

Developing the bold vision: Pointed questions & how the CRPD reporting process may help?

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CRPD Article 1: Purpose

- The purpose of the present Convention is to promote, protect and **ensure the full and equal enjoyment of all human rights and fundamental freedoms** by all persons with disabilities, and to promote respect for their inherent dignity.

Article 27

Work and employment

- States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in **a labour market and work environment that is open, inclusive and accessible** to persons with disabilities.

Reporting on CRPD

- 2014 - Canada's First Report
- 2016 - Questions on the report from the UN Committee
- 2017 - Parallel Report from Civil Society
 - Written response for Government to the Committee
 - Interactive Dialogue with Committee
 - Concluding Observations from Committee
 - Action Planning based on the CO's

A sample of what Canada's 2014 Report says about employment?

- The Government of Canada recently announced that it will introduce a **new generation of LMAPDs starting in 2014**. The reformed Agreements will be designed to address the current labour market needs and increase labour market participation for persons with disabilities as well as introduce stronger accountability regimes.

Questions from the Committee

- 38. Please give an **update on further measures taken to increase the levels of employment** by persons with disabilities, including persons with intellectual and/or psychosocial disabilities.

Civil Society Parallel Report

- The Government of Canada allocates \$222 million annually to provinces and territories through Labour Market Agreements for Persons with Disabilities (LMAPDs) ... The Government of Canada indicated in their report that a new generation of these agreements will include stronger accountability regimes. **While well intentioned, the Government of Canada has little to no control over the allocation of the resources within the LMAPDs.**
- Recommendation: Canada must develop a reporting mechanism that includes indicators of effectiveness of the initiatives undertaken through programs funded by the LMAPDs.

Concluding Observations

- The Committee recommends that the State party:
- (a) Adopt a policy on the employment of persons with disabilities, including indigenous persons with disabilities that guarantees access to employment, promotes work in open, inclusive and accessible markets and environments, equal opportunities and gender equality and provides for reasonable accommodation for persons with disabilities at work;

Possible Next Step?

- Action Planning around development of a reporting mechanism that includes indicators of effectiveness of the initiatives undertaken through programs funded by the LMAPDs.

Thanks for your attention

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