Getting jobs for Disabled people that are friendly for the planet





Green jobs



Green jobs are jobs that help to look after nature and the planet.



For example a job might be making sure wild animals like birds are protected.
Or they might be putting a solar panel on a roof. (Solar panels take light from the sun and turn it into electricity.)



We need more Disabled people in green jobs.

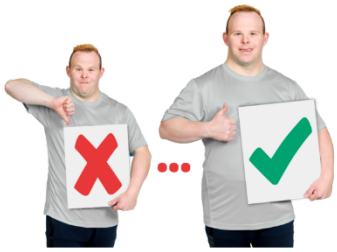


This would mean more Disabled people have jobs.



This booklet

This booklet looks at how to get green jobs for Disabled people. (Green jobs are jobs that help to look after nature and the planet.)



It looks at what the problems are and how we can fix them.



It also has ideas for more work people can do in this area.



We got ideas for it by inviting disability groups and job experts to an event. They shared their ideas.

Disability and jobs



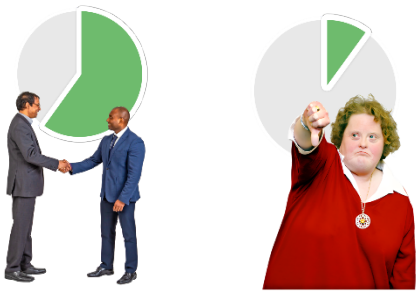
It is hard for Disabled people to get jobs as we are treated unfairly and there are lots of problems.



For example, managers might think Disabled people aren't good at working. They are wrong to think that but lots of people do.



The government has projects to help Disabled people get jobs. But they don't work well enough.



These difficulties mean that many more Disabled people are unable to get a job than non-disabled people.



Projects on green jobs

(Green jobs are jobs that help to look after nature and the planet.)

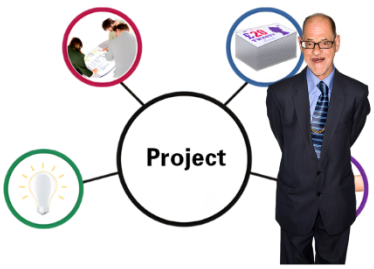
We asked people what projects on green jobs for Disabled people they know about.



People could only think of two projects.



Both of these projects were giving young students a job for a short time



Much more work is needed. And we need projects for older people too.

Difficulties with green jobs

(Green jobs are jobs that help to look after nature and the planet.)



There aren't any projects to teach Disabled people on how to get green jobs.



Green jobs use lots of confusing jargon.



Hiring is often done in a way that isn't good for Disabled people.



The places where people have to work often don't meet the needs of Disabled people**.** For example the office might have steps so a wheelchair can't get in.

Difficulties with green jobs 2



Disabled people often have to do the form to get money to make the place they work meet their needs. This can be difficult and tiring.



Many workplaces are unfriendly to Disabled people. Disabled people often feel like no one at work understands them.



There are laws to protect Disabled people at work but people often ignore them.



Disabled people are often left out of projects to look after the planet. This means the people who are offering green jobs don't understand much about Disabled people. (Green jobs are jobs that help to look after nature and the planet.)

Answers to problems 1



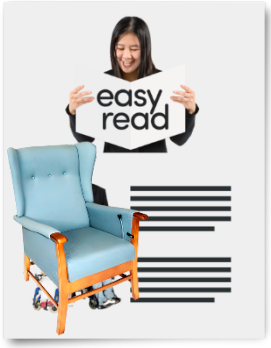
There should be projects to get Disabled people green jobs. (Green jobs are jobs that help to look after nature and the planet.)



There should be money to talk to Disabled people about the learning they can do. And money to do the teaching in the way the Disabled person needs. For example to make Easy Read booklets.



People should be able to work at home or at the office.



There should be booklets that explain to people how they can get the changes to the job to meet their needs. For example how they can get a chair that works for their disability.

Answers to problems 2



The law about supporting Disabled people in work should be made better. This work should be done with Disabled people.



More money should be put into getting green jobs for Disabled people. (Green jobs are jobs that help to look after nature and the planet.)

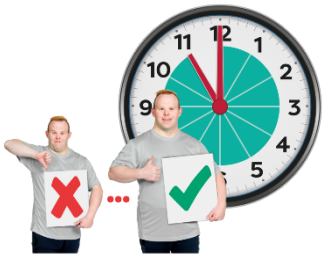


More Disabled people should be added onto boards. A board is a group of people at the top of the company. They have a lot of power over what happens in a company.



Companies should work together to help each other do better.

What to fix quickly 1



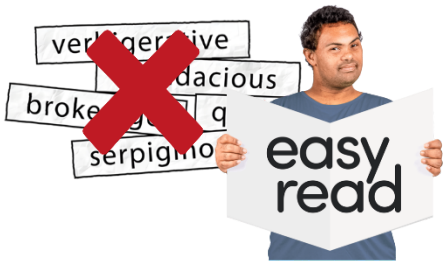
Fixing the problems will take a lot of work. But companies can do some things quickly.



Teaching about green jobs should be done in a way that meets the needs of Disabled people. (Green jobs are jobs that help to look after nature and the planet.)



Interviews are when a company talks to a few people to see who they want to give the job to. How interviews work should be made clear.



Write and speak without jargon. Make Easy Read booklets.



What to fix quickly 2

Ask what Disabled staff need to meet the needs of their disability when they are given the job.



Be flexible. This means that companies should agree to make changes to how the job works around the needs of the Disabled person.



Always include Disabled people's groups and Disabled people in the making of projects and laws around jobs.



Project ideas 1

We hope that this booklet will make people want to do work to get more green jobs for Disabled people. (Green jobs are jobs that help to look after nature and the planet.)



So we talked to Disabled people to get 10 ideas for projects.



1. Guides for companies to help them understand how to support their Disabled staff better.



2. Some people don’t work for a company but start their own company. Disabled people supported to do this with guides that explain how they can start companies that look after the planet and nature.

Project ideas 2



3. Projects could reward the local companies that are good to their Disabled staff.



4. Videos showing Disabled people doing green jobs would show other Disabled people they could do the work too. (Green jobs are jobs that help to look after nature and the planet.)



5. Schools teach young people about green jobs. These lessons need to be made in a way that is good and interesting for Disabled young people.



6. Job centres should help people get jobs. They should have events for Disabled people to help them to get green jobs.

Project ideas 3



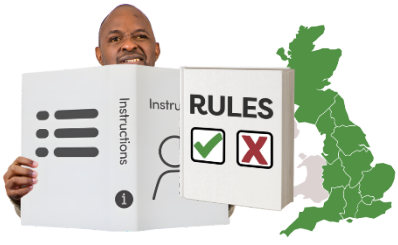
7. Many companies are scared to have Disabled staff. Examples of other companies that are good for Disabled staff will make the work less scary.



8. To make companies less scared there should also be events where companies can get together. They can then support each other and learn from each other.



9. Local meetings to bring together Disabled people and experts on green jobs to push for change together. (Green jobs are jobs that help to look after nature and the planet.)



10. The government runs lots of services like doctors and bins. The government should make rules to say that people have to do the work in a way that is good for Disabled people. A guide would help them do this.

About this booklet





This booklet was made by two Disabled people called Emma Geen and Ruth Nortey.



The work on this booklet is part of the Climate and Disability programme run by a group called the Bristol Climate & Nature Partnership. This is a project that has been working with Disabled people in Bristol to help them take action to look after the planet and nature.

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You can talk to us by emailing:
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