

**Looking at how disability is  
included in civil society  
organisations (CSOs) work at  
the ASEAN Forum on Migrant  
Labour (AMFL)**

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# **Easy-to-Read Version**



**DISABILITY MIGRATION NETWORK**

# **Easy-to-Read - Looking at how disability is included in civil society organisations (CSOs) work at the ASEAN Forum on Migrant Labour (AMFL)**

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# NOTE

There are some words in this document that might be hard to read or understand.

Hard words in this document are in a **blue bold** print.

You can click on these **blue bold** words, and it will take you to a definition of these words, which are on page 14 and page 15.

# WHAT IS THIS REPORT



Labour migration and development are connected as labour migration can help people improve their lives and support their families.



The United Nations Declaration on the Right to Development says everyone should participate in and benefit from development, including migrant workers.

This right applies to all people, no matter their race, gender or disability.



Agreements like the Cebu Declaration aim to protect migrant workers' rights, ensuring fair treatment, good jobs and equal opportunities.

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Governments, Civil Society Organisations (CSOs), and other groups like the International Labour Organisation (ILO) and the International Organisation for Migration (IOM) work together to make labour migration safer and fairer.



To help make labour migration safer and fairer, the ASEAN Forum on Migrant Labour (AFML) is an event that happens every year.

Groups come together to talk about ways to improve labour migration for migrant workers in Southeast Asia.

These groups share ideas, update the Cebu Declaration, and discuss challenges like COVID-19.



This report looks at how the ASEAN Forum on Migrant Labour (AFML) includes different voices, especially persons with disabilities.

It studies which Civil Society Organisations (CSOs) take part and how they understand disability.

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# CHALLENGES FOR PERSONS WITH DISABILITIES



Persons with disabilities face higher [unemployment rates](#). Globally, only 36% of persons with disabilities have jobs, compared to 60% of persons without disabilities.

Persons with disabilities often face [discrimination](#), especially when accessing their rights.



The [Convention on the Rights of Persons with Disabilities \(CRPD\)](#) ensures that persons with disabilities have the right to join decisions and [policies](#) that affect them.



**Become A  
Member**

[Organisations of Persons with Disabilities \(OPDs\)](#) help represent persons with disabilities locally and globally.

[OPDs](#) involvement ensures [policies](#) and programs are disability-inclusive and meet the needs of persons with disabilities.

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## HOW WE DID THIS REPORT



This report looked on the internet to see which [Civil Society Organisations \(CSOs\)](#) took part in the [ASEAN Forum on Migrant Labour \(AMFL\)](#).



This report then looked into these [Civil Society Organisations \(CSOs\)](#) to see the main things they work on, including if they focus on disability.

For [CSOs](#) that mentioned disability, this report examined how they talk about disability in their work.



This report also spoke to a person who worked at a [Civil Society Organisation \(CSO\)](#) and had been involved in the [ASEAN Forum on Migrant Labour \(AMFL\)](#).

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# WHAT ARE THE FINDINGS IN THIS REPORT



The [ASEAN Forum on Migrant Labour \(AFML\)](#) is a key event where different groups meet and talk to improve [policies](#) about [labour migration](#).

It helps update important agreements like the [Cebu Declaration](#) to protect [migrant workers](#)' rights.



[Civil Society Organisations \(CSOs\)](#) are active at the [ASEAN Forum on Migrant Labour \(AFML\)](#).

[CSOs](#) focus on topics like human rights, fair working conditions and health protection for [migrant workers](#).



Disability is rarely mentioned by the [Civil Society Organisations \(CSOs\)](#) involved at the [ASEAN Forum on Migrant Labour \(AFML\)](#). Out of the 121 [CSOs](#) looked at, only 2 included disability as a focus.

Even when disability was mentioned, it was often in general terms, not about [migrant workers with disabilities](#).



The [ASEAN Forum on Migrant Labour \(AFML\)](#) show the need to better support for [migrant workers](#), disability-specific issues are often overlooked.

[Civil Society Organisations \(CSOs\)](#) need to include [migrant workers with disabilities](#) in their work and [policies](#) to ensure fair treatment and access to work.



Disability and migration are mostly discussed as separate topics.

Disability is mentioned mainly as workplace safety and injuries. However, some mental health programs exist.



Disability is rarely mentioned in any [ASEAN Forum on Migrant Labour \(AFML\)](#) recommendations. It appears in two cases:

- *The 7th [AFML](#)*: Proposed studying how to reintegrate injured [migrant workers with disabilities](#) returning home.
- *The 8th [AFML](#)*: Focused on healthcare access and compensation for work-related injuries, including disabilities.



### [ASEAN Forum on Migrant Labour \(AFML\)](#)

says everyone should collect many types of data about [migrant workers](#) (for example, age, gender and job roles), but disability is not included.

This shows a gap in understanding and representing [migrant workers with disabilities](#).

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## WHAT WE THINK



[Labour migration](#) and [development](#) are becoming more connected.

Everyone, including persons with disabilities, should have the chance to participate and benefit equally.



Persons with disabilities are rarely included in discussions about [labour migration](#).

Current efforts focus mostly on medical issues, like workplace injuries or retuning home after acquiring a disability, rather than empowering persons with disabilities to become [migrant workers](#).



No one has collected data on [migrant workers with disabilities](#) or have taken any clear steps to include them in [policies](#) about [labour migration](#).

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Including persons with disabilities in [labour migration](#) is a human rights issue and makes economic sense.

Disability inclusion could help to reduce [poverty](#) and builds a society that works better for everyone.



To fix the current gap, [governments](#) and [Civil Society Organisations \(CSOs\)](#) need to involve persons with disabilities and their representatives in [labour migration](#) discussions.

This would allow them to share ideas, break down barriers, and create more opportunities for persons with disabilities as [migrant workers](#).

## WHAT SHOULD BE DONE NOW



### Become A Member

Give [Organisations of Persons with Disabilities \(OPDs\)](#) chances to join [labour migration](#) events and groups.

This will help them share ideas and break down barriers stopping fair participation.



[Labour migration](#) organisations should attend disability-focused events.

Disability organisations should also work with [labour migration](#) organisations to find ways to work together and remove barriers.



We need to tell more stories of persons with disabilities who have successfully migrated.

These stories can inspire others and show that [labour migration](#) is possible for persons with disabilities.

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# THE END

Thank you for reading.

This report was made by the Disability Migration Network (DMN). For questions about making easy-to-read resources, please contact our team at [disabilitymigrationnetwork@gmail.com](mailto:disabilitymigrationnetwork@gmail.com).

All pictures and clipart are either AI generated or obtained from:

<https://clipart-library.com>

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## GLOSSARY

ASEAN Forum on Migrant Labour (AFML)	A meeting where countries in Southeast Asia, workers, and organisations come together to talk about how to make migration fair and safe for workers.
Cebu Declaration	An agreement made by Southeast Asian countries to protect migrant workers' rights and ensure they are treated fairly.
Civil Society Organisations (CSOs)	Groups of people or organisations working together to help communities and stand up for human rights.
COVID-19	A virus that spread all around the world. A lot of people got sick. People could not meet each other, work at the office, travel or go to school.
Convention on the Rights of Persons with Disabilities (CRPD)	A global agreement that protects the rights of persons with disabilities and ensures they are treated equally.
Development	The process of improving people's lives, including better jobs, education, and healthcare.
Discrimination	Discrimination means treating someone unfairly or differently because of things like their race, gender, disability, or other characteristics.
Government	The group of people who make decisions and rules for a country.
International Labour Organisation (ILO)	An organisation that works to make sure workers have safe and fair jobs worldwide.
International Organisation for Migration (IOM)	An organisation that helps make migration safe, orderly, and fair for everyone.



Labour migration	When people move to another place or country to find work.
Migrant workers	People who move to another country to work.
Migrant workers with disabilities	Workers with disabilities who work in another country.
Organisations of Persons with Disabilities (OPDs)	Are a group formed by persons with disabilities to advocate for their rights, provide support, and promote inclusion in society
Policies	Rules or plans made by governments or organisations to guide decisions and actions.
Poverty	When people or communities lack the money needed to meet needs like food, shelter, and clothing.
Unemployment rates	The number of people without jobs in a country or region.
United Nations Declaration on the Right to Development	A global promise that everyone has the right to be part of improving their lives, enjoy fair opportunities, and benefit from progress, no matter their background, gender, or ability.

**Towards Disability-Responsive Migration  
Disability Migration Network (DMN)**

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