



HUMAN RIGHTS



Raising awareness for the value of people with disabilities for the workforce and as consumers



GREGOR DEMBLIN

Ashoka Austria/CEE

Elected in 2013



! PROBLEM

66% of all people with disabilities living in Austria are unemployed. The main reasons for their lack of inclusion into the job market are social barriers resulting from uncertainties concerning their actual ability to work, from politically correct language or workplace accessibility. Job-seeking people with disabilities, on the other hand, face psychological barriers when job ads don't provide information as to whether the job could be performed despite a disability, as well as when experiencing uncertainty regarding the timing of communicating their disability.

💡 INNOVATION

Gregor has developed an online job platform that allows employers – with the help of a simple icon – to indicate which disabilities do not interfere with the vacant job. In addition, his company myability.jobs offers a set of tools designed to support the employment of people with disabilities. These serve as a helpline for employers to provide companies with skills necessary to become “disability confident”. Gregor is involved in public campaigns on the working ability of people with disabilities to change the public's perception and increase the self-confidence of people with disabilities.

❤️ MOTIVATION

Gregor is paraplegic since a bathing accident at the age of 18. Therefore, he has experienced the difficulties that having a disability pose for finding a job first-hand. His goal is to put an end to the exclusion of disabled persons from the labor market, thus enabling them to lead an independent life. He aims to reform the traditional labor market towards equal opportunities and believes that changing the public's perception is the key to doing this.

🌍 IMPACT

Since its creation in 2009, myability.jobs has offered 14,000 jobs to people with disabilities. By mid-2013 more than 1,000 HR employees were annually equipped with skills to become “disability confident”. 83% of the companies participating in a survey conducted by myability.jobs have rated their experiences after hiring disabled people as positive and would recommend it to similarly structured companies.

🎯 VISION

Gregor's goal is to reach 100,000 job offers for people with disabilities in Europe by 2020. His vision is an inclusive and barrier-free society, in which people with and without disabilities live and work together. The public attention at European level after receiving the 1st European Award for Social Entrepreneurship and Disability will help myability.jobs expand this vision. With the support of Ashoka's pro bono partners Gregor is currently starting his newest company “Disability Performance Austria”, which works with companies to leverage the potential of disabled persons both as customers and employees.

👥 CONTACT

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