



SESSION 3 · 24 SEPTEMBER

Lessons from the disability movement for labour migration and refugee justice

Moderated by Atty. Rhealeth Ramos
National Council on Disability Affairs (NCDA)

Global Forum on Disability, Migration and Forced Displacement (GFDMD)
23-24 September 2026



Accessibility and housekeeping

The session will be recorded now

Lucia D'Arino

International Disability Alliance (IDA)

Accessibility

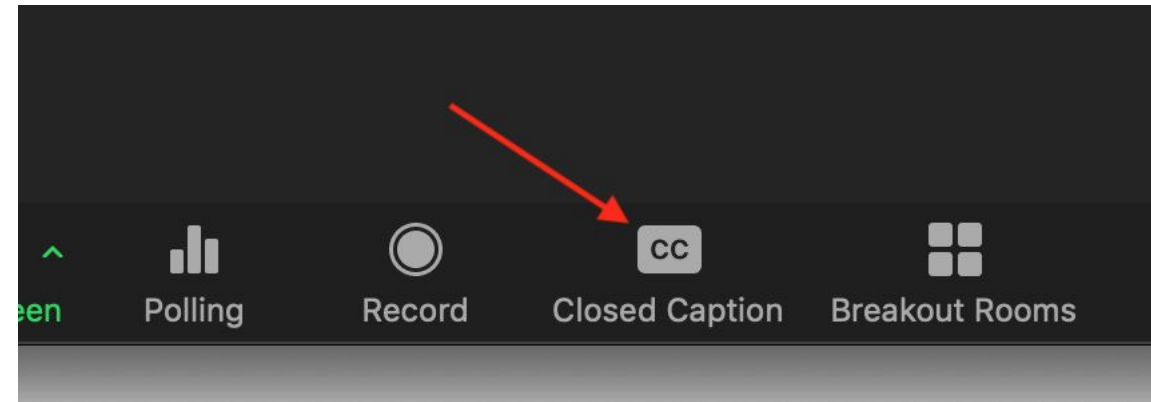
Accessibility services available throughout the event:

- International Sign interpretation (and Uganda Sign)
- Live professional captioning
- Language interpretation in: **Arabic, French, Spanish, Swahili, Korean, Lao, Myanmar, Khmer, Thai and Vietnamese**
- Accessibility support is available throughout the meeting
- Please let organisers know if you experience any accessibility issues in the Q&A or send an email to: admin@gfdmd.org

Captions & Language Interpretation

To activate captions:

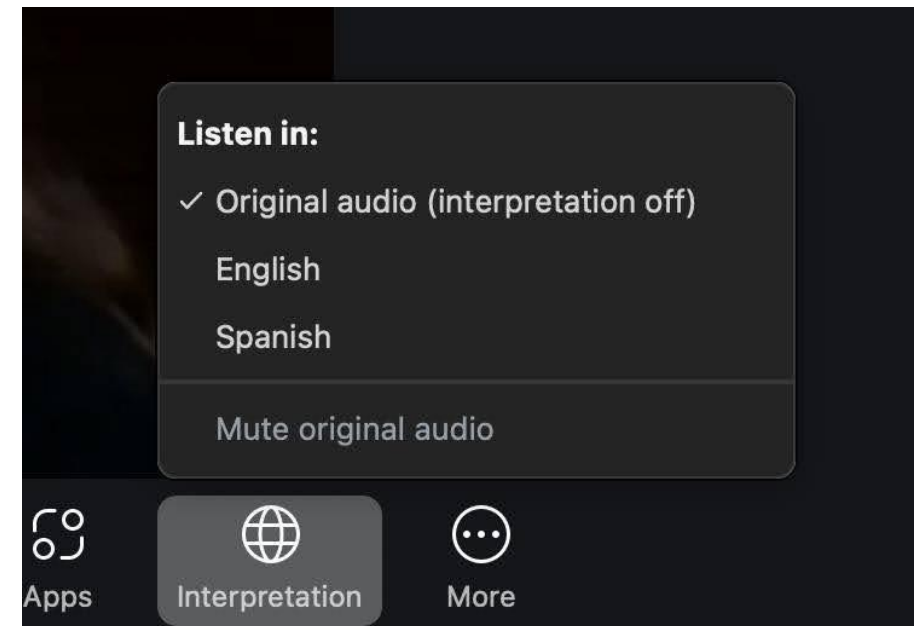
- Click the CC button at the bottom of your screen.
- Select the caption option that works best for you.
- A link to captions in a separate window will also be shared in the Q&A.



To access language interpretation:

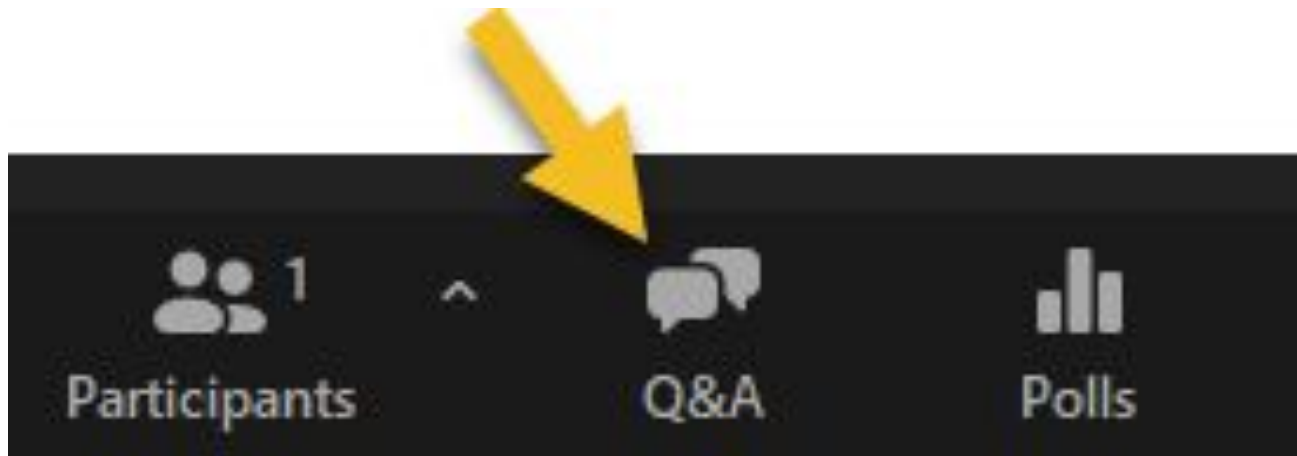
- Click the Interpretation button (globe icon) at the bottom of your screen.
- Select the language channel you would like to follow.
- If you have any difficulties, please write it in the Q&A or send an email to:

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Participating in the Meeting

- Please use the Q&A to submit questions and comments.
- Moderators will respond where possible



Guidance for Speakers

- Please keep to your allocated speaking time.
- State your name before you begin speaking.
- Speak clearly and at a moderate pace.
- Avoid speaking over other speakers.
- Pause briefly when changing speakers.
- Keep your camera off when you are not speaking.
- Please describe any images, charts, graphs or other visual information shown on screen.

Making Your Presentation Accessible

For speakers sharing slides or other content:

- Use clear, simple language.
- Do not rely on colour alone to communicate information.
- Read aloud important text displayed on screen.
- Describe relevant images, charts and visual information.
- Explain acronyms the first time you use them.
- Avoid sharing large amounts of information very quickly.
- Give interpreters and captioners time to follow the presentation.



Welcome from the moderator

Moderated by Atty. Rhealeth Ramos
National Council on Disability Affairs (NCDA)

Speakers



José Maria Viera

International Disability Alliance (IDA)



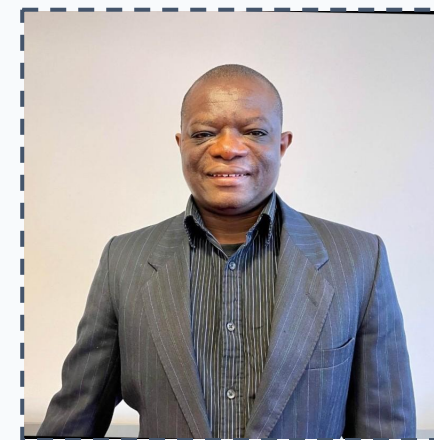
**Rosa
Maria**

Latin American Network of Organizations of Persons with Disabilities and their Families (RIADIS)



Mak Monika

Cambodian Disabled People's Organization (CDPO)



Julius Ntobuah

Global Network of Refugees with Disabilities (GNRD)



Keynote from the International Disability Alliance

José Maria Viera
International Disability Alliance (IDA)





Testimony 5

- The video is a english subtitles

A dimly lit room with two men. On the left, a man in a white shirt is seen in profile, looking towards the right. On the right, another man in a light-colored shirt is looking towards the camera. In the background, a large whiteboard is visible with some faint markings. The overall lighting is low, creating a somber or serious atmosphere.

I must also go to sign on at the Police Station even though I have papers to say that I am disabled.



Testimony 6

- The video is in Korean language
- Will the main room go to the English Channel
- Everyone else stay where you are



그래 그때도 우리 나라 내전 때문에
하루 치료도 못 받고

This talk will be in Spanish



Lessons from the Disability Movement

A view from South America

Integrating Disability Rights into Regional Migration Governance

Key Points:

Regional representation of Organizations of Persons with Disabilities (OPDs) from South America.

Context: Convention on the Rights of Persons with Disabilities (CRPD) framework.

Objective: Sharing lessons learned on advocacy, coalition-building, and leadership in human mobility contexts.

Rosa Maria

Inclusive Network for Disaster Risk Management and Disability in Latin America and the Caribbean (RED GIRDD-LAC)

The South American Reality & Invisible Barriers

- **Intra-regional Migration Flows:** Humanitarian crises, cross-border displacements, and labor migration across the region.
- **Double Invisibility:** Migration policies assume non-disabled migrants, while disability policies often overlook migration experiences.
- **Structural Barriers:** Lack of disaggregated data, inaccessible border crossings, and restricted access to social protection.

Effective Advocacy Strategies from OPDs

- **Strategic Use of International Mechanisms:** Parallel reporting to the CRPD Committee and human rights treaty bodies.
- **Grassroots & Community Advocacy:** Direct engagement with migrants and refugees with disabilities.
- **Policy Monitoring:** Demanding disability inclusion across regional protection and integration frameworks.

Coalition Building & Capacity Strengthening

- **Cross-Movement Bridges:** Strategic partnerships between disability organizations, refugee networks, and humanitarian actors.
- **Direct Leadership:** Ensuring meaningful participation of migrants with disabilities ("Nothing about us without us").
- **Resources & Capacity:** Need for sustainable funding and technical training for long-term advocacy.

Call to Action & Future Priorities

- **Legal Harmonization:** Aligning regional migration laws with the CRPD human rights model.
- **Inclusive Systems:** Ensuring universal accessibility in migration registration, healthcare, and labor opportunities.
- **Regional Solidarity:** Consolidating a South American network of OPDs focused on migration and forced displacement.

THANK YOU

- Rosa María Juárez Cobeñas.
- President of the Inclusive Network for Disaster Risk Management and Disability in Latin America and the Caribbean (RED GIRDD-LAC)
- Secretary of Technology and Accessibility of the Latin American Network of Organizations of Persons with Disabilities and Their Families (RIADIS)
- Focal point for risk management, climate change and humanitarian action for Latin America and the Caribbean.
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Capacity Building of OPDs Migration and Forced Displacement

Mak Monika

Cambodian Disabled People's Organization (CDPO)



www.cdpo.org

Content

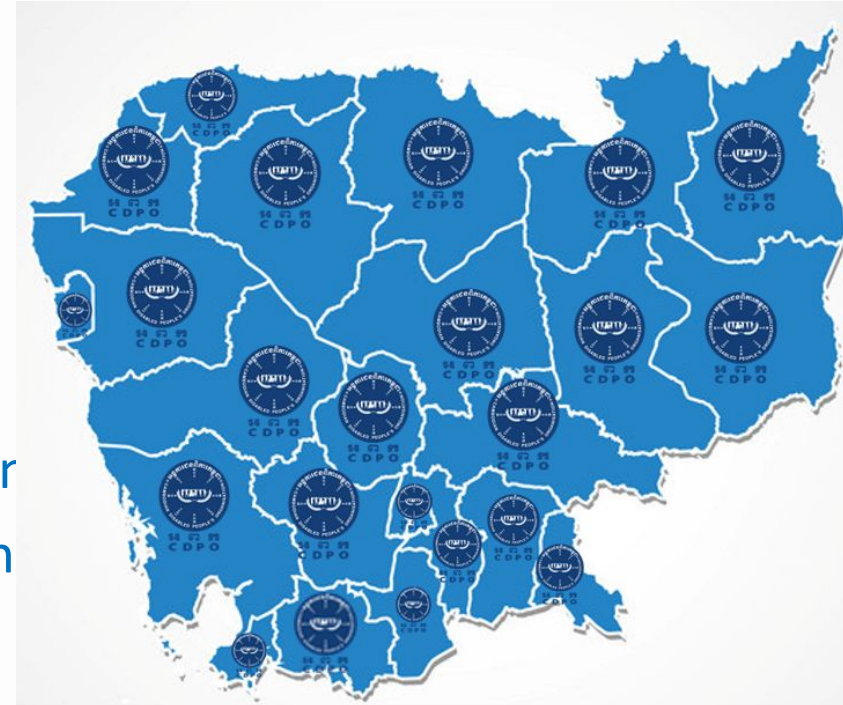
CDPO & Cambodia's OPD Movement

- 1) Labour migration and persons with disabilities
- 2) Legislations in Cambodia related with disability
- 3) Capacity Building of OPD in Migration with disabilities
- 4) Key Intervention



CDPO & Cambodia's OPD Movement

- Established in 1994
- A movement of Cambodian Persons with disabilities
- Non-governmental organization,
- Representing people with disabilities in Cambodia workings towards becoming “the voice of Persons with disabilities in Cambodia”.
- CDPO has a network of 67 DPOs including 12 Women with Disabilities Forums (WWDFs) and 25 Youth with Disabilities.



Labour migration and Persons with Disabilities

Barriers and Challenges for PwDs face in accessing migration is intersectionality

- Adapting to a new culture and job opportunity include International language
- Facing financial instability and absence of family support
- Discrimination and Stigma (**attitudinal barriers**)
- **Access to public services (Healthcare, social protection, education...)**
- Economic Barriers (beginning with unemployment and underemployment)
- Physical Barriers (lack of accessible transportation, for example, can severely intensify the social isolation people with disabilities experience. It's about more than just wheelchair ramps and disabled car spots – it's about creating an environment that includes and caters to everyone's needs)
- Digital Barriers (visual impair, web accessibility, Examples might include **online documents and multimedia** that lack alternative text descriptions or **websites** that aren't compatible with screen readers)

Labour migration and Persons with Disabilities (Con.)

Challenges PwDs return back home

- **Cultural adjustment:** When immigrants and overseas workers return to their home country, they may experience a period of readjustment as they reintegrate into their own culture. They may have to relearn social norms, cultural customs, and language, which may have changed since they left.
- **Reverse culture shock:** Similar to the culture shock that many immigrants experience when they first arrive in a new country, returning to their home country can also cause a form of culture shock called "reverse culture shock." This can happen when returning immigrants find that their home country has changed, and they no longer feel as comfortable or at home as they did before.
- **Career prospects:** Returning immigrants may face challenges in finding work that matches their skills and experience. Their qualifications may not be recognized or valued in their home country, or they may find that the job market has shifted in a different direction since they left.
- **Financial changes:** Immigrants may return home with a different financial situation than when they left. They may have saved money while working abroad, or they may have incurred debt or expenses related to their travel and relocation.
- **Family dynamics:** Returning immigrants may experience changes in their family relationships. For example, they may have missed important life events like weddings, births, or funerals, and may need to reconnect with family members who have grown and changed in their absence.

Labour migration and Persons with Disabilities (Con.)

Case study from the research finding of disability and disasters on Empowering people and building resilience to risk

Three main coping strategies to deal with immediate impacts on livelihoods

1 – Migration: The most common coping strategies were the migration of a household member to an urban area for factory, construction and other forms of employment.

2 – Loans: Women with disabilities loan money to purchase food, health care and other daily needs when they are lacking. The price of food and health care services were more costly during flood and the evacuation period.

3 – Change in eating habits: Less common was the joining together of several households to eat together. For example, women with disabilities who were married with young children were invited to eat with their mothers households as a way of stretching food resources. This was most common in Kompong Cham province.

Legislation in Cambodia related with disability



Capacity Building of OPD in Migration with disabilities

- Empower displaced and migrant individuals with disabilities to lead their own advocacy
- Ensure their specific needs are met in humanitarian and migration policies, and transition from passive beneficiaries to active decision-makers.
- critical framework for ensuring that migrants, refugees, and internally displaced persons (IDPs) with disabilities are not left behind.
- Historically, migration policies and humanitarian responses have overlooked disability, while traditional OPDs have often lacked the resources or legal frameworks to support non-citizens
- Strengthening the capacity of OPDs to engage in migration governance focuses
- **Meaningful Participation:** Moving OPDs from basic tokenistic consultation to genuine partnership roles where they co-design and monitor migration and humanitarian programs from inception
- Building capacity around mobile-based AT and digital skills so OPDs can guide migrants on utilizing accessible navigation, translation, and communication tools during displacement.
- Provide information and support services for migrants with disabilities
- Develop, review, and adopt contents of migration and disability information and raise awareness

Capacity Building of OPD in Migration with disabilities (Con.)

- Building capacity around mobile-based AT and digital skills so OPDs can guide migrants on utilizing accessible navigation, translation, and communication tools during displacement.
- Training OPDs to actively participate in local risk assessments, emergency drills, and the co-design of accessible early-warning systems for climate-induced migration or rapid conflicts
- Facilitating peer-led regional networks that allow OPDs to share information, track migration corridors, and provide continuous support to individuals moving across borders
- Built capacity on migration and disability inclusion through outreach, local awareness raising events and training with the focus on regular migration of persons with disabilities. As the same above comment
- Develop a disability planning for awareness raising with migrants with disabilities and their families at community level and raise awareness

Capacity Building of OPD in Migration with disabilities (Con.)

- Capacity building of OPDs/CDPO network, not just one-off training: Request that the programme invest in long-term institutional capacity of CDPO and its OPD network (financial management, advocacy skills, data systems) so they can continue monitoring and advocating for migrant workers with disabilities independently
- Policy engagement and dialogue on disability and migration – support migrants with disabilities to advocate for a better protection and public investment/support services of migrants with disabilities and their families that facilitate access to regular migration information, education, technical training programme, social security benefits, medical health care, and legal assistance.

Key Intervention

1. **Establish and Referral services to Migrant Worker Resource Centres (MRCs) and other service providers for assisting migrants**
 - Establish migrants with disability groups
 - Provide information and support services for migrants with disabilities
 - Develop, review, and adopt contents of migration and disability information and materials that help promote rights of persons with disability
 - Provide support for legal assistance, counselling, support services related to discrimination and labour
 - Document lessons learnt and disseminate
 - Create migrant disability group through social media



- Develop stories of migrants with disabilities
- Disability Inclusion and Migration
- Disability plans developed and executed for awareness raising with migrants with disability and their family members

Key Intervention (Con.)

3. Policy engagement and dialogue on disability and migration – support migrants with disabilities

- Engage with provincial and national mechanism through policy dialogue
- Develop, engage, and promote initiatives with the government ministries (MoLVT and MoSVY...etc.) and other national coordination bodies on disability policy and programme
- Deliver a training on disability and migration for ILO/TRIANGLE in ASEAN programme partners in Cambodia and development



Thank You

www.cdpo.org



5 minute BREAK

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gfdmd.org

CONTACT

admin@gfdmd.org





Building network capacity

Julius Ntobuah

Global Network of Refugees with Disabilities (GNRD)



Q&A and discussion

Moderated by: Atty. Rhealeth Ramos
National Council on Disability Affairs (NCDA)

- **José Maria Viera**
- **Rosa Maria**
- **Mak Monika**
- **Julius Ntobuah**

GFDMD · 23–24 September 2026



End of Session 3

Please standby or return for Session 4 on Disability in refugee camps in the Global South in 30 minutes time

<<30:00>>

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