



IN COLLABORATION WITH



COMMUNIQUE

Of the

INTERNATIONAL CONFERENCE ON DISABILITIES

Held on:
22nd – 25th June, 2015

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**The Civic Centre
Ozumba Mbadiwe Road
Victoria Island, Lagos, Nigeria.**

FOREWORD

This document represents a collection of thoughts and solution focused strategies to create a more inclusive society in Nigeria, Sub Saharan Africa and in the world.

The conference at which the deliberations were made is a platform for a new model incorporating a business led approach to solve a social issue; it therefore would require better linkages between the public, private and the third sectors to actualise this goal, It is also imperative that full engagement is actively pursued at all tiers of society.

I strongly urge you as a recipient of this document to play a well defined role in actualising our goal of an inclusive society.



Mr. Ani Bassey-Eyo, FCCA

Chairman

Local Organising Committee

International Conference on Disabilities

COMMUNIQUE

The following key decisions were adopted at the end of International Conference on Disabilities (ICD) Lagos 2015 for implementation:

LEGISLATION AND POLICIES

- We call upon the President of the Federal Republic of Nigeria the host country of this inaugural conference to assent to the Nigerian Disability Bill without further delay.
- Conference calls on leaders of member states of the African Union to pass national legislation on Disabilities in their state for the advancement of persons with Disabilities.
- Conference calls on leaders of member states of the African Union to craft and implement policies on disabilities that are fully linked and integrated and cross cutting in Health, Education, Social Welfare, Employment and Entrepreneurship.
- All other Legislations and policies of governments should be fully inclusive of Persons with Disabilities.
- Make it a policy of states parties to engage Persons with Disabilities as a community in all public and private sector activities and projects.
- Tax concessions for Disability-inclusive businesses and organisations.
- There is a need for standardisation in disability practice.
- Establishment of a National Disability Trust Fund to cushion the effects of disability.
- Create a database for Persons with Disabilities, disaggregated by gender, age and disability for effective national planning.
- Creation of social security framework for Persons with Disabilities, families and care givers.

- To develop competencies for Persons with Disabilities and stakeholders on drafting legal and policy documents.
- Organisations of and for Persons with Disabilities should identify and exert their rights within the existing policy and legal framework.
- Create a disability inclusive budget for addressing disability issues.
- Develop a national policy for inclusive education.
- Organisations of and for Persons with Disabilities should be more accountable and transparent in their activities.
- Promoting the rights of women and children with disabilities, including the right to education and family life.
- Government and all other examination bodies should provide reasonable accommodation to enable persons with disabilities participate fully in all examinations.
- Conference calls for the introduction of legalised quotas for employment of persons with disabilities in public and private sectors.

MARKET BASED APPROACH

- The adoption of a market based approach using a tripartite model which engages public, private and the third sector (e.g. international agencies, development partners; non-governmental, civil - society, community - based organisations) to effect policy direction on disability matters.
- The development of local content and capacity to provide an enabling environment that will ensure products and services that meet the needs of Persons with Disabilities, families and care givers.
- Technology based solutions to optimise service delivery, improve quality of life and achieve desired impact within local communities.

MEDIA AND ADVOCACY

- Effective and adequate awareness raising on Disability issues, using the media and other forms of information dissemination.
- The entertainment industry should desist from derogatory portrayal of Persons with Disabilities.
- Religious organisations should be engaged in advocacy for the inclusion of Persons with Disabilities.
- Parents, spouses and caregivers of Persons with Disabilities should utilise their power as an advocacy group.
- The Disability Community should fully collaborate with National Orientation Agency (or similar bodies in member states), other stakeholders, for the dissemination of appropriate information on disability matters.
- Involvement of business community and other professionals in advocacy on disability matters to relevant key players in government.

EMPLOYMENT & ENTREPRENEURSHIP

- Call on employers to make reasonable accommodation in the process of recruitment and employment of Persons with Disabilities including those whose ability may become impaired in the course of employment.
- Employers should provide for retention, rehabilitation, retraining, of persons who acquire disability during the course of their employment.
- Improve the capacity of Human Resources (HR) personnel on diversity and inclusion.
- HR policies and practices in both public and private sector, especially with reference to employment, should be fully disability- inclusive.

- Persons with Disabilities should be encouraged, supported to develop and fulfill entrepreneurship potentials.
- Corporate employers in Nigeria should fully comply with their statutory obligations under the Corporate and Allied Matters Act with reference to reporting on the number of Persons with Disabilities in their employ.

CAPACITY BUILDING

- Persons with Disabilities are encouraged to develop the requisite competencies to make them competitive in their chosen fields of endeavour.
- Government, Development partners and other stake holders should synergise with organisations of and for Persons with Disabilities to support the development of their requisite competencies in their respective fields of endeavour.
- Government and other stakeholders should provide and support capacity building for families, care givers, service providers and professionals working for and with Persons with Disabilities.
- Professional bodies should run their activities and programmes to be inclusive and accessible to Persons with Disabilities.
- There should be collaboration and engagement with universities, international organisations and professional bodies to develop, review and update disability-inclusive curricula and programmes.
- Service providers should build competencies of staff on disability – related matters.
- Develop an information kit for all stakeholders using international best practices as well as accepted local content.
- Training of Persons with Disabilities in the Information Communication Technology (ICT) sector.

HEALTH

- To provide disability-inclusive health services for Persons with Disabilities.
- To improve the capacity of health personnel in order to adequately provide health care for Persons with Disabilities.
- Persons with Disabilities should be provided with the necessary training and information on Reproductive Health Care Issues.
- Conference calls upon health agencies to conduct Early Screening/ Comprehensive Diagnostic Evaluation to detect if a child is not meeting development milestones.
- There should be adequate communication between health personnel and families during the screening process.

ACCESSIBILITY

- Conference calls for the financial inclusion of persons with disabilities as well as an understanding of disability issues by Board members of financial institutions.
- Disability desks should be established in all public and private organisations to attend to needs of Persons with Disabilities.
- Engage the Architects, Town Planners, other professionals and regulatory agencies to ensure access to all physical structures, transportation, information and communication facilities

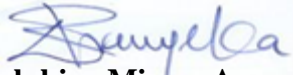
RESEARCH & DOCUMENTATION

- Create a research agenda towards improving outcomes, services, etc., in the Disability Sector; build capacity on data collection and analysis.

In conclusion, **ICDLagos2015** also calls on the Federal Government to urgently convene a National Disability Stakeholders Forum towards developing an all-inclusive National Disability Policy and

legislation; and furthermore conference calls for the establishment of a National Disability Trust Fund to oversee the overall development of Persons with Disabilities in Nigeria and other member states.

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