

COMPARISON BETWEEN ARTICLE 27 WORK AND EMPLOYMENT IN THE CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES (CRPD) AND THE PAN-CANADIAN STRATEGY (PCS) AND HOW THE PCS SUPPORTS THE CRPD:

Both the CRPD and the Pan Canadian strategy:

- Have a vision that is centered around **equality of persons with disabilities in the workplace;**
- Safe and **healthy workplaces that focus on inclusivity** in all phases of employment;
- **Promotion of disability rights in employment;**
- Creating **favourable working conditions** with fair pay for work of equal value;
- Promotion and **education about disability rights** to employees and employers;
- **Increased access** to programs;
- Facilitation and **promotion of hiring, obtaining and maintaining work for persons with disabilities;**
- **Supporting entrepreneurship** within the disability community;
- **Promotion of employment of persons with disabilities in the private sector** through providing incentives and other measures;
- **Supporting accommodations in the workplace;**
- **Promotion of participation** of people with disabilities in the labour market and in return to work and employment programmes;
- **Programmes that provide employer and employee supports** to encourage hiring and retaining persons with disabilities

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The Pan Canadian Strategy supports the CRPD through:

- **Teaching employers the knowledge and skills** to support employers in all phases of employment of persons with disabilities
- Supporting persons with disabilities in their pursuit of **gaining meaningful employment**
- **Providing education and knowledge transfer** and **ongoing support to employers** to foster disability confidence
- **Guiding and providing tools to senior management, managers and supervisors** to create barrier-free workplaces that support healthy working conditions
- **Ensure fair compensation** and income amounts that reflect current market costs
- Takes into consideration, non-unionized workers and teaching them **how to self-advocate and confidently exercise their rights in the workplace**
- Consideration of **different layers of program access** from government criteria to user-friendly and easy to navigate programs
- Provides the **tools that assist in finding work related supports**
- Providing supports to persons with disabilities that are interested in becoming **entrepreneurs**
- Communication of **inclusive design and environments that enable employment**
- **Social enterprise initiatives** such as case studies of successful employers
- **Creation of a knowledge hub to provide employment information** in a simplified manner
- **Education about the business case of employing persons with disabilities**

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THE CRPD:**

The Pan Canadian Strategy supports the CRPD through:

- Rewarding disability confident employers;
- Providing financial incentives for hiring a person with a disability;
- Providing access to funding and information about accessing financial resources;
- Expanded access to technology for persons with disabilities;
- Provision of wraparound supports such as transit and childcare;
- Supporting youth with disabilities to enhance their capacity to participate in the labour force;
- Providing mentorship opportunities to youth;
- Providing accommodation plans for workers;
- Advocating for advancement opportunities for people with disabilities;
- Providing a multitude of supports for employers

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Differences:

- **Income support programs** are a primary focus in PCS, but not in the CPRD's article 27.
 - Development of an **income supplement strategy** and assurance of income and benefits for persons with disabilities seeking employment
 - **Untangles implications of earning exemptions** and promotion of the protection of benefits for persons with disabilities
 - **Advocacy for adjustments in qualifying criteria** to participate employment programs
 - **Economic benefits of hiring persons with disabilities are promoted to employers**