**Oral Statement for the General Discussion on the Right to Work and Employment**  
[Inclusion International](https://inclusion-international.org/)

Inclusion International is the international network of people with intellectual disabilities and   
their families advocating for the rights of people with intellectual disabilities worldwide. Inclusion International will be represented by Mark Mapemba.

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Ladies and Gentlemen,

My name is Mark Mapemba, I am the Vice President of Inclusion International and I am self-advocate from Malawi.

Inclusion International appreciates the initiative of the CRPD Committee to develop a General Comment on the right to work and employment and we welcome the opportunity to provide inputs.

*We demand real jobs, in the community, with real pay, and the support we need to be successful.* This is the demand of persons with intellectual disabilities around the world.

As a father, having a job is important to me so I can support my family. As an advocate, having the right to work is essential so we can fully participate in the community and be equal to others.

People with intellectual disabilities still face a lot of barriers in accessing to work.

First, we get lower wage than others and we are not paid fairly. When a person with intellectual disability gets a job, they may lose the disability benefits from the Government.

Second, we do not receive the support we need at work; and reasonable accommodation is not provided which make the environment of work less accessible. An example of good support is accessible information about the duties and the environment of work.

Third, persons with intellectual disabilities are often in segregated places such as sheltered workshops and governments are not doing enough to help them move to real jobs.

One other important barrier is the access to education which makes us not have the certifications and diplomas required by many employers.

Therefore, it is important that governments:

* make policies that are compliant with the CRPD and make sure employers in public and private sectors follow them,
* make sure that employment policy includes the people with most significant barriers
* provide guidance that employers can follow to employ people with intellectual disabilities. For example, incentive measures like tax reduction can encourage employers to hire people with intellectual disabilities.
* consult self-advocates and families about employment issues
* collect more data about people with intellectual disabilities in work

Thank you.