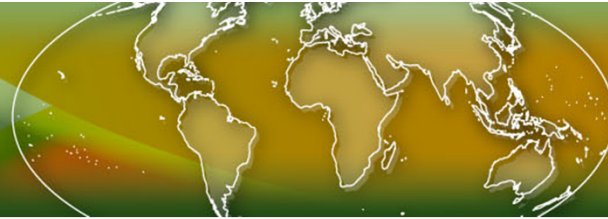


GLADNET

Global Applied Disability Research & Information
Network on Employment and Training

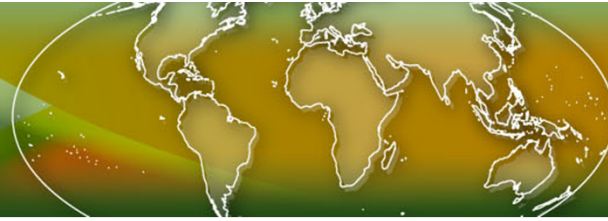


**IFDM/GLADNET Seminar:
Job Retention and Return to Work in the
Context of the UNCRPD**

**The UNCRPD and American
Employment and Disability Policy**

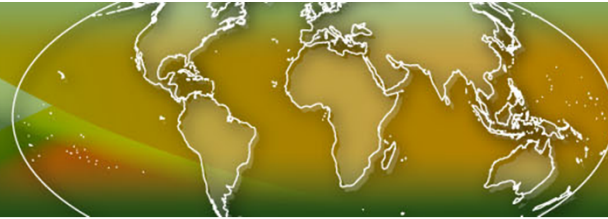
**Susanne Bruyere, GLADNET Past Chair
Professor of Disability Studies
Cornell University**

**International Forum on Disability Management
September 22, 2010
Los Angeles**



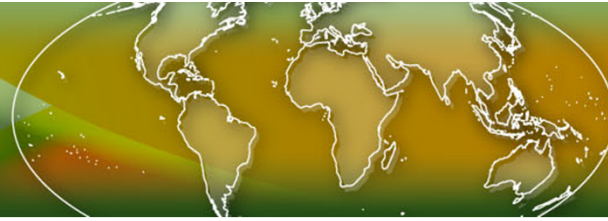
UNCRPD Article 27 – Work and Employment

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 labor market and work environment that is open, inclusive and accessible to persons with disabilities.



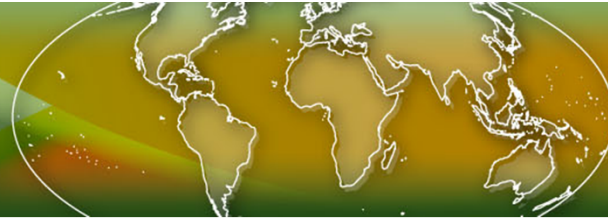
Related U.S. Legislation and Initiatives

- Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Ticket to Work and Work Incentives Improvement Act of 1999
- Workforce Investment Act of 1998
- Federal hiring initiative
- Proposed changes for federal contractors
- Increasing attention to workplace culture



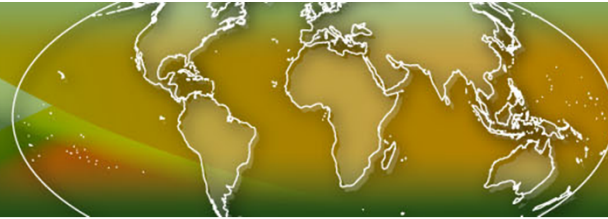
Continuing Inequities Remain

- In 2008, the employment rate of Americans with disabilities was 40%, compared to 80% for their nondisabled peers
- Also a significantly lower household income (\$39,600, compared to \$61,200)
- And, higher poverty rates -- 25% for Americans with a disability, compared to 10% of people without a disability



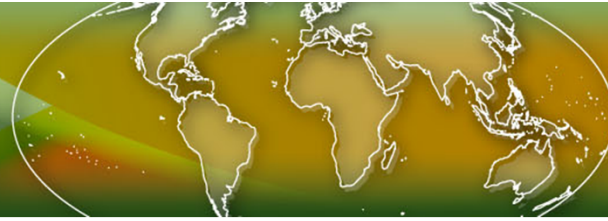
Discrimination Continues to Occur

- Far fewer individuals per thousand people in the labor force who are ages 40 and older, female, or nonwhite file allegations of discrimination, as compared to those with disabilities.
- Approximately 31,000 discrimination charges filed under the ADA alone or jointly per year.
- Chief issues – discharge, terms/conditions, accommodation, harassment, hiring
- Chief disability bases – back, orthopedic, heart, diabetes, depression



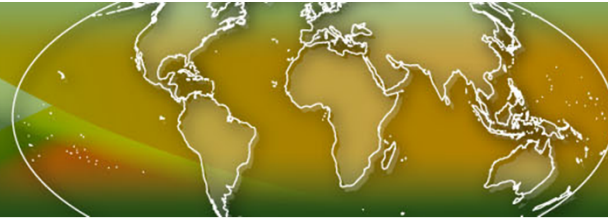
Current Initiatives

- U.S. DOL-ODEP funding a national employer technical assistance center at Cornell University
- Heightened emphasis on recruitment of people with disabilities in the federal government
- Proposed changes to the Section 503 regulations for federal contractors more substantive analysis and monitoring of their recruitment, hiring, and promotion of people with disabilities
- Increased attention to workplace culture



Ratifying the CRPD

- The U.S. is a signatory to the CRPD, expressing their interest in joining the convention in the future.
- Currently the U.S. has not ratified the CRPD, meaning they are not currently a “States Party” which would legally bind us to comply with its obligations under the convention.
- Under the U.S. Constitution the President has the authority to ratify the convention with advice and consent of 2/3s of the U.S. Senate.



Steps Toward Ratification

- President Barack Obama and Secretary Hillary Clinton announced prior to signing the CRPD they would create a position within the Department of State of *Special Advisor for International Disability Rights*.
- Judith Heumann assumed this position at the Department of State on June 7, 2010.
- A step forward for the U.S. government's capacity to include disability in their foreign policy and to take steps toward U.S. ratification of the CRPD.