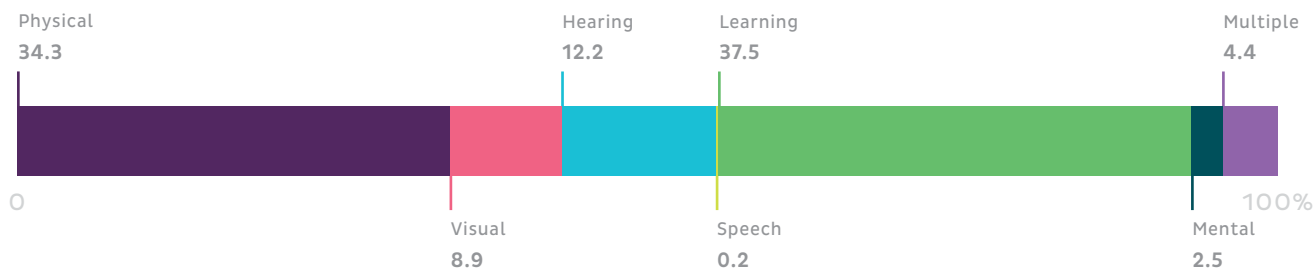
DISTRIBUTION OF DISABILITY BY AGE GROUP² (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

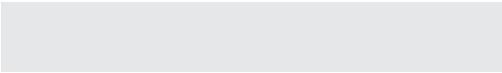


DISTRIBUTION BY TYPE OF DISABILITY (%)

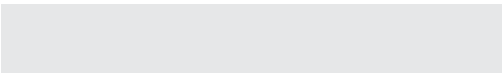


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

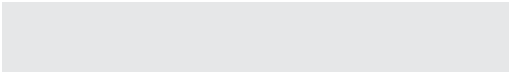
N.A. 

WITH DISABILITIES

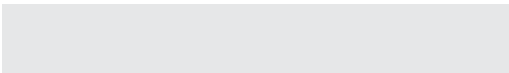
N.A. 

UNEMPLOYMENT RATE (%)

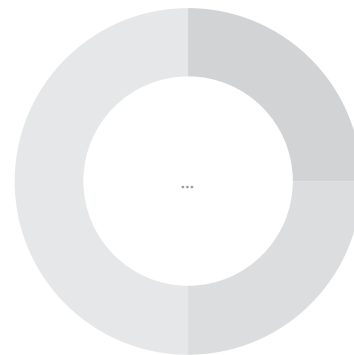
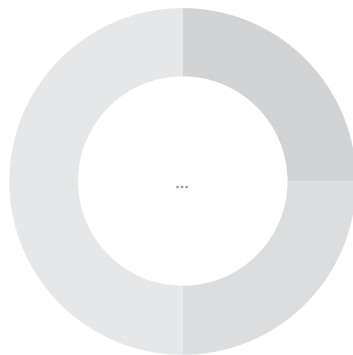
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS


Ministry of Women, Family and Community Development/Department of Social Welfare


CONTACT

Director General, Department of Social Welfare
No. 55, Persiaran Perdana
Precint 4, 62100, Putrajaya
Malaysia

 www.kpwkm.gov.my

 www.jkm.gov.my

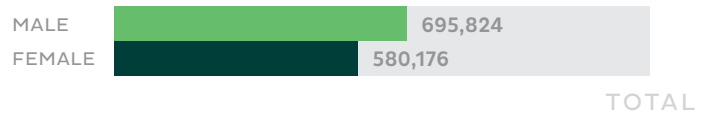
 bounneuang08@yahoo.com

 nikomar@jkm.gov.my

MYANMAR

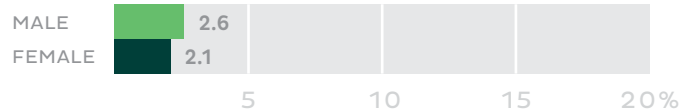
PERSONS WITH DISABILITIES

1,276,000



DISABILITY PREVALENCE (%)

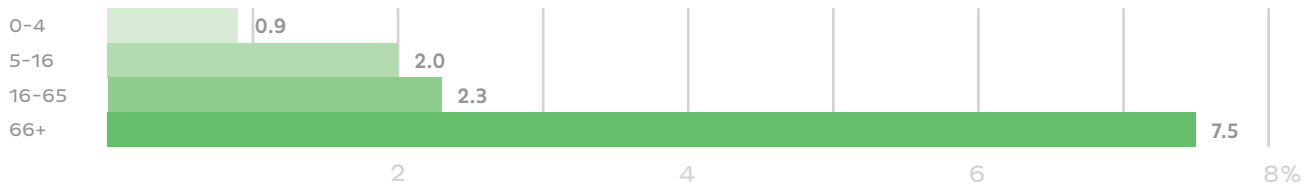
2.3



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

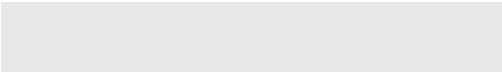


DISTRIBUTION BY TYPE OF DISABILITY (%)

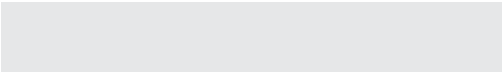


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

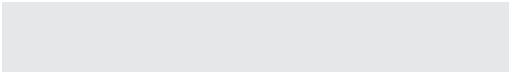
N.A. 

WITH DISABILITIES

N.A. 

UNEMPLOYMENT RATE (%)

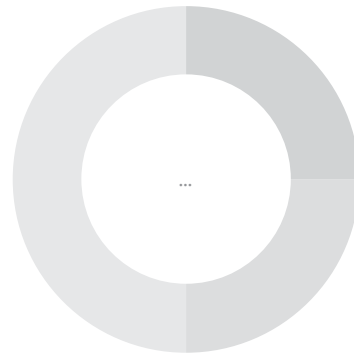
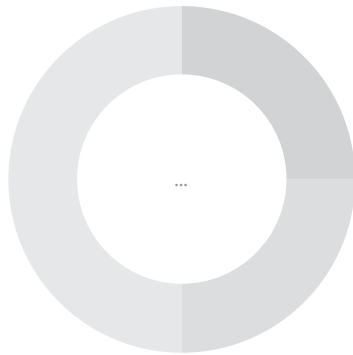
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Women, Family and Community Development/Department of Social Welfare

CONTACT

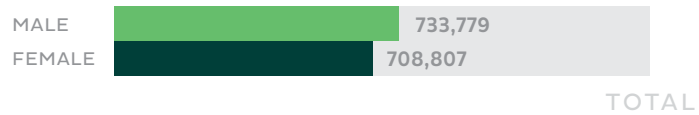
No. 64, Kaba Aye Pagoda Road
Mayangone Township
Yangon
Myanmar

 social.wel.myan@mptmail.net.mm

PHILIPPINES

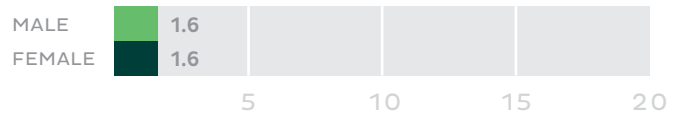
PERSONS WITH DISABILITIES

1,442,586

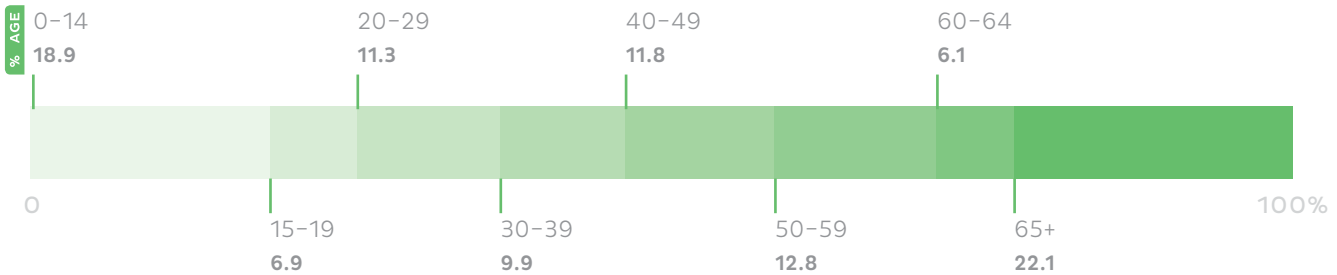


DISABILITY PREVALENCE (%)

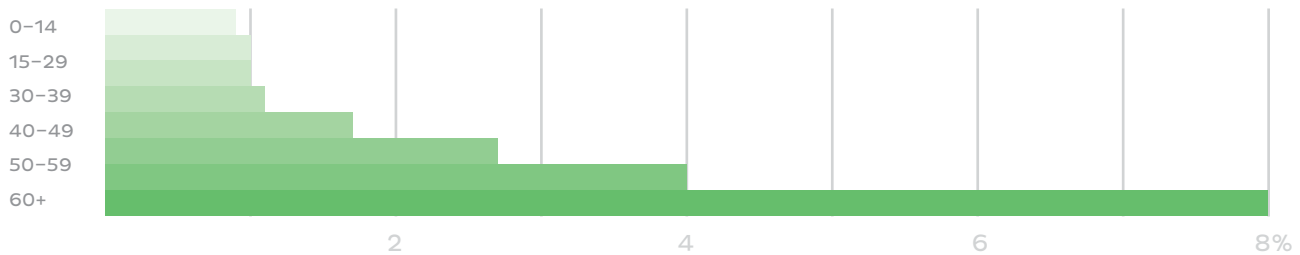
1.6



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

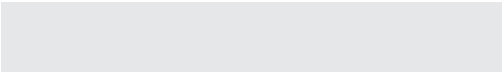


DISTRIBUTION BY TYPE OF DISABILITY (%)

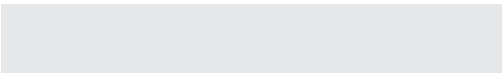


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

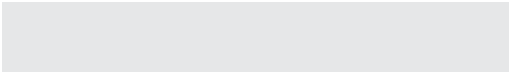
N.A. 

WITH DISABILITIES

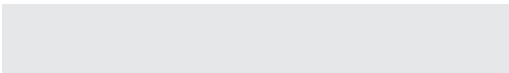
N.A. 

UNEMPLOYMENT RATE (%)

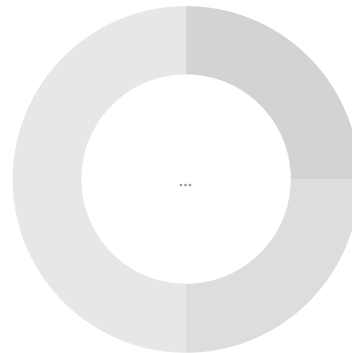
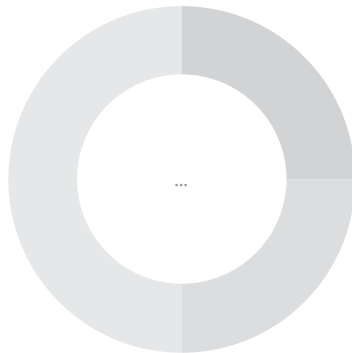
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

National Council on Disability Affairs (NCDA)

CONTACT

Executive Director, NCDA
Isidora Street, Barangay Holy Spirit, Diliman,
Quezon City, Philippines 1127

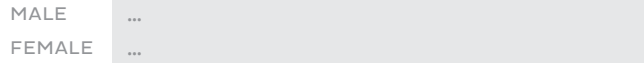
 www.ncda.gov.ph

 council@ncda.gov.ph

SINGAPORE

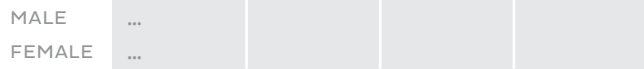
PERSONS WITH DISABILITIES

100,000



DISABILITY PREVALENCE (%)

3.0



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

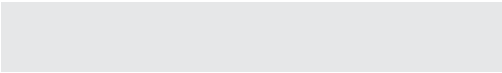


DISTRIBUTION BY TYPE OF DISABILITY (%)

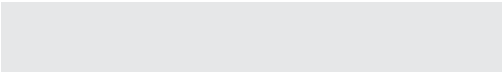


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

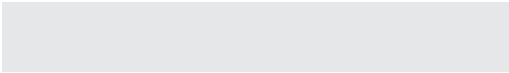
N.A. 

WITH DISABILITIES

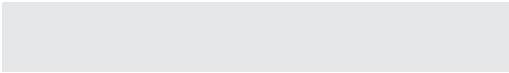
N.A. 

UNEMPLOYMENT RATE (%)

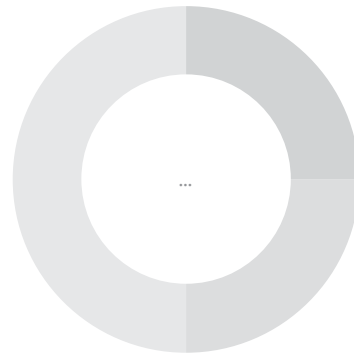
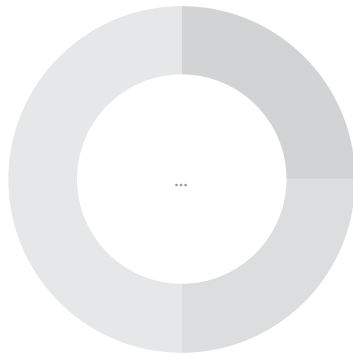
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Social and Family Development, Disability Division

CONTACT

512 Thomson Road, #09-00
MSF Building, Singapore 298136

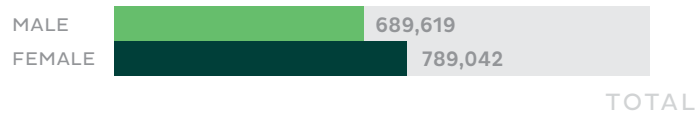
 www.msf.gov.sg

 msf_email@msf.gov.sg

THAILAND

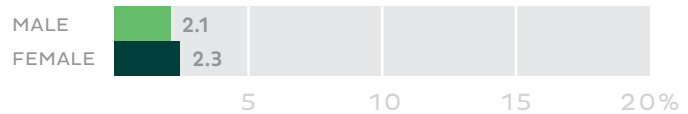
PERSONS WITH DISABILITIES

1,478,662

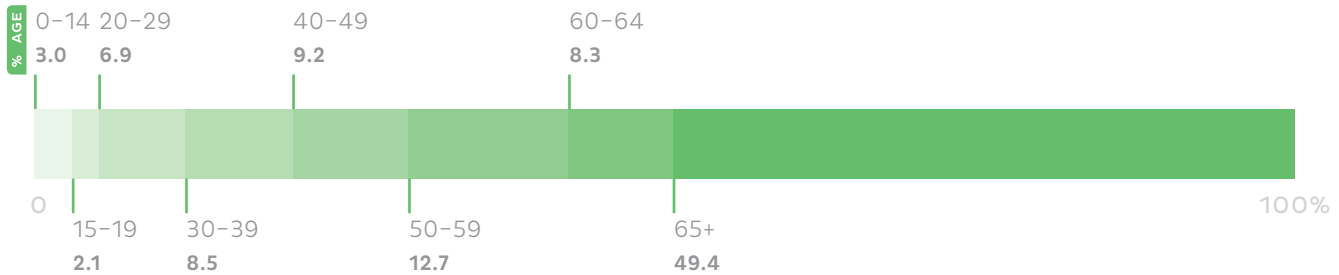


DISABILITY PREVALENCE (%)

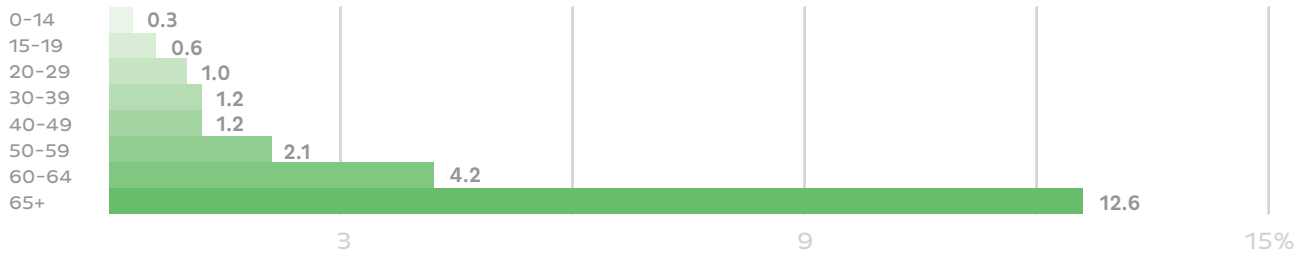
2.2



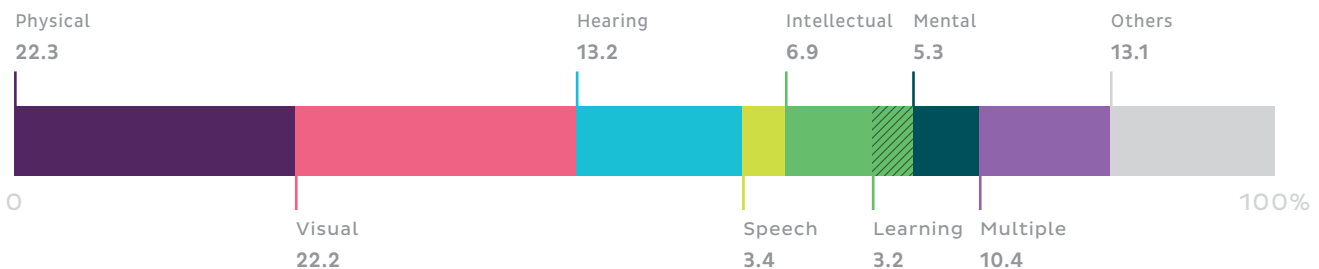
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



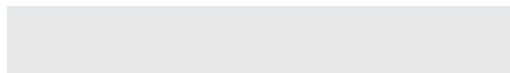
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

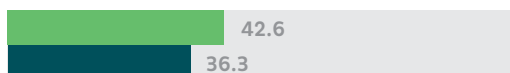
N.A.



WITH DISABILITIES

MALE 42.6

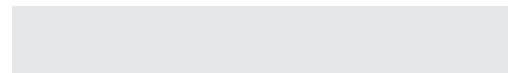
FEMALE 36.3



UNEMPLOYMENT RATE (%)

WITHOUT DISABILITIES

N.A.



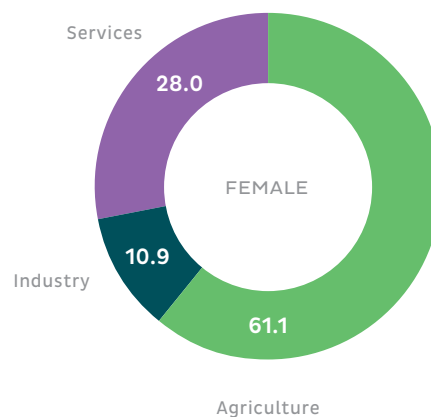
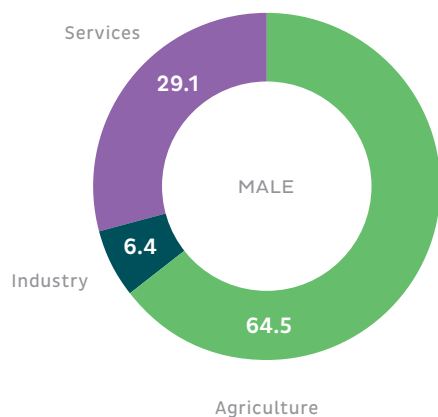
WITH DISABILITIES

MALE 57.4

FEMALE 63.7



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Social Development and Human Security/Department of Empowerment of Persons with Disabilities (DEP)

CONTACT

Director of Strategies and Planning Division, DEP
255 Rajvithi Road, Rajthevi, Bangkok, Thailand 10400

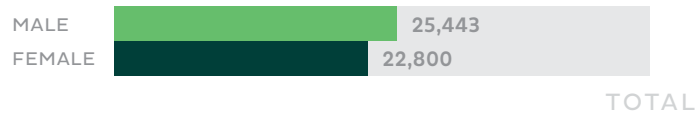
 nep.go.th/en/home

 nep.thailand@gmail.com

TIMOR-LESTE

PERSONS WITH DISABILITIES

48,243

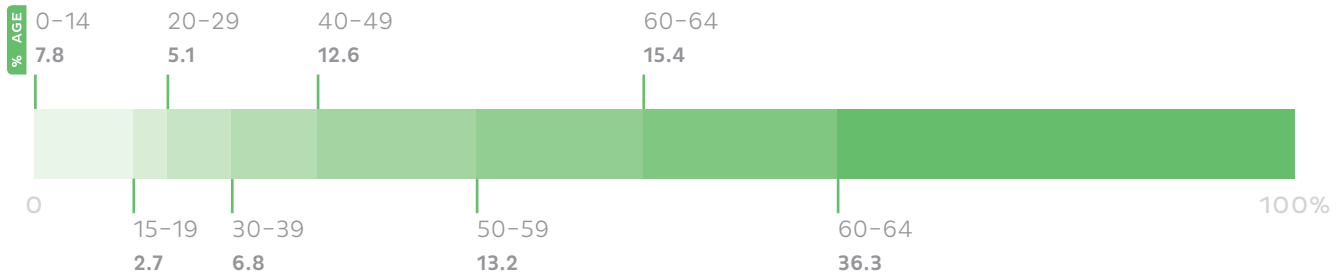


DISABILITY PREVALENCE (%)

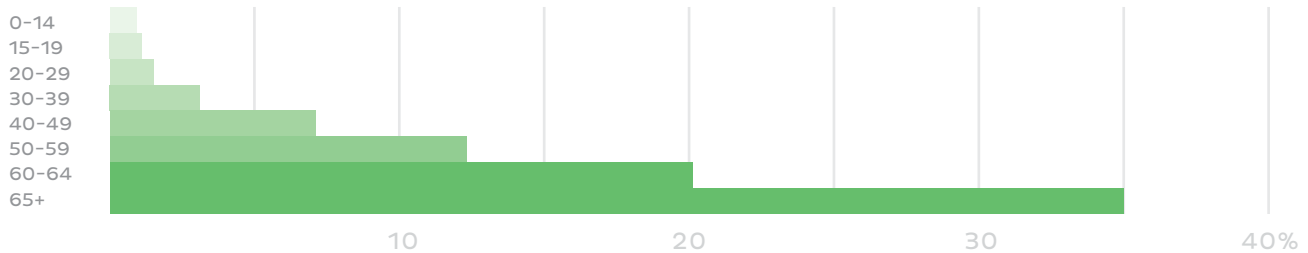
4.6



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

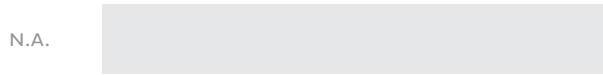


DISTRIBUTION BY TYPE OF DISABILITY* (%)

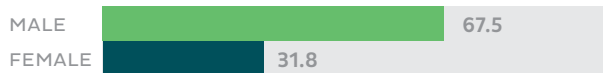


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

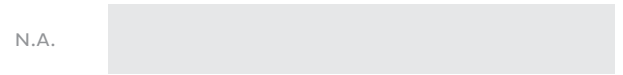


WITH DISABILITIES

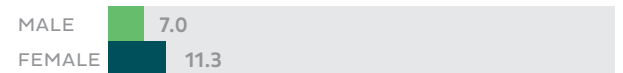


UNEMPLOYMENT RATE (%)

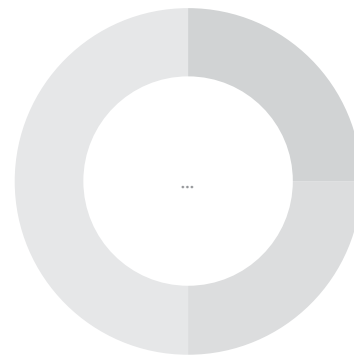
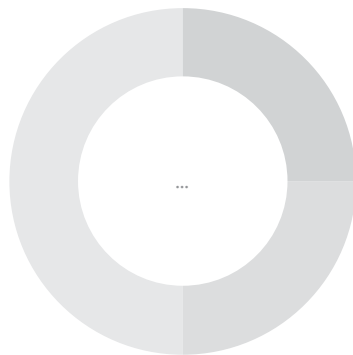
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Social Solidarity/ National Directorate of Social Assistance

CONTACT

National Director of Social Assistance
Ministry of Social Solidarity
Rua de Caicoli, Dili,
Timor-Leste

www.mss.gov.tl

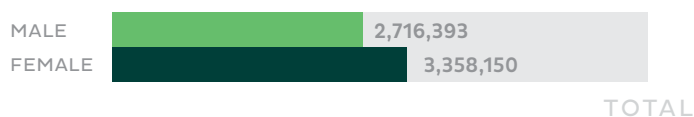
dnas@mss.gov.tl

*Persons with more than one type of disability are counted in each of the corresponding categories.
Hence, the sum of various types of disability exceeds 100.

VIET NAM

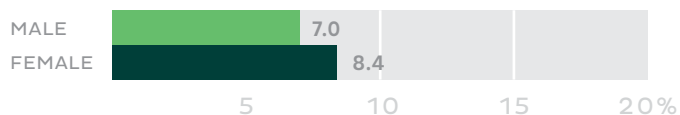
PERSONS WITH DISABILITIES

6,074,543

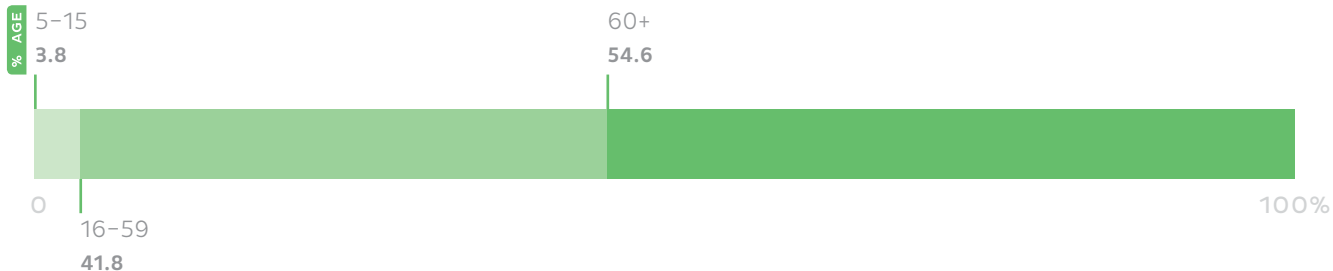


DISABILITY PREVALENCE (%)

7.8



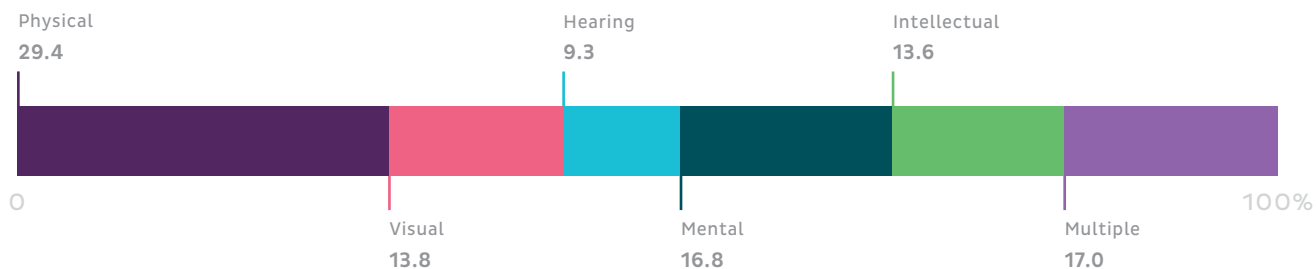
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



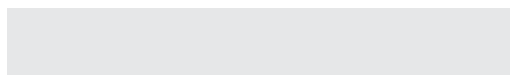
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

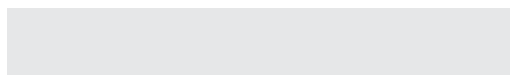
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

N.A.

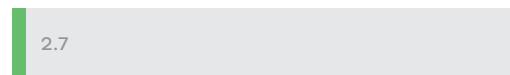


UNEMPLOYMENT RATE (%)

WITHOUT DISABILITIES

BOTH
SEXES

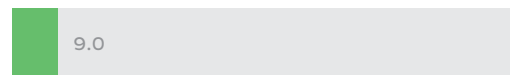
2.7



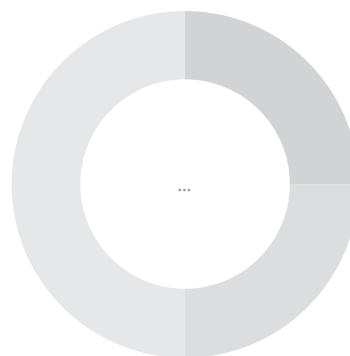
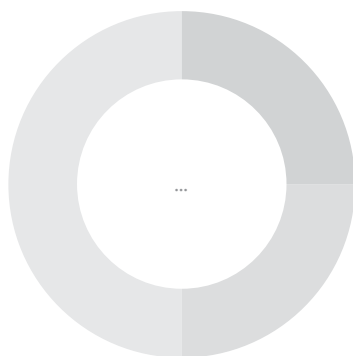
WITH DISABILITIES

BOTH
SEXES

9.0



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour, Invalids and Social Affairs (MOLISA)/ National Coordinating Council on Disability (NCCD)

CONTACT

Director-General, International Cooperation Department
MOLISA
12 Ngo Quyen Street, Hoan Kiem District
Ha Noi, Viet Nam

✉ dung.lk@icd-molisa.gov.vn

✉ banbientap@molisa.gov.vn

SOUTH AND SOUTH-WEST ASIA

DEMOGRAPHIC INDICATORS

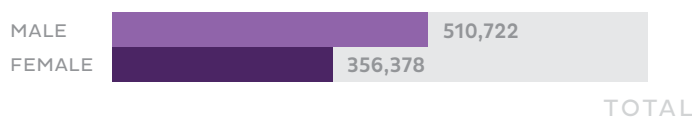
	TOTAL POPULATION (THOUSANDS)			AGE COMPOSITION (%)								
	2015	2030	2050	IN 2015			IN 2030			IN 2050		
				<15	15-64	65+	<15	15-64	65+	<15	15-64	65+
Afghanistan	32,527	43,852	55,955	44.0	53.5	2.5	34.0	62.9	3.2	24.9	69.4	5.7
Bangladesh	160,996	186,460	202,209	29.4	65.6	5.0	23.0	69.6	7.4	17.2	67.3	15.5
Bhutan	775	886	950	26.9	68.1	5.1	21.0	71.3	7.7	15.8	66.6	17.5
India	1,311,051	1,527,658	1,705,333	28.8	65.6	5.6	23.9	67.6	8.5	19.1	67.1	13.7
Iran (Islamic Republic of)	79,109	88,529	92,219	23.6	71.3	5.1	17.9	72.4	9.7	14.9	63.0	22.0
Maldives	364	437	494	27.5	67.8	4.7	21.9	70.3	7.7	16.5	66.0	17.5
Nepal	28,514	33,104	36,159	32.7	61.8	5.5	24.7	68.0	7.4	17.4	70.0	12.6
Pakistan	188,925	244,916	309,640	35.0	60.5	4.5	30.7	63.8	5.5	25.0	66.6	8.4
Sri Lanka	20,715	21,536	20,836	24.6	66.1	9.3	19.7	64.9	15.4	17.3	59.9	22.8
Turkey	78,666	87,717	95,819	25.7	66.8	7.5	20.5	67.4	12.1	16.7	62.7	20.6

	HUMAN DEVELOPMENT INDEX		PPP-ADJUSTED PER CAPITA GNI (USD)	MALE LIFE EXPECTANCY AT BIRTH (YEARS)	FEMALE LIFE EXPECTANCY AT BIRTH (YEARS)	MALE HEALTH-ADJUSTED LIFE EXPECTANCY AT BIRTH (IN YEARS)	FEMALE HEALTH-ADJUSTED LIFE EXPECTANCY AT BIRTH (IN YEARS)
	VALUES	RANK					
Afghanistan	0.468	169	1,960	2010–2015 58.7	2010–2015 61.1	2010–2015 48.5	2010–2015 46.2
Bangladesh	0.558	142	3,330	2010–2015 69.9	2010–2015 72.3	2010–2015 57.1	2010–2015 59.8
Bhutan	0.584	136	7,570	2010–2015 68.6	2010–2015 69.1	2010–2015 58.2	2010–2015 61.5
India	0.586	135	5,640	2010–2015 66.1	2010–2015 68.9	2010–2015 54.9	2010–2015 57.7
Iran (Islamic Republic of)	0.749	75	16,140	2010–2015 74.0	2010–2015 76.2	2010–2015 61.5	2010–2015 65.3
Maldives	0.698	103	12,560	2010–2015 75.4	2010–2015 77.4	2010–2015 67.3	2010–2015 68.9
Nepal	0.540	145	2,420	2010–2015 67.6	2010–2015 70.5	2010–2015 57.6	2010–2015 59.9
Pakistan	0.537	146	5,110	2010–2015 65.0	2010–2015 66.8	2010–2015 55.2	2010–2015 58.0
Sri Lanka	0.750	73	10,270	2010–2015 71.2	2010–2015 78.0	2010–2015 62.3	2010–2015 68.6
Turkey	0.759	69	19,020	2010–2015 71.5	2010–2015 78.1	2010–2015 61.8	2010–2015 66.0

AFGHANISTAN

PERSONS WITH DISABILITIES

867,100

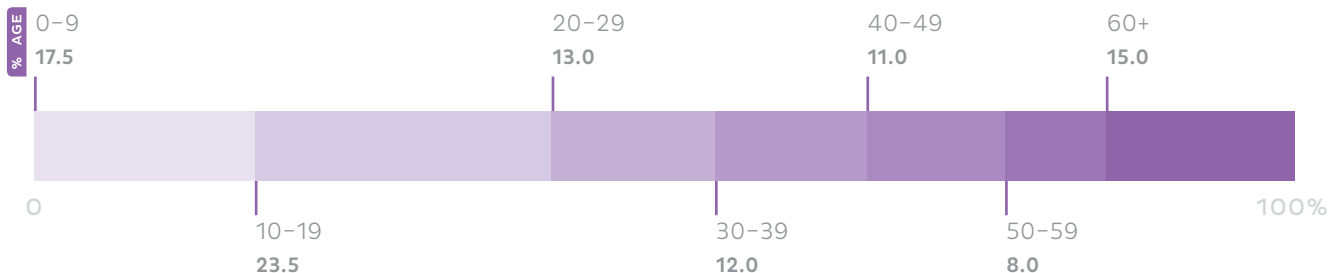


DISABILITY PREVALENCE (%)

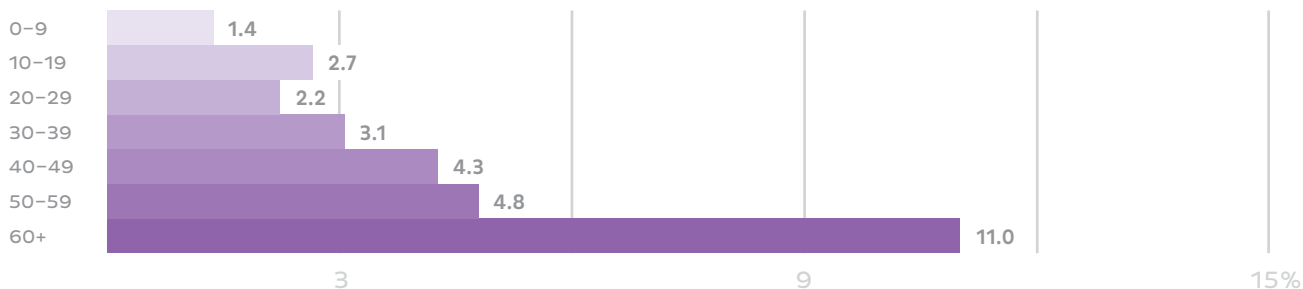
2.7



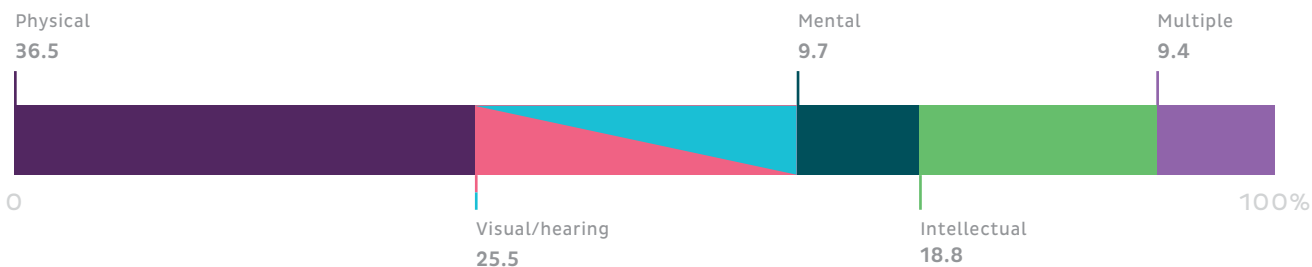
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

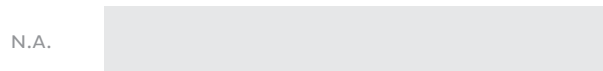


WITH DISABILITIES

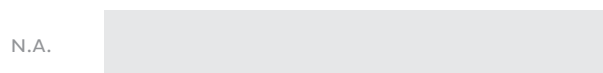


UNEMPLOYMENT RATE (%)

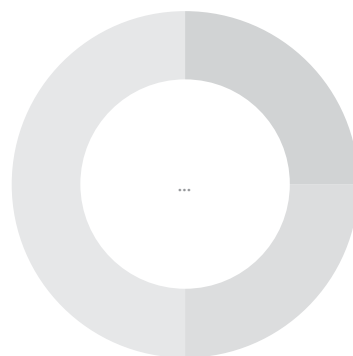
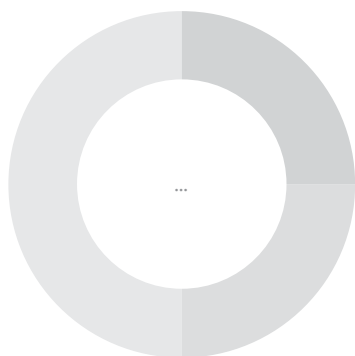
WITHOUT DISABILITIES



WITH DISABILITIES




EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Labour, Social Affairs, Martyrs and Disabled

CONTACT

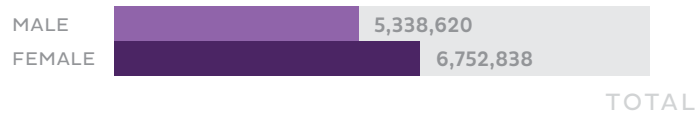
 <http://molsamd.gov.af>

 suraya_paykan@gmail.com

BANGLADESH

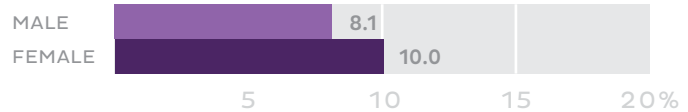
PERSONS WITH DISABILITIES

12,091,458

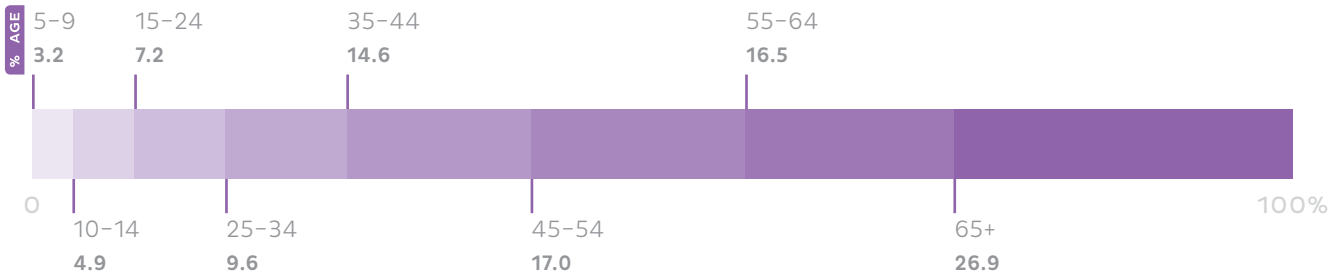


DISABILITY PREVALENCE (%)

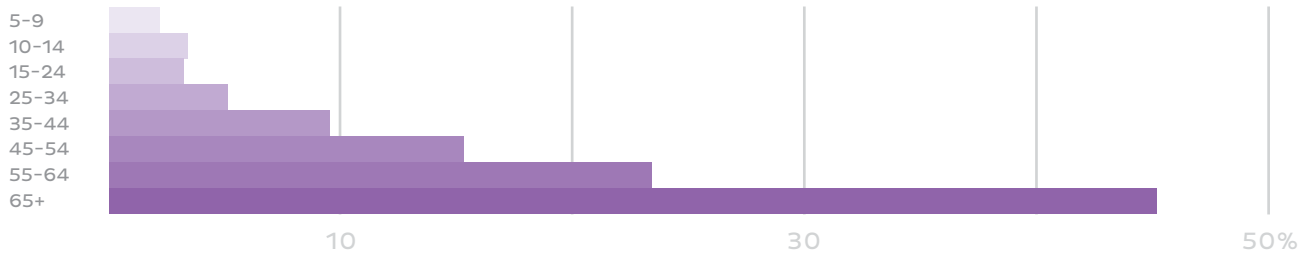
9.1



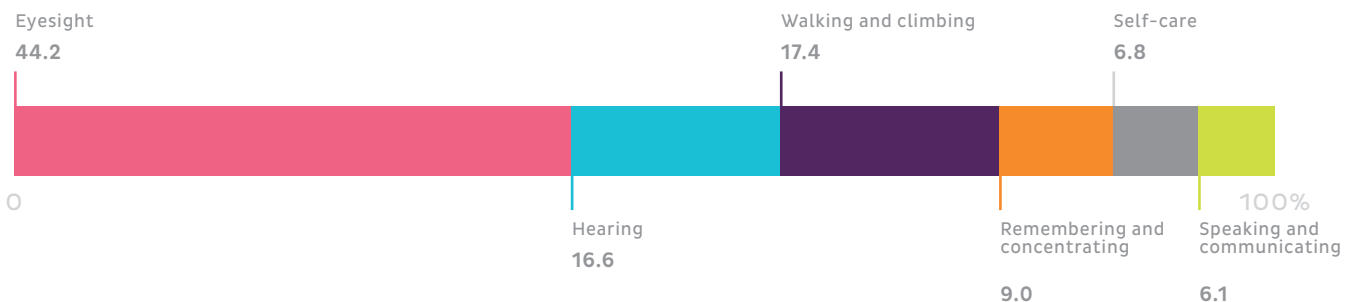
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

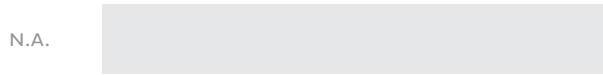


DISTRIBUTION BY TYPE OF DISABILITY (%)

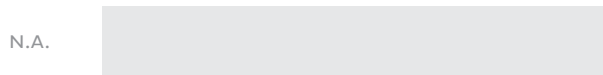


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

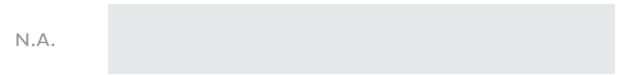


WITH DISABILITIES

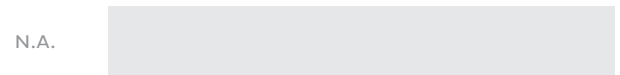


UNEMPLOYMENT RATE (%)

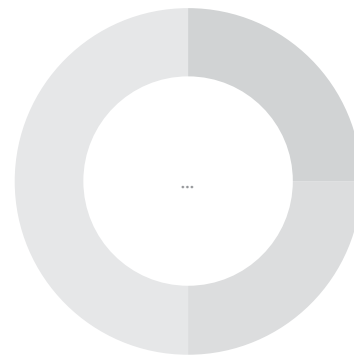
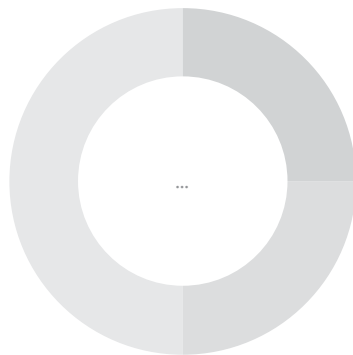
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS


Ministry of Social Welfare/Department of Social Services

CONTACT

Joint Secretary
Ministry of Social Welfare
Bangladesh Secretariat, Building#6, 3rd Floor
Dhaka, Bangladesh

 www.msw.gov.bd

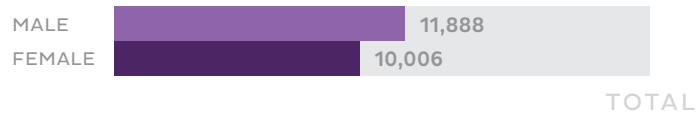
 www.dss.gov.bd

 mahmud57@yahoo.com

BHUTAN

PERSONS WITH DISABILITIES

21,894

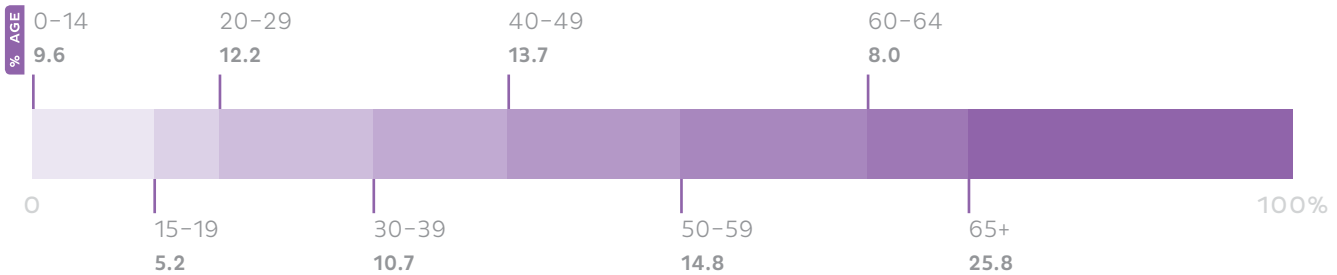


DISABILITY PREVALENCE (%)

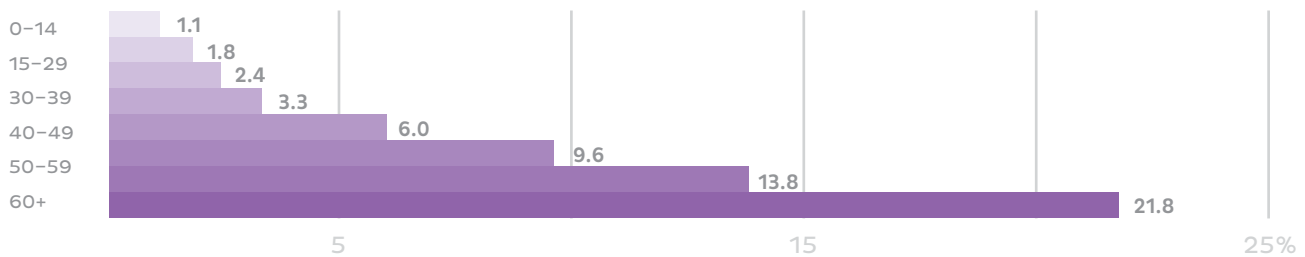
3.4



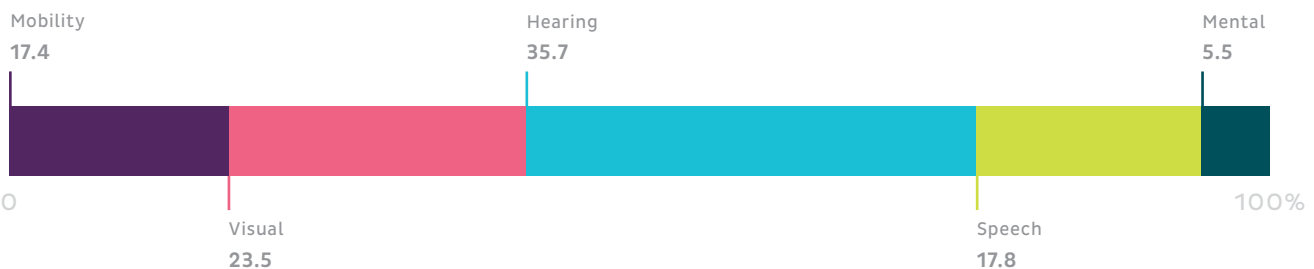
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



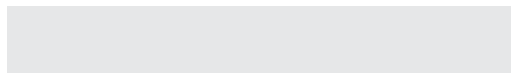
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

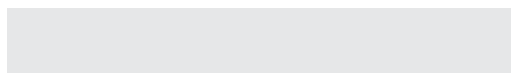
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

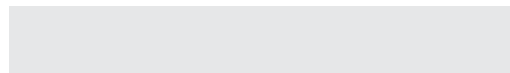
N.A.



UNEMPLOYMENT RATE (%)

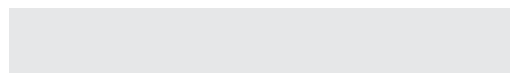
WITHOUT DISABILITIES

N.A.

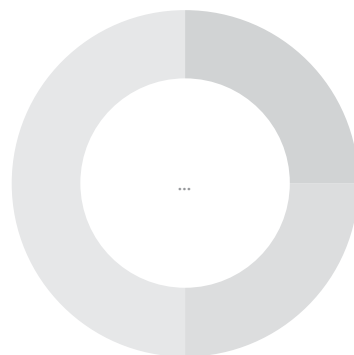
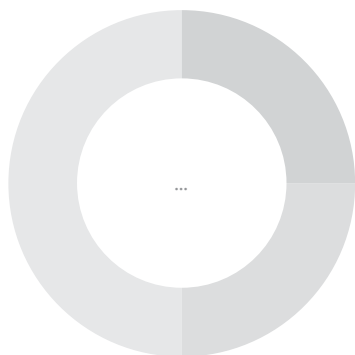


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)




GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Health/Department of Public Health

CONTACT

Disability Prevention & Rehabilitation Programme
Lhado Lam, Thimphu
Bhutan

 www.health.gov.bt/departments/dept-of-public-health

 kmohora@health.gov.bt

INDIA

PERSONS WITH DISABILITIES

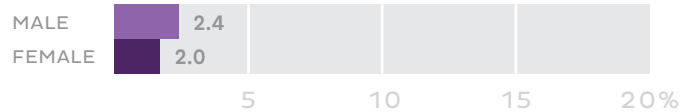
26,814,994



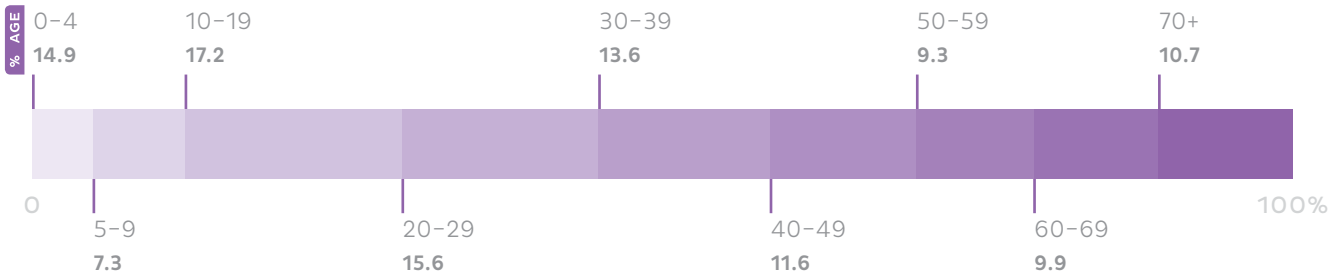
TOTAL

DISABILITY PREVALENCE (%)

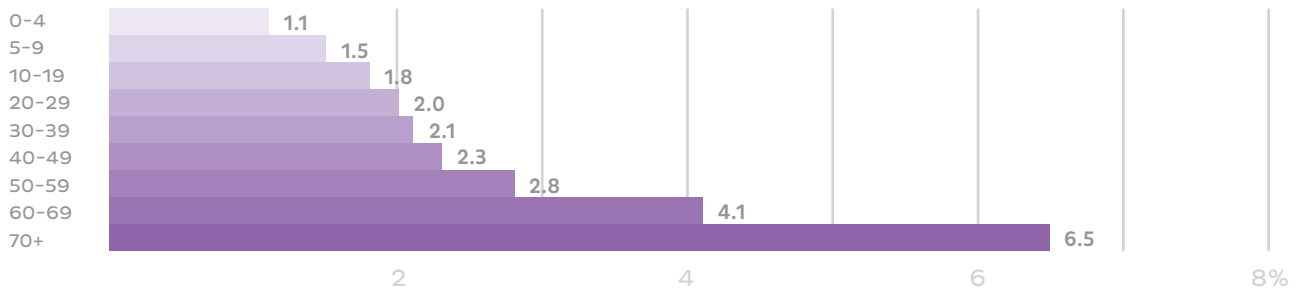
2.2



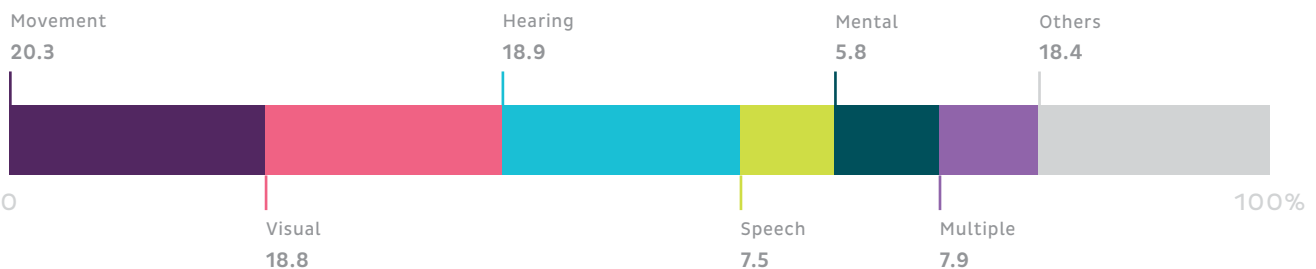
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



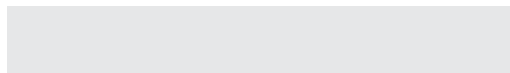
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

MALE 58.3

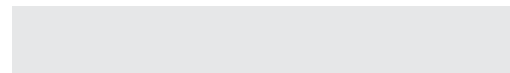
FEMALE 27.6



UNEMPLOYMENT RATE (%)

WITHOUT DISABILITIES

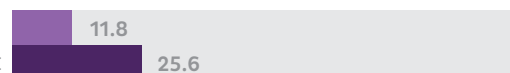
N.A.



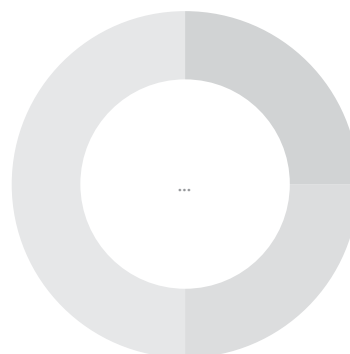
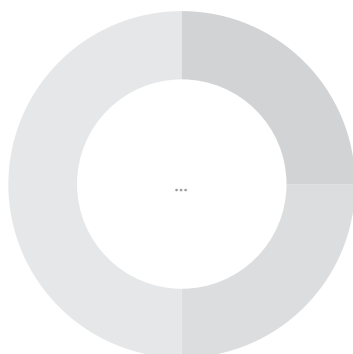
WITH DISABILITIES

MALE 11.8

FEMALE 25.6



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Social Justice and Empowerment/ Department of Empowerment of Persons with Disabilities (DEP)

CONTACT

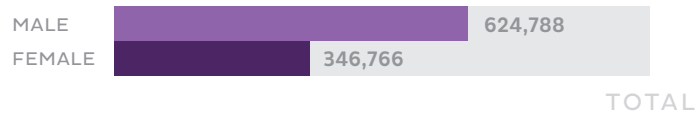
✉ secretaryda-msje@nic.in

Secretary, Department of Empowerment of Persons with Disabilities
Ministry of Social Justice and Empowerment
5th Floor, Pariyavaran Bhavan, CGO Complex, Lodi Road
New Delhi

IRAN

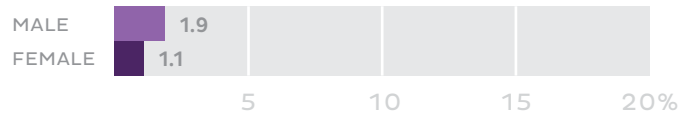
PERSONS WITH DISABILITIES

948,345



DISABILITY PREVALENCE (%)

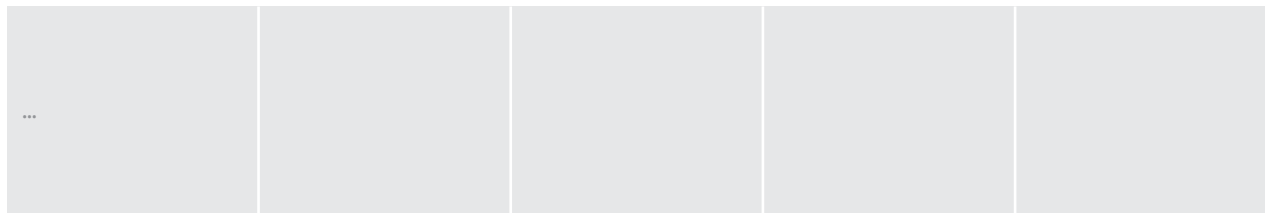
1.5



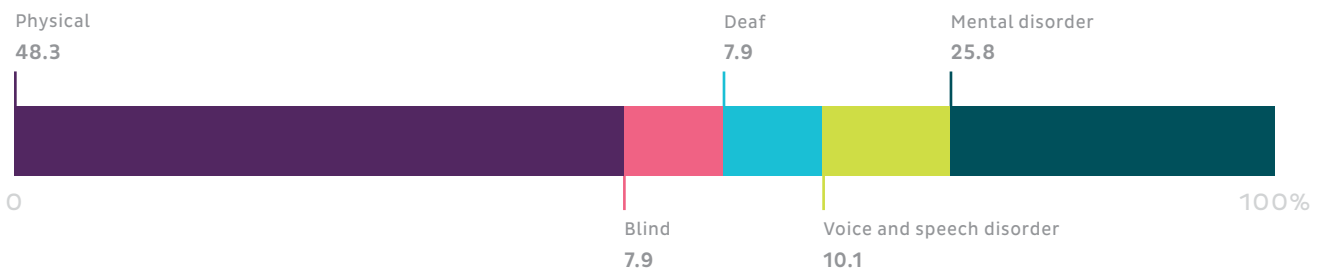
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



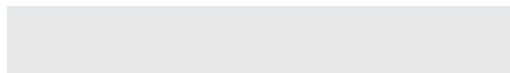
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

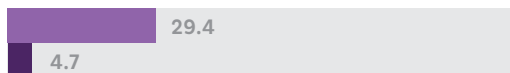
N.A.



WITH DISABILITIES

MALE 29.4

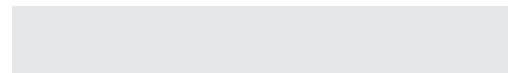
FEMALE 4.7



UNEMPLOYMENT RATE (%)

WITHOUT DISABILITIES

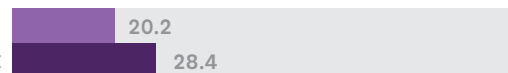
N.A.



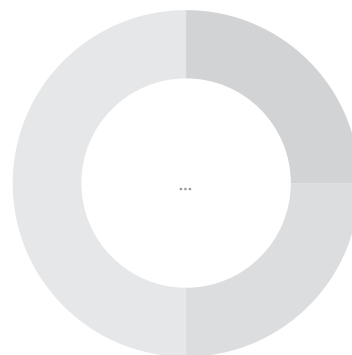
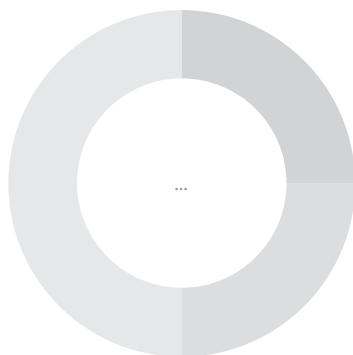
WITH DISABILITIES

MALE 20.2

FEMALE 28.4



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

State Welfare Organization

CONTACT

Director-General
Department of Public Relations and International Affairs
State Welfare Organization
Tehran, Iran

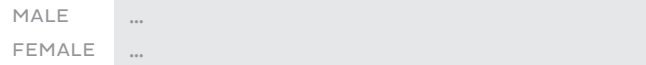
 www.behzisti.ir

 Internationalrelations@behzisti.ir

MALDIVES

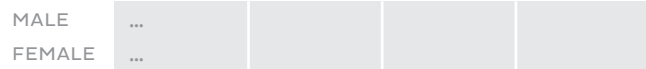
PERSONS WITH DISABILITIES

37,224

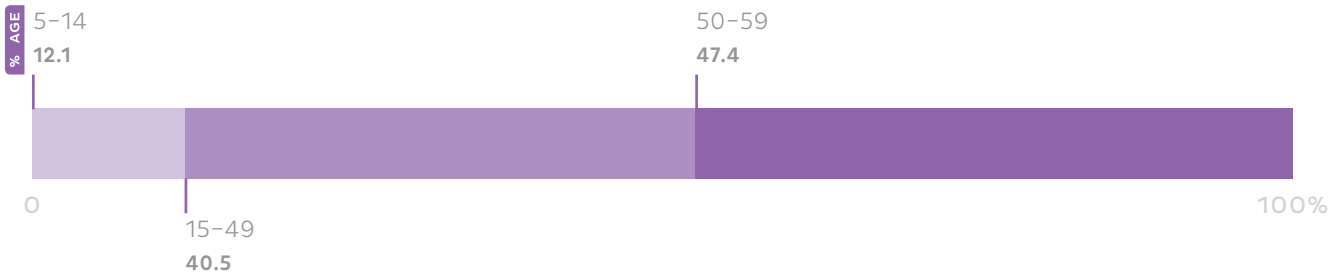


DISABILITY PREVALENCE (%)

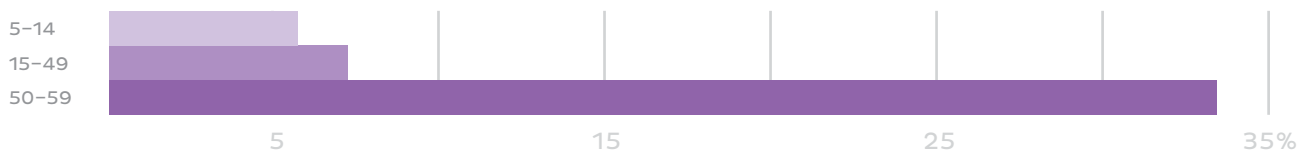
10.9



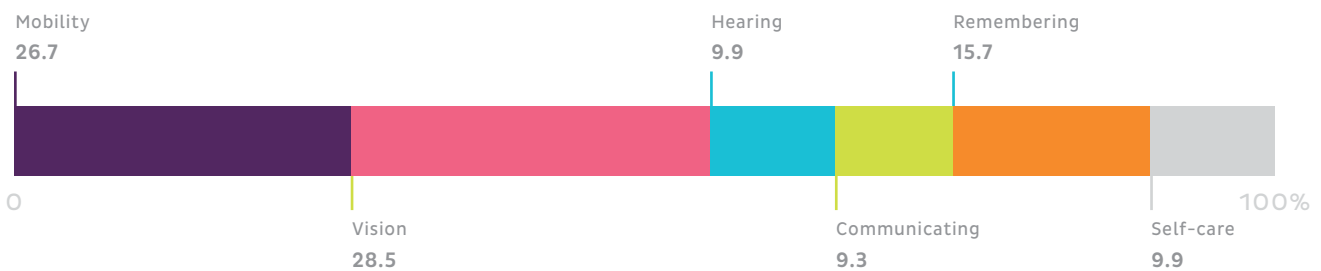
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

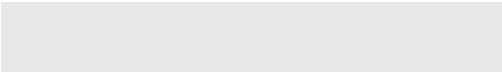


DISTRIBUTION BY TYPE OF DISABILITY (%)

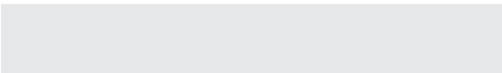


EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

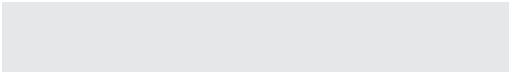
N.A. 

WITH DISABILITIES

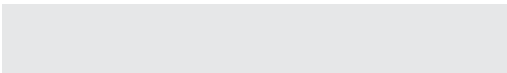
N.A. 

UNEMPLOYMENT RATE (%)

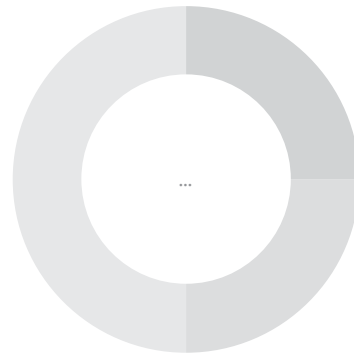
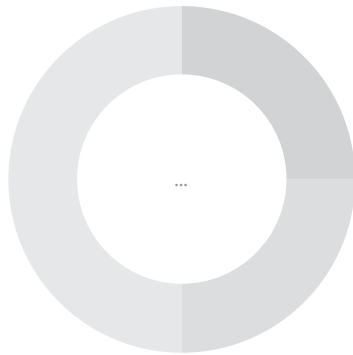
WITHOUT DISABILITIES

N.A. 

WITH DISABILITIES

N.A. 

EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Gender, Family and Human Rights

CONTACT

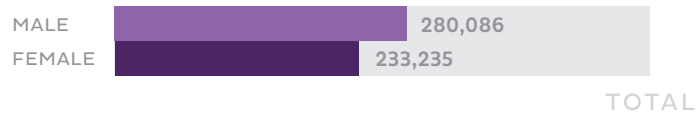
Deputy Minister
Ministry of Gender, Family and Human Rights,
Male, Maldives

 shidhatha@gmail.com

NEPAL

PERSONS WITH DISABILITIES

513,321

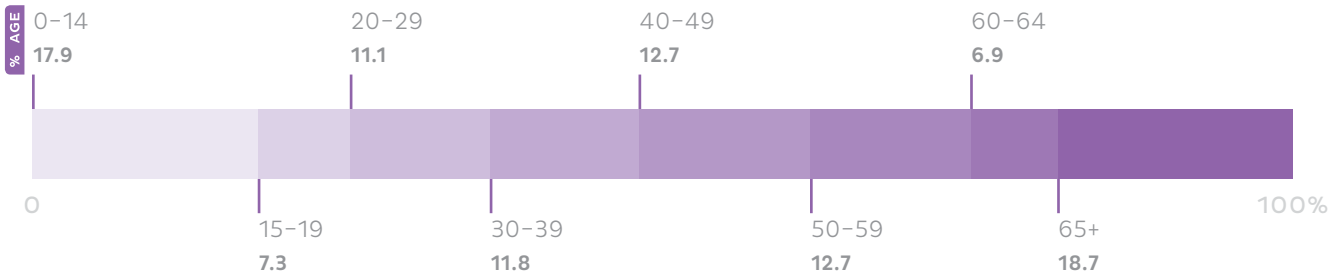


DISABILITY PREVALENCE (%)

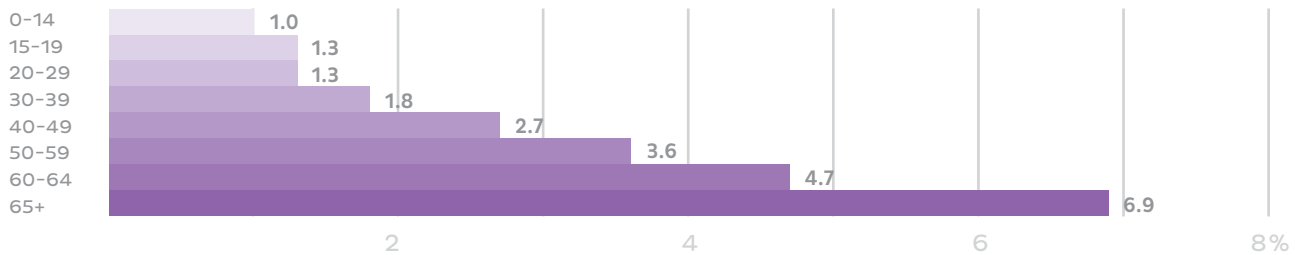
1.9



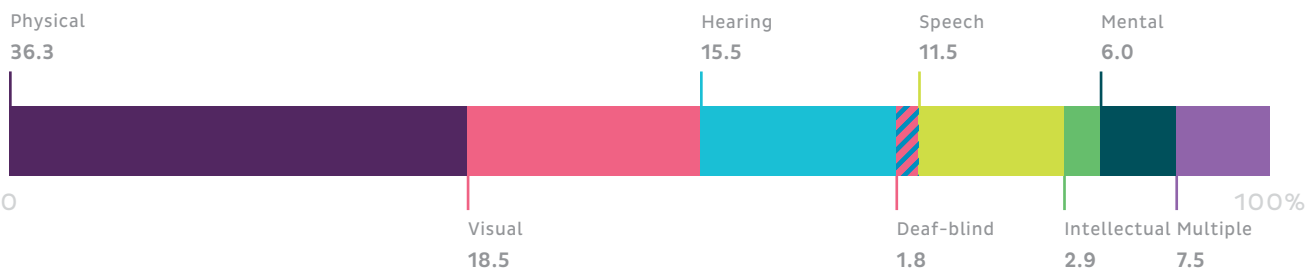
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



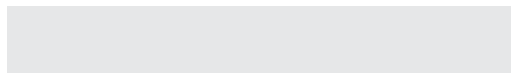
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

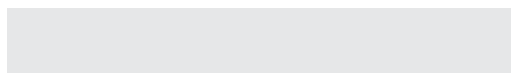
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

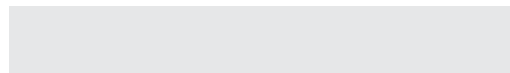
N.A.



UNEMPLOYMENT RATE (%)

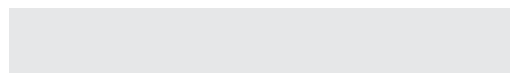
WITHOUT DISABILITIES

N.A.

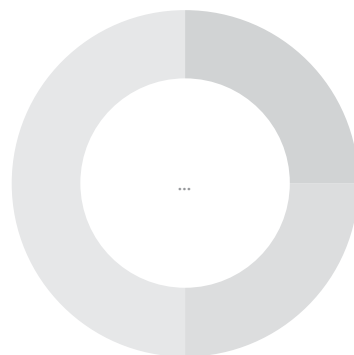
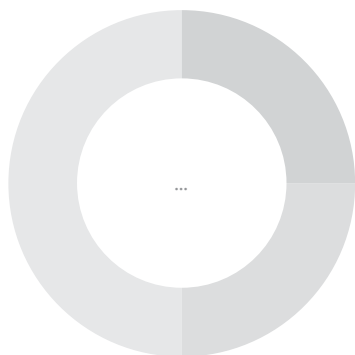


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)





GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Women, Children and Social Welfare

CONTACT

Under Secretary
Ministry of Women, Children and Social Welfare
Kathmandu
Nepal

 www.mowcsw.gov.np/en

 hum.kala@gmail.com

PAKISTAN

PERSONS WITH DISABILITIES

3,286,630

MALE ...
FEMALE ...

DISABILITY PREVALENCE (%)

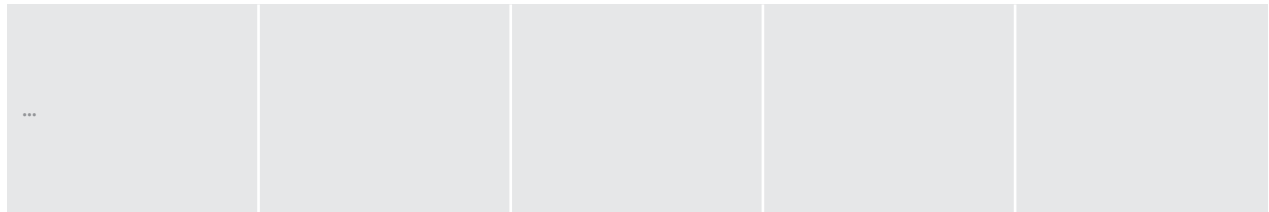
2.5

MALE ...
FEMALE ...

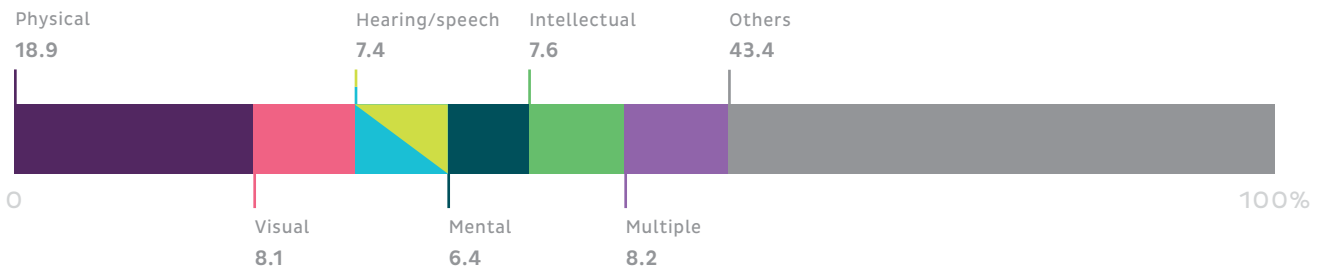
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



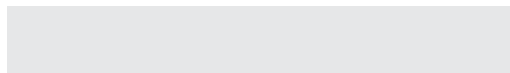
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

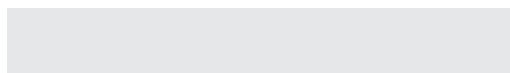
WITHOUT DISABILITIES

N.A.



WITH DISABILITIES

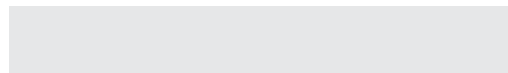
N.A.



UNEMPLOYMENT RATE (%)

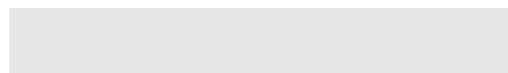
WITHOUT DISABILITIES

N.A.

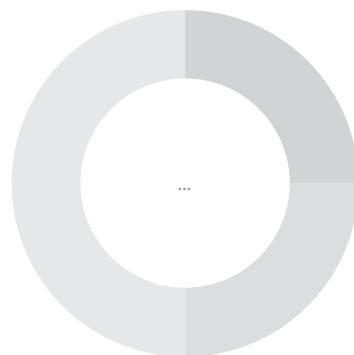
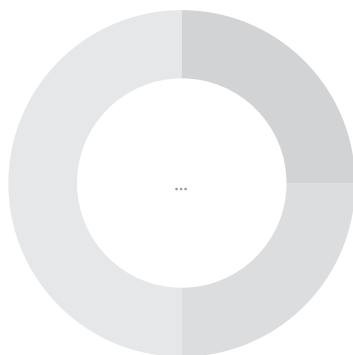


WITH DISABILITIES

N.A.



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Law, Justice and Human Rights (CRPD Focal Point)

Pakistan Bureau of Statistics (PBS)

CONTACT

Chief Statistician, Pakistan Bureau of Statistics
Statistics House, Mauve Area, G-9/1
Islamabad
Pakistan

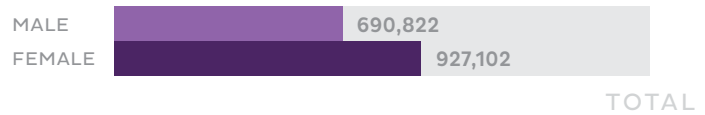
 www.molaw.gov.pk

 chiefstat@pbs.gov.pk

SRI LANKA

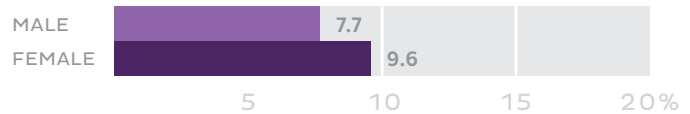
PERSONS WITH DISABILITIES

1,617,924

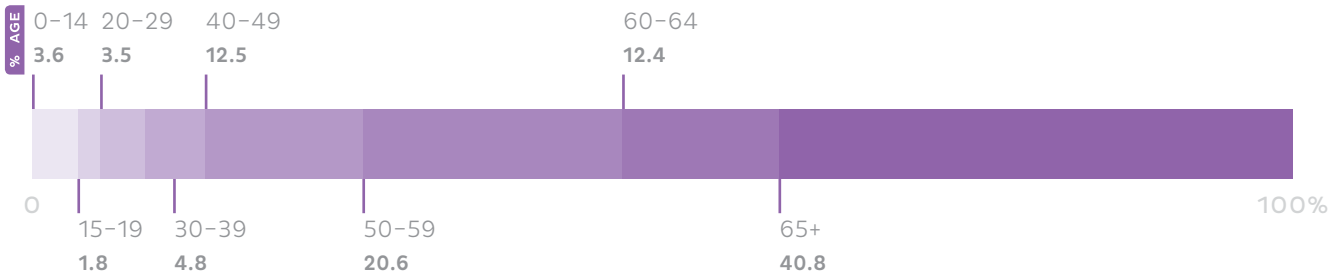


DISABILITY PREVALENCE (%)

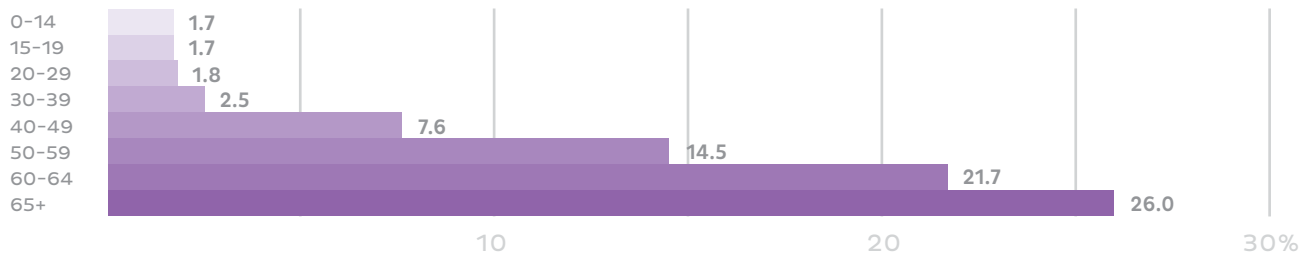
8.7



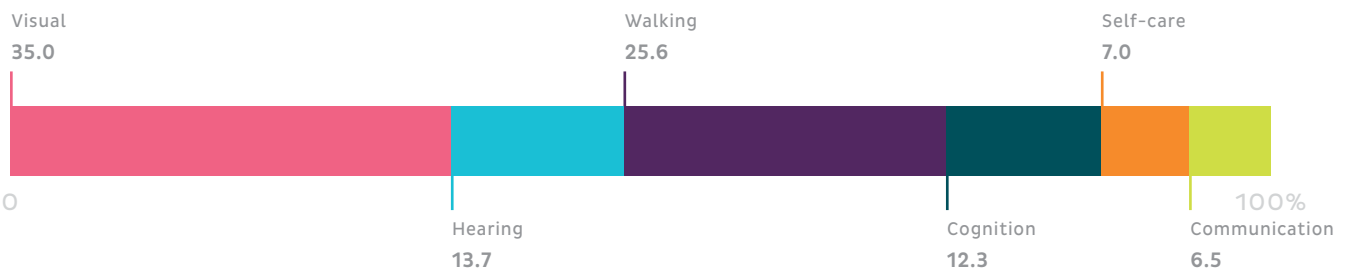
DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)

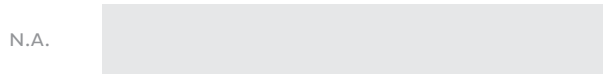


DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

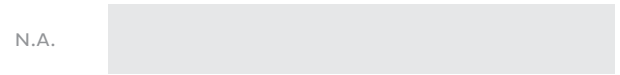


WITH DISABILITIES

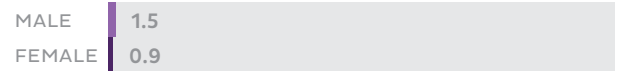


UNEMPLOYMENT RATE (%)

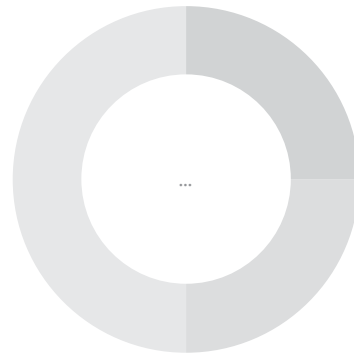
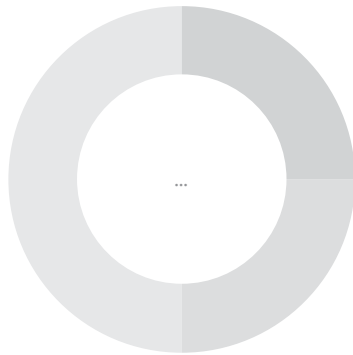
WITHOUT DISABILITIES



WITH DISABILITIES



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Social Empowering and Welfare/Department of Social Services

CONTACT

Ministry of Social Empowerment and Welfare
Sethsiripaya (Stage II), Battharamulla
Sri Lanka

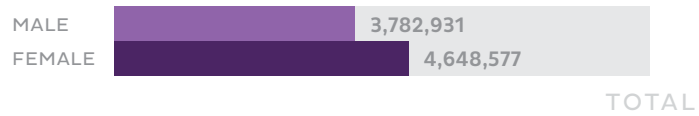
www.socialwelfare.gov.lk/web

mssadmin@slt.net.lk

TURKEY

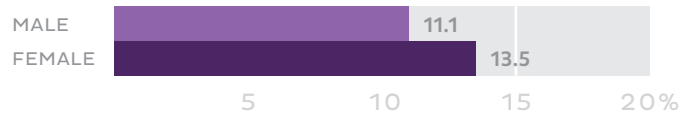
PERSONS WITH DISABILITIES

8,431,508

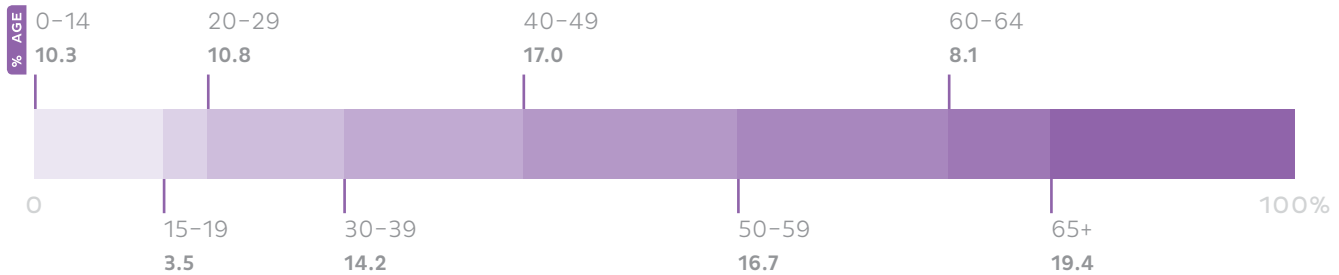


DISABILITY PREVALENCE (%)

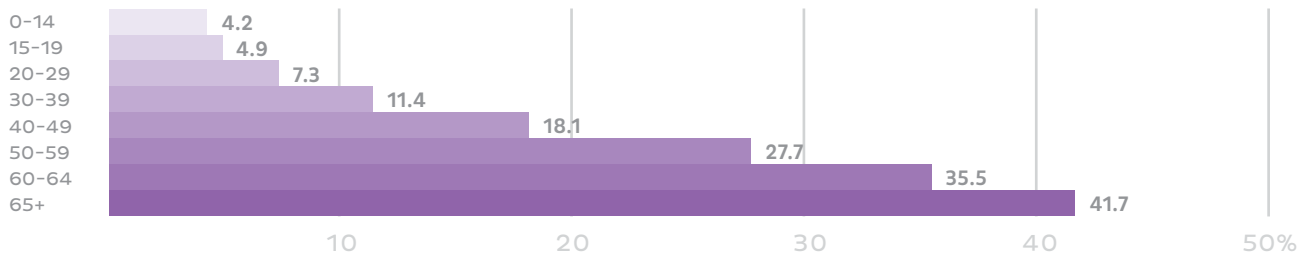
12.3



DISTRIBUTION OF DISABILITY BY AGE GROUP (%)



AGE-SPECIFIC PREVALENCE OF DISABILITY (%)



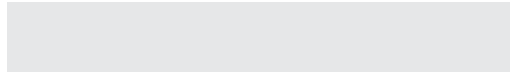
DISTRIBUTION BY TYPE OF DISABILITY (%)



EMPLOYMENT- TO-POPULATION RATIO (%)

WITHOUT DISABILITIES

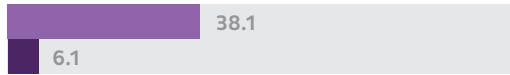
N.A.



WITH DISABILITIES

MALE 38.1

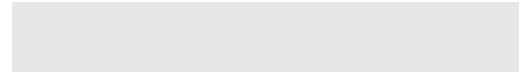
FEMALE 6.1



UNEMPLOYMENT RATE (%)

WITHOUT DISABILITIES

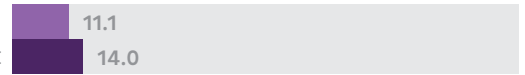
N.A.



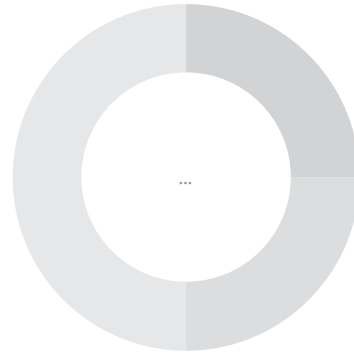
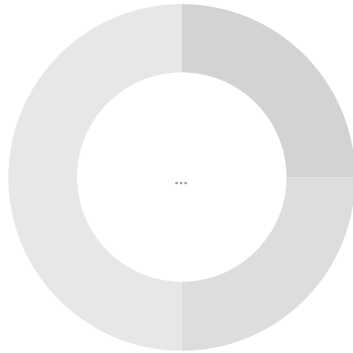
WITH DISABILITIES

MALE 11.1

FEMALE 14.0



EMPLOYMENT OF PERSONS WITH DISABILITIES BY SECTOR (%)



GOVERNMENT FOCAL POINT ON DISABILITY MATTERS

Ministry of Family and Social Policy/General Directorate of Services for Persons with Disabilities and the Elderly

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Annexes

ANNEX 1: RATIFICATION STATUS OF THE CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES (CRPD)

Signatures and ratifications of the Convention and its Optional Protocol, in the Asia-Pacific region as of 26 Nov. 2015:

- 38 signatures to the Convention
- 9 signatures to the Optional Protocol
- 37 ratifications or accessions to the Convention
- 10 ratifications or accessions to the Optional Protocol

	COUNTRY/TERRITORY BY SUBREGION	CRPD SIGNATURE	CRPD RATIFICATION OR ACCESSION (A)	CRPD PROTOCOL SIGNATURE	CRPD PROTOCOL RATIFICATION OR ACCESSION (A)
East and North-East Asia	China	2007	2008	--	--
	Democratic People's Republic of Korea	2013	--	--	--
	Japan	2007	2014	--	--
	Mongolia	--	2009 (a)	--	2009 (a)
	Republic of Korea	2007	2008	--	--
South-East Asia	Brunei Darussalam	2007	--	--	--
	Cambodia	2007	2012	2007	--
	Indonesia	2007	2011	--	--
	Lao People's Democratic Republic	2008	2009	--	--
	Malaysia	2008	2010	--	--
	Myanmar	--	2011 (a)	--	--
	Philippines	2007	2008	--	--
	Singapore	2012	2013	--	--
	Thailand	2007	2008	--	--
	Timor-Leste	--	--	--	--
	Viet Nam	2007	2015	--	--
South and South-West Asia	Afghanistan	--	2012 (a)	--	2012 (a)
	Bangladesh	2007	2007	--	2008 (a)
	Bhutan	2010	--	--	--
	India	2007	2007	--	--
	Iran (Islamic Republic of)	--	2009 (a)	--	--
	Maldives	2007	2010	--	--
	Nepal	2008	2010	2008	2010
	Pakistan	2008	2011	--	--
	Sri Lanka	2007	--	--	--
	Turkey	2007	2009	2009	2015
	North and Central Asia	Armenia	2007	2010	2007
Azerbaijan		2008	2009	2008	2009
Georgia		2009	2014	2009	--
Kazakhstan		2008	2015	2008	--
Kyrgyzstan		2011	--	--	--
Russian Federation		2008	2012	--	--
Tajikistan		--	--	--	--
Turkmenistan		--	2008 (a)	--	2010 (a)
Uzbekistan		2009	--	--	--
Pacific	Australia	2007	2008	--	2009 (a)
	Cook Islands	--	2009 (a)	--	2009 (a)
	Fiji	2010	--	2010	--
	Kiribati	--	2013 (a)	--	--
	Marshall Islands	--	2015 (a)	--	--
	Micronesia (Federated States of)	2011	--	--	--
	Nauru	--	2012 (a)	--	--
	New Zealand	2007	2008	--	--
	Palau	2011	2013	--	2013 (a)
	Papua New Guinea	2011	2013	--	--
	Samoa	2014	--	--	--
	Solomon Islands	2008	--	2009	--
	Tonga	2007	--	--	--
	Tuvalu	--	2013 (a)	--	--
Vanuatu	2007	2008	--	--	

ANNEX 2: SOURCES OF DISABILITY DATA AND LEGISLATION

EAST AND NORTH-EAST ASIA

COUNTRY	DEFINITION OF PERSONS WITH DISABILITIES	SOURCE OF DISABILITY DATA	MAIN DOMESTIC LAWS AND POLICIES ON DISABILITY
China	Persons who have abnormalities or loss of a certain organ or function, psychologically, physiologically or in anatomical structure, and have lost wholly or in part the ability to perform an activity in the way considered normal. (Source: Law on the Protection of Persons with Disabilities)	National Sample Survey on Disability (most recent in 2006) and Monitor of the Status of Persons with Disabilities; data collected by the National Bureau of Statistics (NBS) with support of China Disabled Persons' Federation (CDPF).	Law on the Protection of Persons with Disabilities (1990) www.cdcpf.org.cn/english/laws1documents/200804/t20080410_267460.html Regulations on the Employment of Persons with Disabilities (2007) http://www.cdcpf.org.cn/english/laws1documents/200804/t20080410_267462.html Outline of the Work for Persons with Disabilities during the 12th Five-year Development Program Period, 2011-2015 (2011) www.cdcpf.org.cn/ghjh/syfgzh/sew/201106/t20110609_77997.shtml
Democratic People's Republic of Korea	Persons who, due to a restriction or loss of physical or mental ability, suffer from long-term difficulties hindering a normal life. (Source: Law on the Protection of Persons with Disabilities)	Population census (every 10 years); data collected by the Central Bureau of Statistics.	Law on the Protection of Persons with Disabilities (2003)
Hong Kong, China	A broad definition of disability is given by the Disability Discrimination Ordinance, including mild and temporary disability, to provide the widest protection possible for persons with disabilities against discrimination. For the delivery of rehabilitation services, persons with disabilities are defined as those having any of the following 10 categories of disability: attention deficit / hyperactivity disorder; autism; hearing impairment; intellectual disability; physical disability; mental illness; specific learning difficulties; speech impairment; visceral disability; and visual impairment. (Source: Rehabilitation Programme Plan, Disability Discrimination Ordinance)	Survey on Persons with Disabilities and Chronic Diseases (every 5 to 6 years) and by the General Household Survey (monthly); data collected by Census and Statistics Department.	Disability Discrimination Ordinance - DDO (1995)
Japan	Persons with disabilities are defined as those who have physical, intellectual, mental (including developmental) or other types of disabilities affecting the functions of their body or mind and who are in a state of facing substantial limitations in their continuous daily or social life because of disabilities or social barriers. (Source: Based on the social model of disability and the provisions of the CRPD)	Survey of Everyday Life Difficulties; data collected by the Ministry of Health and Welfare and the Department of Health and Welfare for Persons with Disabilities.	
Macao, China	Persons who, by reasons of congenital or acquired loss of anomalism of psychological, intellectual, physical or anatomical structure of function susceptible of causing capability restrictions, may be in a disadvantaged situation that hinders their participation in normal activities. Disabilities may be congenital or acquired, and the definition takes age, gender and the main social indicators into account. (Source: Decree-Law, no.33/99M)	Disability Assessment Registration (annually); data collected by the Social Welfare Bureau. Demographics Statistics (annually); data collected by the Statistics and Census Service.	Regime for the prevention, integration and rehabilitation of persons with disabilities (Decree-Law 33/99/M) (1999) http://bo.io.gov.mo/bo/i/99/29/decl3333.asp
Mongolia	Persons with disabilities are defined as those who have lost their ability to fully participate in all social relations permanently or for more than 12 months due to physical, mental or sensory difficulties. Source: Law on the Social Protection of Persons with disabilities)	Decennial population census; data collected by the National Statistical Office.	Law on the social protection of persons with disabilities (1995) www.legalinfo.mn/law/details/562?lawid=562 Implementation plan of UN Convention on the Rights of Persons with Disabilities, 2013-2016 (2013)

<p>Republic of Korea</p>	<p>Disability means a physical or mental impairment or loss of function that substantially limits an individual's personal or social activities for an extended period of time. (Source: The Anti-Discrimination against and Remedies for Persons with Disabilities Act)</p> <p>Persons with disabilities are defined as those who are hampered by substantial long-term impairment in daily life or social activity due to physical or mental disability, and who fall under the types and standards of disability prescribed by Presidential Decree as persons who have a disability falling under any of the following subparagraphs:</p> <ul style="list-style-type: none"> • Physical disability: a disability of principal external bodily functions and internal organs, etc. • Mental disability : a disability caused by psychological development disorder or mental disease. <p>(Source: The Welfare of Disabled Persons Act (WDPA))</p>	<p>Population census (every 5 years); data collected by the National Statistical Office.</p> <p>Annual National Survey on Persons with Disabilities; data collected by the Ministry of Health and Welfare.</p> <p>Registration data, which is regularly updated and collected by the local governments.</p>	<p>Welfare of Disabled Persons Act (WDPA) (1981)</p> <p>Anti-Discrimination against and Remedies for Persons with Disabilities Act (ARPDPA) (2007)</p> <p>Fourth National Plan for Disability Policy 2013-2017 (2013)</p>
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NORTH AND CENTRAL ASIA

COUNTRY	DEFINITION OF PERSONS WITH DISABILITIES	SOURCE OF DISABILITY DATA	MAIN DOMESTIC LAWS AND POLICIES ON DISABILITY
<p>Armenia</p>	<p>Persons who have a need for social protection because of restrictions due to distortion of health of vital activities.</p> <p>Another translation:</p> <p>Persons who are unable to enjoy their and fundamental freedoms and to fully participate in public life owing to the absence of accessible environment and to their restricted ability to perform living activities because of health impairments. (Source: Law On Social Protection of Persons with Disabilities adopted on April 14, 1993)</p>	<p>Registers (Pyunic); data collected by Agency of Medical and Social Analysis under the Ministry of Labour and Social Affairs.</p>	<p>Law on the Social Protection of Persons with Disabilities (1993)</p>
<p>Azerbaijan</p>	<p>Persons who are in need of social assistance and protection because of mental or physical defects arising from birth, sickness or injury. (Source: Law on the Prevention of Disability and Limited Health Capacity, Rehabilitation and Social Protection of Disabled Persons and Children with Limited Health Capacity)</p>	<p>Registers (ongoing); data collected by Ministry of Labour and Social Protection of Population, State Social Protection Fund and the State Statistical Committee.</p>	<p>Law on the Prevention of Disability and Limited Health Capacity, Rehabilitation and Social Protection of Disabled Persons and Children with Limited Health Capacity (1992, amended in 2011)</p> <p>National Action Programme Concerning the Protection of the Rights of Persons with Disabilities, 2015-2020 (2015)</p> <p>Development Program on Organization Of Inclusive Education for Persons with Impaired Health, 2015-2020 (2015)</p>
<p>Georgia</p>	<p>Persons with substantial physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and efficient participation in society on an equal basis with others.</p>	<p>Registers (ongoing); data collected by Social Service Agency.</p>	<p>Law on Social Protection of Persons with Disabilities (1995)</p> <p>https://matsne.gov.ge/en/document/view/30316</p> <p>Social Integration Policy on Persons with Disabilities(2008)</p>
<p>Kazakhstan</p>	<p>Persons having health impairments and substantial bodily dysfunctions due to diseases, injuries or defects, which limits their abilities to carry out normal daily activities, and cause the need for social protection.</p>	<p>Registers of beneficiaries for social protection and of children with disabilities for school attendance (yearly); data collected by Ministry of Labour and Social Protection and Ministry of Education.</p>	<p>Law on Social Protection of Persons with Disabilities (2006)</p> <p>http://cis-legislation.com/document.fwx?rgn=7861</p> <p>National Action Plan for Persons With Disabilities, 2012-2018 (2012)</p>

Kyrgyzstan	Persons who have health problems with persistent disorder of body functions due to illness, trauma or defects, which limit their ability to carry out normal daily activities and cause the need for social protection.	State Statistical Report (ad hoc); data collected by Ministry of Social Development and the National Statistical Committee.	Act on the Rights and Guarantees of Persons with Disabilities (2008) Development Programme of Social Protection for Kyrgyz Population, 2015-2017 (2015) Measures to Ensure the Rights and Improve the Quality of Life of Persons with Disabilities, 2014-2017 (2014)
Russian Federation	Persons who have health problems with persistent disorder of body functions caused by diseases, trauma or defects leading to disability and causing the need for social protection.	Registers (quarterly); data collected by the Pension Fund of the Russian Federation.	Federal Law No. 181-FZ on the Social Protection of Persons with Disabilities (1995) http://www.consultant.ru/document/cons_doc_LAW_8559/ http://base.garant.ru/10164504/ State Programme Accessible Environment, 2011-2015 (2011) http://www.rosmintrud.ru/ministry/programms/3/0/Dostupnaya_sreda_vizualizatsiya_itog.pdf
Tajikistan	Persons having health impairments and substantial bodily dysfunctions due to a disease, injury or defect (physical or mental), which limits their abilities to carry out vital daily activities, causing their need for social protection.	Registers; data collected by the Ministry of Labour and Social Protection.	Law on Social Protection of Persons with Disabilities (2010)
Turkmenistan	Persons with long-term physical, mental, intellectual or sensory impairments as a result of which they have limited opportunities for full and effective participation in society.	Registration of children with disabilities (for early identification and intervention services); data collected by the Ministry of Health. Report of the State Statistics Committee.	Code on Social Protection of the Population (2012) http://www.ilo.org/dyn/natlex/docs/ELECTRONIC/93895/109975/F-1724499630/TKM93895.pdf National Programme for the Early Development of the Child and their Preparation for School, 2011-2015 (2011)
Uzbekistan	Persons who have totally or partially lost their ability to perform such activities as self-care, movement, communication, behavioural control, as well as to engage in training or employment.	Government report (ad hoc); data based on medical assessments by the Ministry of Health.	Law on Social Protection for Persons with Disabilities (1991; amended in 2008)

PACIFIC

COUNTRY	DEFINITION OF PERSONS WITH DISABILITIES	SOURCE OF DISABILITY DATA	MAIN DOMESTIC LAWS AND POLICIES ON DISABILITY
American Samoa	Not available.	Population Census (every 10 years); data collected by U.S. Census Bureau. Registers of children with special needs (ongoing); data collection by American Samoa Department of Education.	Social Security Disability Benefits Program
Australia	<p>National Disability Insurance Scheme: (a) those having a disability which is attributable to one or more intellectual, cognitive, neurological, sensory or physical impairments or to one or more impairments attributable to a psychiatric condition; (b) if the impairment or impairments are, or are likely to be, permanent; and (c) if the impairment or impairments result in substantially reduced functional capacity to undertake, or psychosocial functioning in undertaking, one or more of the following activities –communication, social interaction, learning, mobility, self-care and self-management ; and (d) if the impairment or impairments affect the person's capacity for social and economic participation. (Source: National Disability Insurance Scheme Act 2013)</p> <p>Disability programs funded by the Department of Social Services: those having a disability that: (a) is attributable to an intellectual, psychiatric, sensory or physical impairment or a combination of such impairments; (b) is permanent or likely to be permanent; and (c) results in a substantially reduced capacity of the person for communication, learning or mobility, and the need for ongoing support services. (Source: Disability Service s Act 1986 (Section 8))</p> <p>Disability Support Pension (DSP) and Carer Payment/Allowance: those who are either permanently blind or have been assessed as having a permanent physical, intellectual or psychiatric impairment which attracts at least 20 points or more under the Tables for the Assessment of Work-related Impairment for Disability Support Pension; and those who have a continuing inability, as a result of the impairment, to work for 15 hours or more per week for the next two years or undertake a training activity which would equip them to work within the next two years; unless the person has a severe impairment which attracts at least 20 impairment points under a single impairment table, they must also have actively participated in a program of support to qualify for DSP. For a condition to be considered permanent, it must be fully diagnosed, treated and stabilised and expected to persist for at least the next two years.</p> <p>The National Disability Strategy 2010 -2020: those with all kinds of impairment from birth or acquired through illness, accident or the ageing process., including cognitive impairment as well as physical, sensory and psycho-social disability. (Source: National Disability Strategy 2010 -2020)</p>	Survey of Disability, Ageing and Carers (every 3 years) and Population Census (every 5 years); data collected by Australian Bureau of Statistics (ABS).	<p>Disability Services Act (1987) www.comlaw.gov.au/Details/C2013C00015</p> <p>Disability Discrimination Act (1992) www.comlaw.gov.au/Series/C2004A04426</p> <p>National Disability Strategy 2010-2020 (2011) www.dss.gov.au/nds</p>
Cook Islands	Persons who have a congenital or permanent physical impairment including any sensory impairment, those who have an intellectual or developmental disability, those with a loss or abnormality of physiological or anatomical structure or function or those with a psychiatric disability, and may further include any person certified by a Registered Medical Practitioner approved by the Minister for the purpose to be a person with a disability. (Source: Disability Act)	Population Census (every 5 years); data collected by the National Statistics Office. National Disability Identification Survey (first conducted in 2001 with ongoing updates); data collected by the Ministry of Internal Affairs	<p>Disability Act (2008) http://www.pacificdisability.org/Resources/Policies-Legislation.aspx</p> <p>Disability Inclusive Development Policy and Action Plan, 2014–2019 (2014) http://www.intaff.gov.ck/wp-content/uploads/2015/09/Cook-Islands-Disability-Inclusive-Development-Policy-Action-Plan-2014-2019.pdf</p>
Fiji	Persons with long-term physical, mental, learning, intellectual and sensory impairments and whose participation in everyday life as well as enjoyment of human rights are limited, due to socio-economic, environmental and attitudinal barriers. (Source: National Policy on Persons Living with Disabilities, 2008-2018)	National Baseline Disability Survey (one-off in 2008-2009), collected by Fiji National Council for Disabled Persons.	<p>Fiji National Council for Disabled Persons Act (1994) http://www.fnmdp.org/docs/FNCDP_Act1994.pdf</p> <p>National Policy on Persons Living with Disabilities, 2008-2018 (2008) http://www.fnmdp.org/docs/2008-18_NationalDisabilityPolicy.pdf</p>

French Polynesia	Le handicap est défini comme un désavantage pour un individu résultant d'une déficience ou d'une incapacité qui limite ou interdit l'accomplissement d'un rôle considéré comme normal pour un être humain. (Source: Bulletin d'Information Sanitaires et Epidémiologiques (May 2005))	Registers (ongoing update); data collected by the Ministry of Education.	Law n° 2007-2 on employment of persons with disabilities (2007) http://textes.assemblee.pf/textes/documentbox.aspx?id=40151 Law on equal rights and opportunities, participation and citizenship of persons with disabilities (2005) http://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT00000809647&categorieLien=id
Guam	Not available.	Not available.	Not available.
Kiribati	Not available.	National Disability Survey (one-off in 2005); data collected by the National Disability Survey Advisory Committee.	National Disability Policy (draft).
Marshall Islands	Not available.	Population Census (every 10 years); data collected by the Economic Policy, Planning and Statistics Office.	Ministry of Education Act (1991) State Plan of the Individuals with Disabilities Education Act (1993) Special Education Policy and Procedure 1992 (1992 rev. 2009)
Micronesia (Federated States of)	Disability is defined as a physical or psychological impairment that limits or deprives interaction with society, peers and family and often results from social, cultural, physical and economic barriers that have developed in society. (Source: National Policy on Disability)	Population Census (every 10 years); data collected by the National Statistical Office.	National Policy on Disability, 2009-2016 (2008) http://www.pacificdisability.org/Resources/Policies-Legislation.aspx
Nauru	Persons who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.	Population Census (every 10 years); data collected by Nauru Bureau of Statistics and Registers with data collected by the Ministry of Health.	National Sustainable Development Strategy, 2005-2025 (2005 rev 2009)
New Caledonia	Persons who, in their usual setting, are limited in their activities or restricted in their participation in society because of a lasting or irreversible substantial deterioration in one or more physical, sensory, mental, cognitive or psychological functions, or a multiple disability or a disabling health condition with a disability rate at least equal to 50 per cent, before the age of 60. They also include those aged over 60 whose degree of disability before reaching that age met the definition in the preceding paragraph (50 per cent). (Source: Conseil du Handicap et de la Dépendance)	Registers (ongoing update); data collected by Commission de la Reconnaissance du Handicap et de la Dépendance (CRHD); Commission pour les Enfants et les Jeunes en situation de Handicap (CEJH).	Disability Charter in New Caledonia (2007) Policy for Persons with Disabilities (2009)
New Zealand	Disability is not something individuals have. What individuals have are impairments. They may be physical, sensory, neurological, psychiatric, intellectual or other impairments. Disability is the process which happens when one group of people create barriers by designing a world only for their way of living, taking no account of the impairments other people have. (Source: Disability Strategy)	Population Census (every 5 years) and Disability Survey (every 5 years); data collected by Statistics New Zealand.	Disability Strategy (2001) Disability Action Plan 2014-2018 (2014)
Niue	Not available.	Population Census (every 5 years, most recent in 2011); data collected by National Statistics Office and Registers (ongoing update); data collected by Department of Community Affairs.	National Policy on Disability, 2012-2015 (2011) National Strategic Plan, 2009-2013 (2009) http://www.sprep.org/att/irc/ecopies/countries/niue/40.pdf
Northern Mariana Islands	Not available.	Not available.	Not available.
Palau	Persons with a physical or mental impairment that substantially limits one or more of a person's major life activities. (Source: Disabled Persons' Anti-discrimination Act)	Population Census (every 5 years, current one in 2015); data collected by Office of Planning and Statistics.	Disability Stipend Law 2011 National Policy on Disability 2011 (updated in 2015) Disabled Persons' Anti-discrimination Act (part of the Labour Code)

Papua New Guinea	Persons with special needs who require special attention, care and support in their families and communities, and encouragement to determine the full potential in life, and these needs are created by the interaction between a person with impairment and the environmental and attitudinal barriers he/she may face. (Source: National Policy on Disability)	Household Income and Expenditure Survey (most recent in 2009-2010); data collected by the National Statistical Office.	National Policy on Disability (2009) http://ndrac.weebly.com/national-policy-on-disability.html National Strategic Plan to implement the disability policy, 2015-2025 (2005) http://www.pngmirror.com/pm-oneill-embrace-people-living-with-disability-and-their-contribution-to-png/ http://pidp.org/pireport/2015/May/05-28-14.htm
Samoa	Disability is defined as a condition resulting from the association between a person with physical, mental and intellectual aspects and the environmental and attitudinal barriers she/he may face in villages and the wider society. (Source: National Policy on Persons with Disabilities, 2011-2016)	Population Census (every 5 years) and Demographic and Health Survey (every 5 years); data collected by Samoa Bureau of Statistics.	National Policy on Persons with Disabilities, 2011-2016 (2011) Labour and Employment Relations Act 2013
Solomon Islands	Disability is defined as the condition which stops or limits normal ways of living and practices recognising that each person has the right to live, to do and enjoy. (Source: National Policy on Disability)	Population Census (every 10 years); data collected by the National Statistical Office. Disability Survey (one-off in 2004-2005) and Registers with ongoing data collection by the Ministry of Health and Medical Services.	National Policy on Disability, 2005-2010 (2004, still in effect without change)
Tonga	Persons who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. (Based on CRPD)	Population Census (every 5 years); data collected by the Department of Statistics. Tonga National Disability Identification Survey (one-off in 2006); data collected by Disability Action Committee	National Policy on Disability Inclusive Development, 2014-2018 (2014) Action Plan for Tonga National Policy on Disability Inclusive Development, 2014-2018 (2014)
Tuvalu	Not available.	Population Census (every 10 years, most recent in 2012); data collected by the National Statistical Office. Registers with ongoing data collection by the Department of Community Affairs.	Not available.
Vanuatu	Not available.	Population Census Demographic and Health Survey Disability Pilot Survey Education Management Information System	Not available.

SOUTH-EAST ASIA

COUNTRY	DEFINITION OF PERSONS WITH DISABILITIES	SOURCE OF DISABILITY DATA	MAIN DOMESTIC LAWS AND POLICIES ON DISABILITY
Brunei Darussalam	Not available.	Register data, which is regularly collected by the Department of Community Development.	Old Age and Disability Pension Act (1954, rev. in 1984) Compulsory Education Order (2007) Employment Order (2009)
Cambodia	<p>a. Persons who lack, lose, or damage any physical or mental functions, which result in a disturbance to their daily life or activities, such as physical, visual, hearing, intellectual impairments, mental disorders and any other types of disabilities toward the insurmountable end of the scale. (Source: Law on the Protection and Promotion of the Rights of Persons with Disabilities (Article 4))</p> <p>b. Persons with disabilities refer: to (1) those who have movement difficulty or unable to move, hearing difficulty or unable to hear, speaking difficulty or unable to speak, seeing difficulty or unable to see and those who have been operated on internal organs or have suffered from organs failure (physical or sensory disability); to (2) those who have memory difficulty or cognitive delay as compared to persons at the same age, caused by congenital, accident, injury, diseases etc. (intellectual disability); to (3) those who have behavioural, feeling and thinking difficulty, that regularly exists and which results in a disturbance to their daily activities (psychological disability); and to (4) those who have body and social functioning problems or any disability not included in the above categories or multiple disabilities (other disability). (Source: Inter-ministerial Declaration on Classification of Types and Levels of Disability (Prakas No. 2492))</p>	Decennial General Population Census (2008, next in 2018), and the annual Socio-Economic Survey; data collected by the National Institute of Statistics.	<p>Law on the Protection and Promotion of the Rights of Persons with Disabilities (2009)</p> <p>Inter-ministerial Declaration on Classification of Types and Levels of Disability (Prakas No. 2492) (2011)</p> <p>National Disability Strategic Plan (NDSP) 2014-2018 (2014)</p>
Indonesia	Persons with disabilities are defined as those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. (Source: Law No. 19, Year 2011)	<p>National Socio-Economic Survey - Susenas (annually); data collected by the National Agency for Statistics (BPS).</p> <p>Decennial Population Census; data collected by the Ministry of Social Affairs.</p> <p>National Basic Health research Survey - Rikesdas (every 2-3 years); data collected by the Ministry of Health.</p> <p>Registers, which are collected regularly by the Ministry of Social Affairs</p>	<p>Law No. 4 on Disabled Persons (1997)</p> <p>Law No. 39 on Human Rights (1999)</p> <p>National Plan of Action on Human Rights 2015-2019 (2015)</p> <p>www.kemosos.go.id</p>
Lao People's Democratic Republic	Not available.	Population Census (every 10 years); data collected by the National Statistics Bureau.	
Malaysia	Persons with disabilities are defined as those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society. (Source: Persons With Disabilities Act)	Register data, regularly collected by the Department of Social Welfare.	<p>Persons with Disabilities Act (2008)</p> <p>Persons with Disabilities Policy and Action Plan, 2015-2022 (2015)</p>
Myanmar	No formal definition.	Not available.	<p>Disabled Persons Law (drafted in 2014)</p> <p>Action Plan for Persons with Disabilities, 2014-2024</p>
Philippines	Persons who are suffering from restrictions or different abilities, as a result of a mental, physical or sensory impairment, to perform an activity in the manner or within the range considered normal for a human being. (Source: Republic Act No. 7277 (Section 4-a))	<p>Population Census (every 5 years); data collected by the Philippine Statistics Authority.</p> <p>Registers, regularly collected by the National Council on Disability Affairs.</p>	<p>Republic Act No. 7277 (Magna Carta for Persons with Disabilities) (1991, amended as R.A. 9442)</p> <p>www.ncda.gov.ph/disability-laws/republic-acts/republic-act-7277</p> <p>Policy Strategy: Proclamation No. 688 Declaring the National Decade for Persons with Disabilities, 2013-2022 (2013)</p> <p>http://www.ncda.gov.ph/disability-laws/proclamations/proclamation-no-688/</p>

Singapore	Persons whose prospects of securing and retaining places and advancing in education and training institutions, employment and recreation as equal members of the community are substantially reduced as a result of physical, sensory, intellectual and developmental impairments (Source: Enabling Masterplan Report 2007-2011)	Registers of disability services; data collected by the Ministry of Social and Family Development.	Mental Capacity Act (2008) Enabling Masterplan 2012-2016 (2012) http://app.msf.gov.sg/Portals/0/Topic/Issues/EDGD/Enabling%20Masterplan%202012-2016%20Report%20(8%20Mar).pdf
Thailand	Persons who have limitations to perform their daily activities or to fully participate in society due to visual, hearing, mobility, communication, mental, emotional, behavioural, intellectual, learning and/or other impairments, resulting in different types of barriers, and have special needs in order to perform their daily activities and fully participate in society. (Source: Empowerment of Persons with Disabilities Act)	Disability Survey (every 5 years). Registration system, regularly updated by the Department of Empowerment of Persons with Disabilities.	Empowerment of Persons with Disabilities Act (2007) Fourth National Plan of Persons with Disabilities Empowerment, 2011-2016 (2011)
Timor-Leste	Disability is defined as a product of environmental and social factors that create impairments. (Source: National Strategy for Community-based Rehabilitation)	Population Census (every 5 years); data collected by the Directorate General for Statistics	National Policy for Inclusion and Promotion of the Rights of People with Disabilities (2012) National Strategy for Community-based Rehabilitation (2010)
Viet Nam	Persons with disabilities are defined as those who have impairment of one or more parts of their body, or functional impairment, which are shown in different forms of disability, and may cause difficulties in work, daily life and learning.	Population Census (every 10 years); data collected by the General Statistics Office. Registers, regularly updated by the Ministry of Labour, Invalids and Social Affairs.	Disability Law 51/2010/QH12 (2010)

SOUTH AND SOUTH-WEST ASIA

COUNTRY	DEFINITION OF PERSONS WITH DISABILITIES	SOURCE OF DISABILITY DATA	MAIN DOMESTIC LAWS AND POLICIES ON DISABILITY
Afghanistan	Disability is defined as the condition resulting from the interaction between an individual impairment in functioning and the community and social resources, beliefs and practices that enable or prevent a person from participating in all spheres of social life and taking decisions that are relevant to this/her own future. (Source: National Disability Survey, 2005)	National Disability Survey (one-off); data collected by Handicap International with support of MoLSAMD. Registers (ongoing update); data collected by the Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD).	Comprehensive National Disability Policy in Afghanistan (2003) http://www.who.int/disabilities/policies/documents/Afghanistan.pdf Strategy for Disability and Rehabilitation, 2012-2015 (2012) http://moph.gov.af/Content/Media/Documents/DRD_Strategy_1391-13944122013110573555325325.pdf
Bangladesh	Disability is defined as a condition which limits the full and meaningful participation on an equal basis of persons with any of physical, mental, intellectual, developmental or sensory impairments due to attitudinal or environmental barriers. (Source: Rights and Protection of Persons with Disabilities Act)	Population Census (every 10 years), Sample Vital Registration System Intercensal and Household Income and Expenditure Survey (every 5 years); data collected by the Bangladesh Bureau of Statistics.	Rights and Protection of Persons with Disabilities Act (2013)
Bhutan	Disability is defined as the conditions that limit persons' capacity to perform normal functions (Source: Population and Housing Census (2005))	Population Census (every 10 years); data collected by the National Statistical Bureau	Labour and Employment Act (2007) www.molhr.gov.bt
India	Disability means blindness; low vision; leprosy-cured; hearing impairment; loco motor disability; mental retardation; and mental illness. Persons with disabilities are defined as those suffering from not less than 40% of any disability as certified by a medical authority. (Source: Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act)	Population Census (every 10 years); data collected by the Registrar General.	Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act (1995) http://socialjustice.nic.in/pwdact1995.php
Iran	Persons with disabilities are defined as those who, due to permanent impairment in physical performance or anatomical structure of the body, have been faced to different kinds of limitation in performance, ordinary activity and social participation. (Source: Committee on the standardization of definitions, conceptions and statistical items)	Population Census (every 10 years); data collected by the Statistical Centre of Iran. Registers (ongoing update); data collected by the State Welfare Organization.	Comprehensive Act on the Protection of Persons with Disabilities (2008)

Maldives	Not available.	Population Census (every 10 years) and Household Income and Expenditure Survey (every 6-7 years); data collected by the Department of National Planning. Demographic and Health Survey (most recent in 2009) and Disability Survey (most recent in 2002); data collected by the Ministry of Health.	Disability Act 2010 National Policy on Disability 2013
Nepal	Disability is defined as the condition of difficulty in carrying out daily activities normally and in taking part in social life due to problems in parts of the body and the physical system as well as obstacles created by physical, social, cultural environment and by communication. (Source: Guzzet, 18 Aug. 2006)	Population Census (every 10 years); data collected by the Central Bureau of Statistics.	Disability Protection and Welfare Act (1982) https://rcrdnepa.wordpress.com/nepalese-disability-policy-documents/disabilities-protection-welfare-act-in-nepali/ National Plan of Action for Person with Disabilities, 2007-2017 (2007) www.mowcsw.gov.np/en/
Pakistan	Persons who, on account of injury, disease or congenital deformity, are handicapped for undertaking any gainful profession or employment in order to earn their livelihood and include persons who are blind, deaf, physically handicapped or mentally retarded. (Source: For Population Census, 1998)	Population Census (every 10 years); data collected by the Pakistan Bureau of Statistics.	National Policy for Persons with Disabilities (2002) http://siteresources.worldbank.org/PAKISTANEXTN/Resources/pdf-Files-in-Events/Pak-Disabled-Policy.pdf National Plan of Action, 2006-2025 (2006) http://www.bevysolutions.com/downloads/national_plan_of_action_2006.pdf
Sri Lanka	Persons who, as a result of any deficiency in their physical or mental capabilities, whether congenital or not, are unable by themselves to ensure for themselves, wholly or partly, the necessities of life. (Source: Protection of the Rights of Persons with Disabilities Act No.28)	Population Census (every 10 years); data collected by the Department of Census and Statistics, Ministry of Finance and Planning.	Protection of the Rights of Persons with Disabilities Act No. 28 (1996) http://www.socialwelfare.gov.lk/web/images/stories/pdf/legislation/act1996.pdf National Policy on Disability (2003) http://www.socialwelfare.gov.lk/web/images/stories/pdf/legislation/disability_policy.pdf Disabled Persons' Accessibility Regulation No.1 2006
Turkey	Persons who are unable to ensure by themselves, wholly or partly, the necessities of a normal individual and/or social life, as a result of deficiency, either congenital or not, in their physical capabilities. (Source: 2002 Turkey Disability Survey)	"National Disability Survey (most recent in 2002) and Survey on Problems; data collected by the Turkish Statistical Institute. Expectations of Disabled People (most recent in 2010); data collected by the Ministry of Family and Social Policies and the Turkish Statistical Institute.	Disability Act No. 5378 (2005)

ANNEX 3: SHORT SET OF QUESTIONS ON DISABILITY ENDORSED BY THE WASHINGTON GROUP

Do you have difficulty seeing, even if wearing glasses?

Do you have difficulty hearing, even if using a hearing aid?

Do you have difficulty walking or climbing steps?

Do you have difficulty remembering or concentrating?

Do you have difficulty (with self-care such as) washing all over or dressing?

Using your usual (customary) language, do you have difficulty communicating, for example understanding or being understood?

Response scales to the questions above:

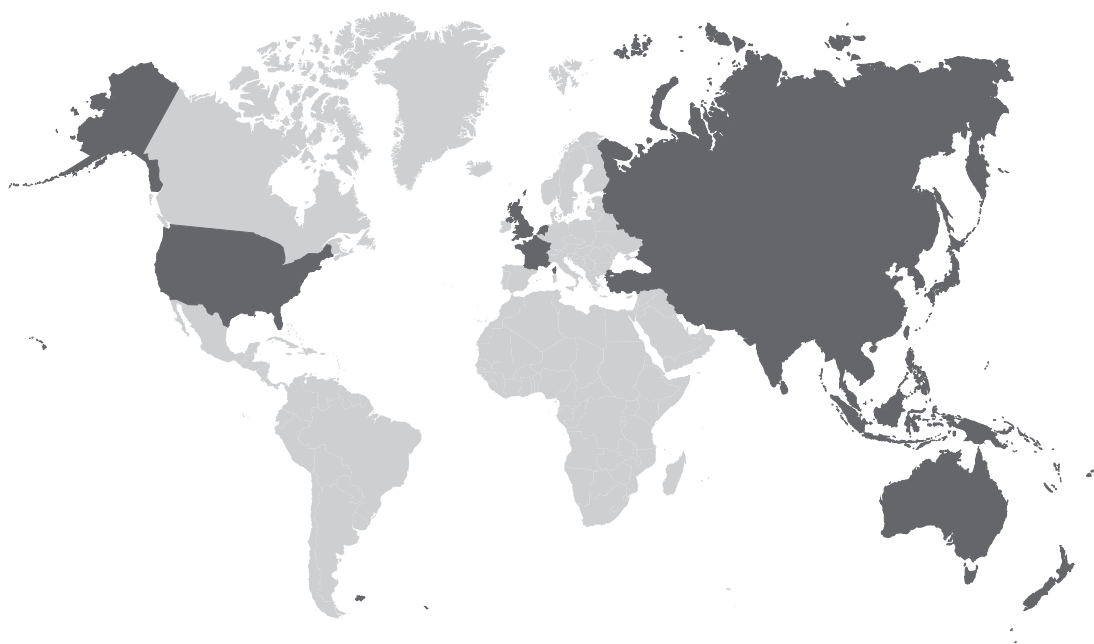
- a No – no difficulty
- b Yes – some difficulty
- c Yes – a lot of difficulty
- d Cannot do at all

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