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INCLUSIVE ENERGY TRANSITIONS IN SOUTHEAST ASIA AND BEYOND

Cross-Regional Learning from South Asia

10–12 February 2026 • Jakarta, Indonesia



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Why disability inclusion matters in workforce development

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- 16% of the world's population has a disability (WHO 2024)
- Labour force participation in Asia and the Pacific (ESCAP 2023):
 - People without disability 60.4%
 - People with disability 25.4%
- Labour force participation in Indonesia (Formasi Disabilitas 2022):
 - People without disability 69.8%
 - People with disability 44%

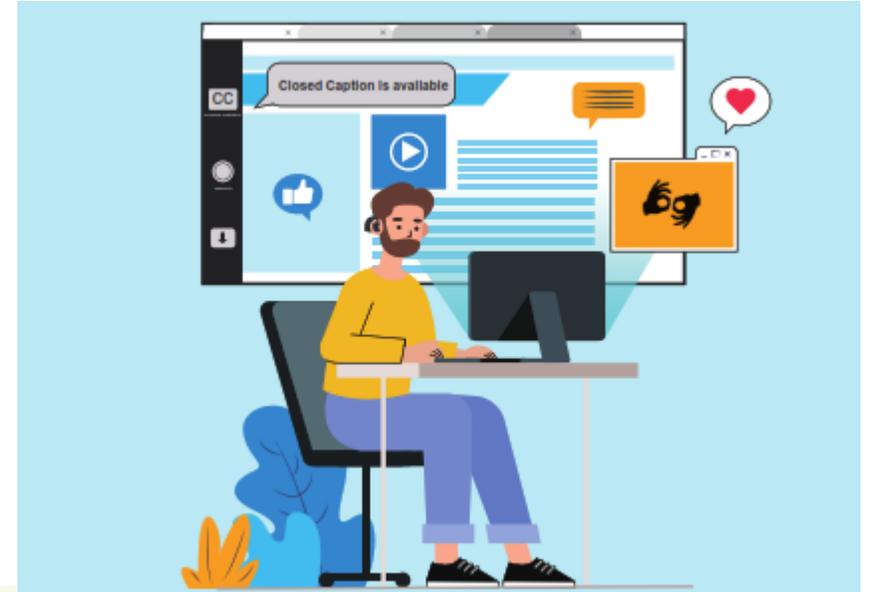


Image from [UNESCAP 2023](#)

📌 People with disability more likely to work in the informal sector

📌 People with disability in the formal sector earn less than people without disability

 People with disability can be highly reliant on uninterrupted energy

- **Medical requirement**

e.g. ventilators, suction machines, oxygen concentrators, dialysis machines, refrigeration of essential medicines

- **Functioning (including mobility)**

e.g. feeding pumps, electric wheelchairs, pressure relief beds, navigation assistance tools

- **Communication**

e.g. computer / digital device assisted, text to speech, screen readers, visual alert systems / alarms

The moral (and legal) imperative

- Convention on the Rights of Persons with Disabilities, 2006. Article 27 on Work and Employment:

... the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. [...]

- Incheon Strategy to Make the Right Real for Persons with Disabilities in Asia and the Pacific, 2013
Reconfirmed in the Jakarta Declaration on the Asian and Pacific Decade of Persons with Disabilities 2023 – 2032:

Galvanize the power of the private sector to advance disability-inclusive development [...] by deploying policy incentives for private companies to take action towards mainstreaming disability inclusion in their workforces, organizations, products, services, market activities and supply chains [...]

- 2030 Agenda and Sustainable Development Goals, Sendai Framework for Disaster Risk Reduction, and Paris Climate Agreement

- Australian Human Rights Commission:

Closing the labour participation (and unemployment gap) between people with and without disability by one- third would result in AU\$43 Billion increase to GDP over 10 years. (Deloitte, 2011)

- Companies with best practices in disability inclusion (Accenture USA 2019):

- *28% higher revenue*
- *Twice the net income*
- *Twice the likelihood to have total shareholder returns that outperformed competitors*

Not employing people with disability leads to:

- ❑ Lower tax revenue
- ❑ Increased welfare dependency
- ❑ Higher healthcare expenses
- ❑ Increased care 'burden' and opportunity costs to households

- Environmental, social and governance (ESG):

In 2020, ESG responsible investment opportunities was US\$ 2.3 trillion (Baker, 2023)

- Business benefits:
 - Diverse workforce brings a range of perspectives and skills
 - Improved work attitudes and work ethos
 - Well-developed problem-solving skills
 - Higher retention rates and fewer sick days
 - Diversity in the workplace better reflects consumer base
 - Reputational benefits

People with disability have a disposable income of AUD 40 Billion (Advertising Council Australia, 2025)

- Coherent policy environment and social dialogue (ILO 2015, 2022)
- Requires a whole of society approach beginning with access to pre-school and primary through to tertiary education to employment and workforce participation
- Apprenticeships, on-the-job training and active labour policies (ILO 2022)
- Universal design in the creation of goods and services and in the workplace
- Strengthen hiring and recruitment processes
- Foster public sector investment and public-private partnerships

THANK YOU!



Image from Advertising Council of Australia

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