



SAOMAI

## RESOLUTION ENHANCING EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH VISUAL IMPAIRMENT

**WHEREAS**, the regional employment summit held in Hanoi, Vietnam on the 3rd and 4th of December 2024 to address employment challenges faced by persons with visual impairment and identify actionable solutions;

**WHEREAS**, the participants recognized the potential of persons with visual impairment, the challenges they face, and the shared responsibility to foster inclusive employment, this resolution commits to advancing competency, diversity, equity, and inclusion in the workplace;

**NOW, THEREFORE, BE IT RESOLVED**, that Employers:

- Shall develop accessible and inclusive recruitment, onboarding, and retention processes;
- Shall invest in workplace accommodations;
- Shall foster an inclusive environment by providing training for staff on disability sensitivity;
- Shall encourage collaboration with persons with visual impairment to ensure positive workplace dynamics.

**BE IT FURTHER RESOLVED**, that Resource Organizations:

- Shall provide ongoing training for persons with visual impairment to enhance employability, focusing on assistive technologies, workplace readiness, and career development;
- Shall collaborate with employers to improve awareness and facilitate the implementation of inclusive hiring practices;
- Shall recognize and include parent support groups as a key resource in enhancing employment initiatives for persons with visual impairment.

BE IT RESOLVED FURTHER, that Government Agencies:

- Shall enforce legislation to guarantee equitable employment opportunities for persons with visual impairment, including tax incentives, grants, and employment quotas in both public and private sectors;
- Shall fund and implement long-term training, employment programs, and awareness campaigns to promote the socio-economic empowerment of persons with visual impairment;
- Shall collaborate with service providers to ensure that disability-inclusive policies and programs are effective, sustainable, and aligned with the national labor strategies.

BE IT FURTHER RESOLVED, that Educational Institutions:

- Shall be part of the collaboration to ensure that curricula are adapted to meet current workforce demands, including the needs of persons with visual impairment;
- Shall integrate inclusive practices and disability-specific training to equip students with relevant skills and knowledge for employment.

BE IT FURTHER RESOLVED, that Non-Governmental Organizations (NGOs), Civil Society Organizations (CSOs), and Disabled Persons' Organizations (DPOs)/pressure groups:

- Shall be made part of the collaboration to be strengthened and to lead information awareness campaigns on inclusive employment and the rights of persons with disabilities;
- Shall develop and disseminate resources to inform employers, policymakers, and the public about the capabilities and contributions of persons with visual impairment in the workforce;
- Such as disability advocacy organizations and community networks, shall mobilize efforts to influence policy changes, promote inclusive employment practices, and hold stakeholders accountable for commitments to disability inclusion;
- Shall engage in consistent dialogue with governments, employers, and institutions to ensure that the voices and concerns of persons with disabilities are heard and addressed.

BE IT RESOLVED FURTHER, that Social and Mainstream Media:

- Shall play an active role in promoting positive narratives about the employment of persons with disabilities and raising awareness about inclusive practices;
- Shall be asked to collaborate with disability advocates and organizations to ensure accurate and respectful representation of persons with disabilities.

## CONCLUSION

This resolution calls for collaborative action to address barriers to employment for visually impaired people. By adopting inclusive practices and leveraging the support of employers, resource organizations, social and mainstream media, pressure groups, and governments, we can create equitable opportunities, empower persons with visual impairment, and ensure their full and meaningful participation in the workforce.

**Adopted on 4th of December 2024  
during the Regional Employment Summit  
held at the Legend Westlake Hotel, Hanoi, Vietnam.**