

# Chapter 3

## Framework for Action

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### Framework for Action

#### **1. For Governments, Companies, Investors, and Nongovernmental Organisations**

Technology can disrupt the way that people with disabilities interact with the world. This requires action by different stakeholders across ASEAN to foster technology-led initiatives benefitting people with disabilities. It is an opportunity to create more inclusive, accessible economies and societies for all.

Different stakeholders have different roles to play. The starting point for all, however, should be to deliberately change attitudes towards people with disabilities – moving from pity/dismissal to viewing them as fully functioning members of society with skills, spending power, and added value.

Governments have much to do in terms of addressing the significant data gap on disability to support informed policies; promoting access and affordability of connectivity and technology itself, particularly assistive technology; as well as investing in digital literacy, ensuring that the scope includes people with disabilities and those supporting them to release the full power of technology as an enabler and to prepare generations for the future.

The private sector – not just tech companies – has a key role both in terms of offering job opportunities and working environments that are adapted to people with disabilities. It also must fully recognise their needs and thus the untapped market potential as consumers and customers. Companies can incentivise the development of innovative solutions for disability inclusion, and several social enterprises are leading the way across the ASEAN region (Crosta and Sanders, 2021).

Philanthropists can help foster awareness, change mentalities, and provide grants to support innovation in these areas. Similarly, although with different financial instruments, impact investors can provide much-needed capital and business acumen to identify innovative solutions, such as those offered by many ground-breaking social enterprises across ASEAN. Nongovernmental organisations and social enterprises should also mainstream support to people with disabilities across their programmes and act as exemplary employers in terms of inclusion and integration in the workplace.

Finally, people with disabilities in the ASEAN region are key. They could and should be amongst the key innovators and stakeholders in shaping inclusion and disability-centred design of technology going forward.

#### **2. Anti-Discrimination Legislation and Quotas by Country**

Legal and regulatory frameworks are key to fostering the use of technology to advance the inclusion of people with disabilities across the ASEAN region. The table below outlines key pieces of legislation across the region, reflecting different approaches and various progress.

The heterogeneity is even starker when considering the levels of implementation across and within countries.

**Table 3.1. List of Regulatory Frameworks in some ASEAN Member States**

Country	Framework
Indonesia	<b>Law on Persons with Disabilities (No.8/2016), 2016.</b> Protects the rights of persons with disabilities from discrimination. <b>Law No. 4/1997 on Persons with Disabilities and Government Regulation 43/1998 on Efforts to Improve the Social Welfare of Persons with Disabilities (1997/ 1998).</b> Specifically regulates persons with disabilities. Article 14 establishes a quota of 1% for the employment of persons with disabilities in the public sector and 2% in the private sector.
Thailand	<b>Section 33 of the Persons with Disabilities Quality of Life Promotion Act BE 2550 (2007).</b> Requires that private and public businesses hire 1 person with a disability for every 100 employees.
Malaysia	<b>Government Decision in 2008 on Quotas.</b> 1% quota for the employment of persons with disabilities in the public sector.
Cambodia	<b>Law on the Protection and Promotion of the Rights of Persons with Disability, Sub-Decree on Determination of Quota and Formality for Recruitment of Disabled Persons.</b> Establishes a quota of 2% for the employment of persons with disabilities in the public sector and 1% in the private sector.
Philippines	<b>Labour Code 2014 + Magna Carta for Persons with Disability, Republic Act No. 7277, Section 5 (2014).</b> Establishes a quota of 5% for the employment of persons with disabilities in the public sector.
Singapore	<b>Article 12 of the Constitution.</b> ‘All persons are equal before the law and entitled to the equal protection of the law’. <b>No Quota – Special Employment Credit.</b> Incentivises companies to hire Singaporean workers with disabilities. Employers get a credit of up to 16% of the wages of their workers with disabilities.
Viet Nam	<b>Law on Persons with Disabilities (Nr.51/2010/QH12), 2010.</b> Forbids stigmatisation of persons with disabilities and discrimination against them. <b>Labour Code, 2012.</b> Forbids stigmatisation of persons with disabilities and discrimination against them.

Sources: ILO. [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---ifp\\_skills/documents/publication/wcms\\_735532.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_735532.pdf) (accessed 12 July 2022); Bangkok Post. <https://www.bangkokpost.com/business/1712876/disability-inclusive-employment-policies-an-opportunity-not-a-handicap-for-employers> (accessed 12 July 2022); ILO. [https://www.ilo.org/wcmsp5/groups/public/@ed\\_emp/@ifp\\_skills/documents/publication/wcms\\_210477.pdf](https://www.ilo.org/wcmsp5/groups/public/@ed_emp/@ifp_skills/documents/publication/wcms_210477.pdf) (accessed 8 July 2022); [https://www.researchgate.net/publication/339404923\\_Employment\\_Governance\\_for\\_People\\_with\\_Disabilities\\_Comparative\\_Study\\_Between\\_Indonesia\\_and\\_Malaysia/fulltext/5e4fd02e458515072dad42ef/Employment-Governance-for-People-with-Disabilities-Comparative-Study-Between-Indonesia-and-Malaysia.pdf](https://www.researchgate.net/publication/339404923_Employment_Governance_for_People_with_Disabilities_Comparative_Study_Between_Indonesia_and_Malaysia/fulltext/5e4fd02e458515072dad42ef/Employment-Governance-for-People-with-Disabilities-Comparative-Study-Between-Indonesia-and-Malaysia.pdf) (accessed 12 July 2022); Cambodia sub-decree translation. <http://asiatex.org/Uploads/File/2018/04/28/u5ae3f5c94f6f1.pdf> (accessed 12 July 2022); Disability:IN. <https://private.disabilityin.org/global/singapore/> (accessed 12 July 2022).