

# Disability-Responsiveness of Fair Recruitment for Migrant Workers with Disabilities

Easy Read Version

Produced, by:



# Easy-to-Read Version

Author: Ben Thatcher

Reviewed: Dr. Benjamin Bernandino

Attribution: DMN, 2025. E2R - Disability-  
Responsiveness of Fair Recruitment for Migrant  
Workers with Disabilities. Manila: Disability Migration  
Network.



# What's in a Word?

Say it Right. Say it with Respect.



**PERSON(S)**  **Women with disabilities**

 **Children with disabilities**

 **Migrants with disabilities**

 **Persons without disabilities**



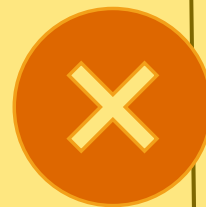
 **Sufferer, stricken, wheelchair-bound**

 **Physically or mentally challenged**

 **Handicapped or special**

 **Normal/ abnormal**

 **Differently-abled**



**See the person,  
not just the  
disability**



# TABLE OF CONTENTS

WHAT IS THIS REPORT .....	3
HOW WE DID THIS REPORT .....	5
WHAT ARE THE FINDINGS IN THIS REPORT .....	7
WHAT SHOULD BE DONE NOW.....	10
GLOSSARY .....	13

# 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, these are on page 13, page 14 and page 15.

# WHAT IS THIS REPORT



Fair recruitment means workers are hired in a legal and safe way.

- Workers do not pay extra money or get tricked or hurt.
- They get protection of their Rights.
- They get decent and fair jobs.



The International Labour Organization (ILO) made global rules for fair recruitment called the General Principles and Operational Guidelines for Fair Recruitment (GPOG).

These rules cover all workers, including migrant workers, no matter where or how they are hired.



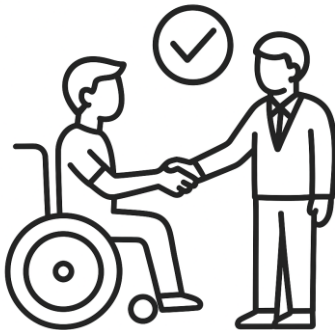
Persons with disabilities often find it harder to get jobs abroad.

- They may face unfair treatment, hard-to-use systems, or negative attitudes.
- Some skip the normal hiring steps.
- Others may hide their disability to get a job.



World rules, like the [Convention on the Rights of Persons with Disabilities \(CRPD\)](#), say persons with disabilities have equal [Rights](#) to work.

- But many countries do not give these [Rights](#) to [migrant workers with disabilities](#).
- Other world rules about work and migration often forget to talk about disability, leaving many [migrant workers with disabilities](#) with no disability related protection.



Fair recruitment for persons with disabilities should mean:

- Everything is easy to use and open to all.
- Everyone is treated fairly.
- Persons with disabilities get equal chances, support and protection from start to finish of their migration journey.

## HOW WE DID THIS REPORT



We read reports, studies, and policies about fair recruitment and disability inclusion.

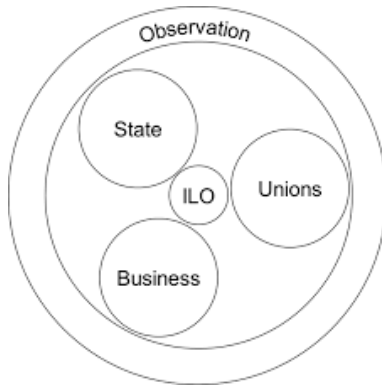


We looked at what concerns [migrant workers with disabilities](#) have in both [countries of origin](#) and [countries of destination](#).



We compared international rules to see if and how they include disability.





From this, we made suggestions for [governments](#), [employers](#), [recruiters](#), and [trade unions](#) to make fair recruitment for everyone.

# WHAT ARE THE FINDINGS IN THIS REPORT



1

[Migrant workers with disabilities](#) have different experiences and [vulnerabilities](#). This depends on their disability, [nationality](#), [gender](#) and situation.



[Discrimination](#) starts early.

Persons with disabilities can be rejected during job applications, [visa](#) checks, and [medical checks](#) because of unfair rules or attitudes.



2

Life costs more for persons with disabilities.

Many pay extra for medical care, transport, or [assistive devices](#), and do not get enough support at the workplace.

<sup>1</sup> Copied from University of Kent, Image by Chris Redford at Nifty Fox Creative, 2023, CC-BY-NC

<sup>2</sup> Copied from University of Kent, Image by Chris Redford at Nifty Fox Creative, 2023, CC-BY-NC



**Migrant workers** who become disabled while working abroad often lose jobs and benefits.



Many **migrant workers with disabilities** cannot get fair pay or changes at work they may need.

Women may face even more problems.



Disability is often forgotten in migration laws and meetings.

**Organisations of Persons with Disabilities (OPDs)** are rarely invited to help make decisions.



**Migrant workers** already face many risks because laws are weak, recruitment fees are hidden, and protection is limited.

Persons with disabilities are at even higher risk when systems are not inclusive.

**Recruiters**, **employers**, **trade unions** and **governments** often blame each other for not including persons with disabilities, which creates a “**web of barriers**” and stops real action.



What needs to change:

- **Recruitment** must include persons with disabilities and make things **accessible** because it is a **Right**.
- **Governments**, **employers** and **trade unions** must work with **Organisations of Persons with Disabilities (OPDs)** when making decisions.
- Everyone involved must get training, clear information, and fair rules at every step, from **recruitment** until they return home.

# WHAT SHOULD BE DONE NOW



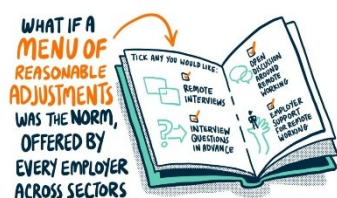
## 1. Collect better information

- Make sure persons with disabilities are counted in all [recruitment](#) and migration data.
- Learn more about the [barriers](#) persons with disabilities face, including workers who become disabled while abroad.
- Share good examples and report [discrimination](#) when it happens.



## 2. Improve laws and policies

- Make sure [visa checks](#) and [medical checks](#) do not unfairly block persons with disabilities.
- Add disability inclusion to [bilateral labour agreements](#) and fair recruitment guidelines.
- Do not charge extra costs for disability needs like [medical checks](#) or [assistive devices](#).
- Make sure [complaint systems](#) and [justice systems](#) are [accessible](#) to everyone.



3

### 3. Make recruitment practices inclusive:

- Teach government, recruiters, employers and trade unions on disability inclusion and accessibility.
- Make job adverts, job interviews and job applications accessible for persons with disabilities.
- Give persons with disabilities access to job matching, benefits, workplace support, and return-to-work help.



### 4. Empower and protect migrant workers with disabilities:

- Involve Organisations of Persons with Disabilities (OPDs) in making and checking all recruitment rules.
- Make all information in accessible formats, such as easy read, Braille, sign language and captions.
- Support persons with disabilities to join trade unions and speak up for their Rights.
- Make sure workers can access fair benefits, even after they return home.

<sup>3</sup> Copied from University of Kent, Image by Chris Redford at Nifty Fox Creative, 2023, CC-BY-NC

# THE END

Thank you for reading.

This report was produced by the Disability Migration Network (DMN). For inquiries about producing 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>

<https://www.ilo.org/topics-and-sectors/fair-recruitment>

<https://research.kent.ac.uk/disability/how-might-we-imagine-more-inclusive-workspaces-for-disabled-people/emerging-findings-and-recommendations/>

## GLOSSARY

Accessible	Something that is easy to use for persons with disabilities. Such as: <ul style="list-style-type: none"><li>• Ramps to get into a building.</li><li>• Information is easy-to-read.</li><li>• Information is in sign language.</li></ul>
Accessibility	Means making things usable for everyone, especially for persons with disabilities or those who might find things a bit harder to do.
Assistive devices	Items that help a person with a disability, like a wheelchair, hearing aid, or cane.
Barriers	Things that make it hard for persons with disabilities to take part fully (for example, stairs, hard-to-read forms, or bad attitudes).
Bilateral labour agreement	A work agreement between two countries that sets rules to protect migrant workers.
Complaint system	A way for people to report a problem and ask for help to fix it.
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.
Countries of destination	These are the countries where people move to live and work. They are the places migrant workers choose to go to for better opportunities or to start a new life.
Countries of origin	The countries where people are originally from or were born.
Discrimination	Discrimination means treating someone unfairly or differently because of things like their race, gender, disability, or other characteristics.



Employer	People or organisations who give others jobs and pay them for their work.
Gender	How a person feels about whether they are: <ul style="list-style-type: none"> <li>• Male</li> <li>• Female</li> <li>• a mix of male and female</li> <li>• not male or female</li> </ul>
General Principles and Operational Guidelines for Fair Recruitment (GPOG)	Global rules from the International Labour Organization (ILO) that explain how to hire workers safely, fairly, and without abuse.
Government	The group of people who make decisions and rules for a country.
International Labour Organization (ILO)	An organisation that works to make sure workers have safe and fair jobs worldwide.
Justice system	The laws, courts, and services that help people get fairness when their rights are violated.
Legal	Something that follows the law and is allowed.
Medical check	A check-up by a doctor to see if someone is healthy. Nearly always mandatory for migrant workers.
Migrant workers	People who move to another country to work.
Migrant workers with disabilities	Persons with disabilities who work in another country.

Nationality	The country a person belongs to, usually shown on their passport.
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
Recruiters	People or companies that help others find jobs, often in another country.
Recruitment	The process of finding and hiring workers for a job.
Rights	When you have Rights it means you are able to do and have things.
Trade unions	Groups that protect workers' rights and help them speak up.
Visa	A paper or stamp that lets a person enter, stay, or work in another country.
Vulnerabilities	Situations or conditions that make someone more at risk of harm or unfair treatment.
Web of barriers	Many connected problems that make something difficult for persons with disabilities, such as rules, attitudes, and costs.

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

E: [disabilitymigrationnetwork@gmail.com](mailto:disabilitymigrationnetwork@gmail.com)

F: [www.facebook.com/disabilitymigrationnetwork/](http://www.facebook.com/disabilitymigrationnetwork/)