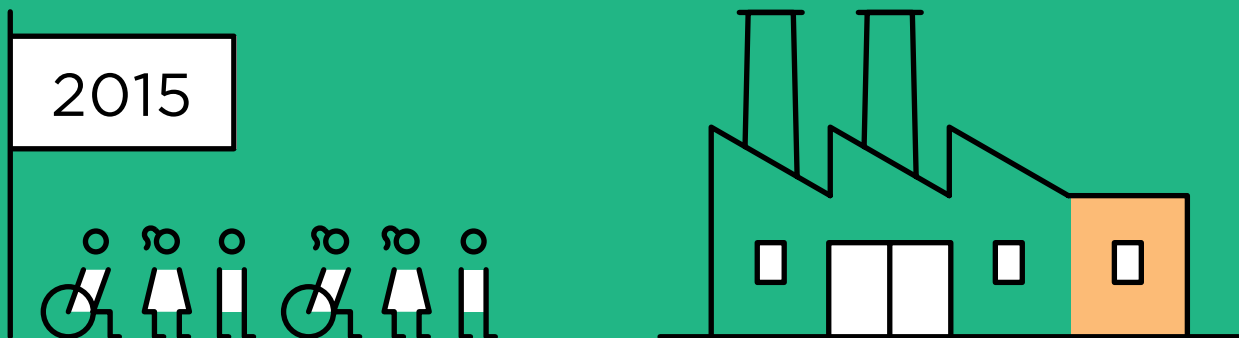




UN Partnership on the Rights of Persons with Disabilities

ILO | OHCHR | UNDESA | UNDP | UNESCO | UNFPA | UNICEF | UN WOMEN | WHO



# Costa Rica

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UN Support to the National Plan for  
Labour Inclusion of Persons with Disabilities

*“Thanks to the support provided by the UNPRPD, Costa Rica has been able to develop and operationalize a National Plan for the Labour Inclusion of Persons with Disabilities. This kind of inter-institutional coordination with support from international cooperation is what is needed to find medium-term effective solutions in the context of the post-2015 agenda.”*

**Roberto Gallardo**

Minister of Planning, Costa Rica (2011-2014)

UN organizations \_\_\_\_\_ ILO, UNDP

Budget \_\_\_\_\_ US\$ 350,000

Duration \_\_\_\_\_ Oct 2012-Oct 2014

# BACKGROUND

In early 2012 — two years after the ratification of the CRPD — the government of Costa Rica unveiled a comprehensive strategy to advance the right to work of persons with disabilities. The strategy, based on CRPD Article 27, focused on, among other things, the right to gain a living by work freely chosen or accepted in a labour market and the right to a work environment that is fully accessible to persons with disabilities. In late 2012, the UNPRPD launched the project **UN Support to the National Plan for Labour Inclusion of Persons with Disabilities**. Designed to assist the government's efforts to promote a more open and inclusive world of work, the project was structured around five strategic areas: improving institutional coordination and governance; enhancing the employability profile of Costa Ricans with disabilities; expanding the demand for workers with disabilities; improving job facilitation services; and promoting entrepreneurship among persons with disabilities.





## BOOSTING EMPLOYABILITY AND ENTREPRENEURSHIP OF PERSONS WITH DISABILITIES

*Empléate Inclusivo* is a programme that assists persons with disabilities who are seeking employment through job counseling services, training options and job placement support. The UNPRPD project contributed to the conceptualization, design and operationalization of the *Empléate Inclusivo* programme, which has since been incorporated into the government's National Employment and Production Strategy and its 2015-2018 National Development Plan.

Through its support to training activities carried out by *Empléate Inclusivo*, the Ministry of Public Education and the National Training Institute, the UNPRPD project contributed to strengthening the employability profile of 1,653 young people with disabilities. Additionally, around 60 persons with mental and intellectual disabilities were supported in starting a business or forming cooperatives. While limited in scope, this experience demonstrated that entrepreneurship development methodologies, such as ILO's CODE, can be successfully applied to persons with disabilities provided that appropriate reasonable accommodation arrangements are put in place.

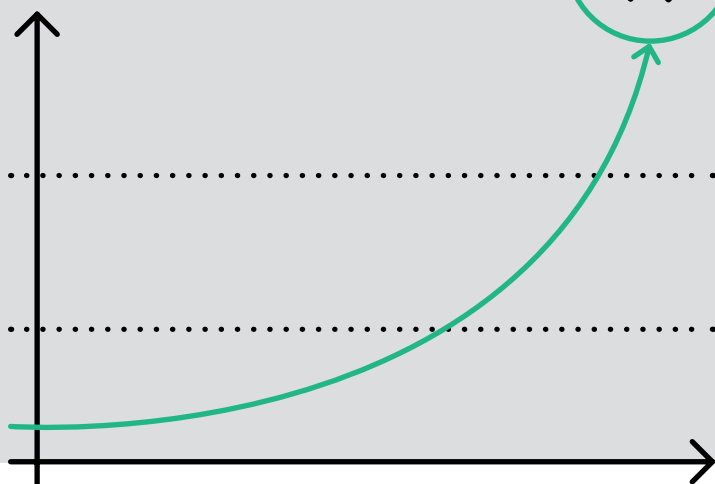
THE UNPRPD PROJECT CONTRIBUTED TO THE CONCEPTUALIZATION, DESIGN AND OPERATIONALIZATION OF THE EMPLÉATE INCLUSIVO PROGRAMME

EMPLÉATE INCLUSIVO PROGRAMME



60  
PERSONS WITH MENTAL AND INTELLECTUAL DISABILITIES SUPPORTED IN STARTING A BUSINESS OR FORMING COOPERATIVES

1,653  
YOUNG PEOPLE WITH DISABILITIES WITH A STRENGTHENED EMPLOYABILITY PROFILE THANKS TO UNPRPD PROJECT



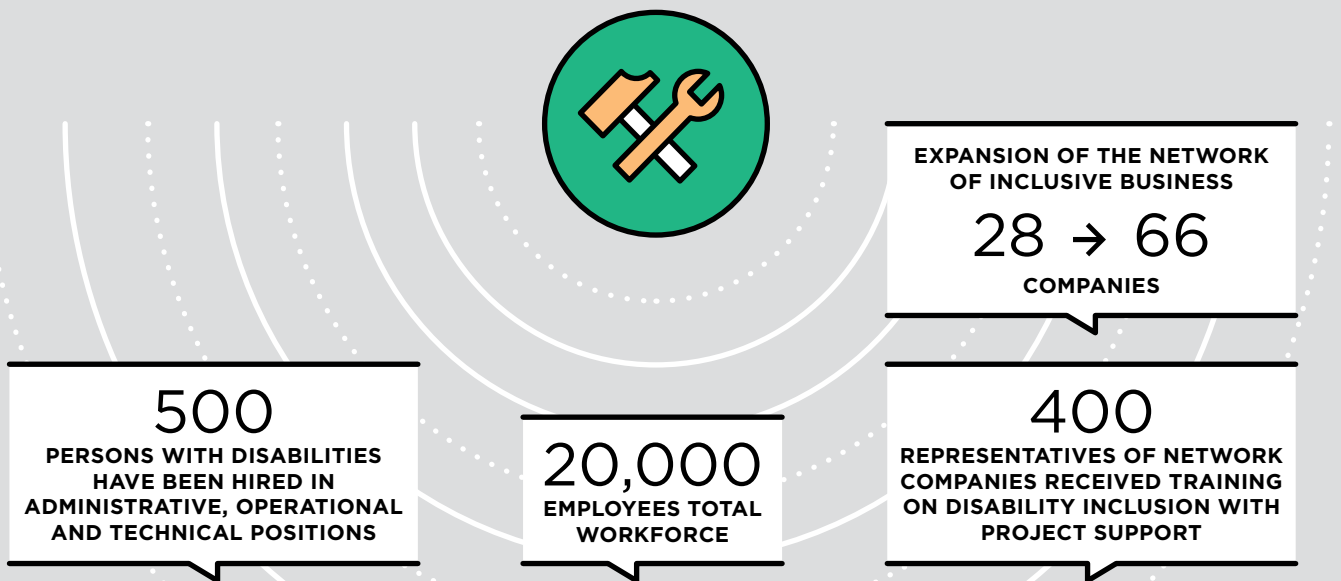
## PROMOTING DISABILITY INCLUSION IN THE BUSINESS SECTOR

The UNPRPD collaborated with the National Business Association of Costa Rica to expand and consolidate the Costa Rican Network of Inclusive Businesses, an alliance of companies committed to promoting employment for persons with disabilities as well as accessibility in the design of products and services. As a result of project support, the Network membership increased more than twofold over three years, from 28 to 66 companies, and today represents a total workforce of approximately 20,000 employees. Over two years, more than 400 representatives of Network companies received training on disability inclusion with project support. In addition, a nine-module web-based toolkit was developed on different aspects of inclusion in the workplace. Tailored training on the application of the toolkit is now provided to companies by the Network on a full cost recovery basis. From late 2012 to 2015, more than 500 persons with disabilities

were hired in administrative, operational and technical positions at Network member companies (or approximately 2.5 percent of the total workforce covered by the Network).

The prize 'Costa Rica Incluye,' awarded to companies that have achieved outstanding results in incorporating inclusive business practices, was initiated by the project to raise the profile of the Network. From 2014, the award has been hosted by the Office of the Second Vice-President of Costa Rica.

In 2015, Costa Rica's National Plan for Labour Inclusion of Persons with Disabilities was selected for recognition by the Zero Project as an 'Innovative policy 2016.' The 12 prize-winners have been selected from among 333 nominations of innovative policies submitted by almost 100 countries worldwide.



# THE UNITED NATIONS PARTNERSHIP ON THE RIGHTS OF PERSONS WITH DISABILITIES (UNPRPD)

Officially launched in 2011, the United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD) is a unique collaborative effort that brings together UN entities, governments, disabled people's organizations and the broader civil society to advance disability rights around the world. The UNPRPD supports the full implementation of the Convention on the Rights of Persons with Disabilities (CRPD) by facilitating policy dialogue, coalition-building and capacity-development at country, regional and global levels. In doing so, it leverages the comparative advantage of multiple stakeholders to advance the vision of a "society for all" in the 21<sup>st</sup> century.

The UN entities participating in the UNPRPD are the International Labour Organization (ILO), the Office of the High Commissioner for Human Rights (OHCHR), the United Nations Department for Economic and Social Affairs (UNDESA), the United Nations Development Programme (UNDP), the United Nations Educational,

Cultural and Scientific Organization (UNESCO), the United Nations Population Fund (UNFPA), the United Nations Children's Fund (UNICEF), the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), the World Health Organization (WHO). The UNDP Inclusive Political Processes Team serves as the Technical Secretariat for the Partnership. The UNPRPD also works closely with multiple civil society organizations including the International Disability Alliance (IDA) and the International Disability and Development Consortium (IDDC).

The UNPRPD is supported by the UNPRPD Fund, a Multi-Partner Trust Fund (MPTF) established to mobilize resources for the Partnership. The UNPRPD MPTF is administered by the UNDP Multi-Partner Trust Fund Office (MPTF Office) and builds on the experience developed by the MPTF Office in managing multiple Multi-Partner Trust Funds and joint programmes around the world.





## UN Partnership on the Rights of Persons with Disabilities

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You can find more information on the UNPRPD and its work at  
<http://mptf.undp.org/factsheet/fund/RPD00>.

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