



残障平等意识工作坊

# 让残障人士融入职场

Disability Awareness Workshop

## Inclusion of People with Disabilities at the Workplace



2016 2019年 德国商会“同心协力同行”企业社会责任奖  
2017 2018 2019年 南京欧盟商会企业社会责任奖  
2018年 美国商会最具影响力NGO奖  
2016, 2019 “More than a Market” German Chamber CSR Award  
2017, 2018, 2019 Nanjing European Chamber CSR award  
2018 AMCHAM CSR Award - Most Impactful NGO Award

# 关于工作坊

## About the Workshop

**残障平等意识工作坊是由国际劳工组织自2008年开始在全球推广具有高度参与性和互动性的工作坊, 以此来促进残障融合。**

工作坊所引导的内容基于残障的“社会模式”，同时它又挑战偏见、打破刻板印象、普及残障相关理念。

培训以团队合作的方式，旨在改变参与者在主流社会中对残障人士就业的态度，使其更好地与残障人士展开工作上的合作。

残障平等意识工作坊在20世纪90年代初发源于欧洲爱尔兰，后推广到全球，包括联合国各机构、跨国公司、各地的非政府组织。

**Disability Awareness Workshop is a dynamic, highly participatory and interactive approach to stimulating attitudinal change towards disability inclusion**

Participants are exposed to social dilemmas, concepts for promoting an equal society and methods for developing their operation into an inclusive environment for people with disabilities.

At the end of a Disability Awareness Workshop, participants have greater competence, confidence and commitment in relation to disability equality, and to working with people with disabilities.

Developed in Europe Ireland in the early 1990s, Disability Awareness Workshop is now used by many UN agencies, MNCs, INGOs and others throughout the world.





# 关于工作坊

## About the Workshop

### 参与对象

- 人力资源从业者
- 企业高层管理者
- CSR/多元与包容部门负责人
- 残障议题研究者
- 残障自组织人员
- 社区组织负责人等

### Recommended Participants

- HRM
- Middle Management
- Line Leaders
- Office Staff
- Production team members

### 参与人数

8人至16人

### Number of Participants

8 (min) -16 (max)

### 时长

1天 (8小时)

或2个半天 (2 × 4小时)

### Duration

One whole day (8h)

or two half days (2 x 4h)

### 语言

中文、英文或双语

### Language

Chinese, English or bilingual

### 地点

中德融创工场/根据客户需求

### Location

Inclusion Factory / according to the customer demand

# 大纲

## Agenda



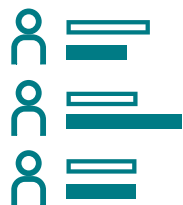
### 国内外残障融合就业概念简介

General introduction to the concept of inclusion of people with disability Globally and in China



### 残障意识, 无障碍&合理便利

The 3 A's: Awareness, Accessibility & reasonable Accommodation



### 残障所处的社会地位和模式

Modules & Concepts for how our societies perceives Disability



### 残障融合就业对于企业的价值; 残障融合就业的成功实践案例

Value of Disability Inclusion for Companies:  
Success stories and practices



### 与残障有关的语言和术语

Disability related language & terminology



### 推动融合, 我们/企业能做些什么?

What can you/ your company do to promote Inclusion?

# 主讲人 Training Facilitators



**玛丽娜**  
**Marina Kalnitski**

中德融创工场培训与发展总监  
残障平等意识培训引导师  
残障融合的倡导者  
美国伊利诺伊大学多元&融合教育硕士学位  
Director, Training & Development, Taicang Inclusion Factory  
Certified Disability Equality Facilitator  
Disability Awareness Public Speaker  
Masters of Education, Diversity & Equity in Education, University of Illinois, USA

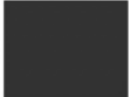


**秦灵萱**  
**Lenka Cavojska**

中德融创工场社会项目经理  
曾在欧洲、亚洲与非洲参与过多个全球发展以及多元与包容性国际项目  
在互动式培训策划与执行有丰富的经验  
捷克查理大学汉学硕士学位  
Social Project Manager, Taicang Inclusion Factory  
Has been involved in different international projects in Global Development and Diversity & Inclusion taking place in Europe, Asia and Africa  
Experience with facilitation of interactive training  
Masters of Sinology Faculty of Eastern Studies, Charles University Prague, Czech Republic

# 客户

## Clients

<b>Mubea</b>	<b>IMS:GEAR</b>	<b>flex®</b>	<b>W FICOSA</b>	<b>Oase®</b> LIVING WATER
<b>TRUMPF</b> 	<b>FÖHL</b>	<b>G</b> GERMAN CHAMBER of Commerce in China • Shanghai 中国德国商会 • 上海	<b>WAGO®</b> INNOVATIVE CONNECTIONS	<b>SIEMENS</b>
<b>AIO Carbon</b> GROUP	<b>HELUKABEL</b>	<b>H HUBER+SUHNER</b> Excellence in Connectivity Solutions	<b>BASF</b> We create chemistry	



## 参与者的评价

### Comments from other participants



“

这种高质量的参与式工作坊，让我学到了很多，尤其是对于我自身的探索和对外界的偏见，还有跳出恐惧的恶性循环

Such a high-quality participatory workshop, learned so many things about my own bias & prejudice, the cycle of fear we all encounter in different aspects of life.

人事经理 - 亿迈齿轮  
HR Manager - IMS Gear

”



“

耐心，平等，融合，是我认为最重要的收获。我会在我的工作中，尝试成立共融小组

Patience, equality, inclusion are the most important intakes from this workshop. I will try to set up an inclusive team at my workplace.

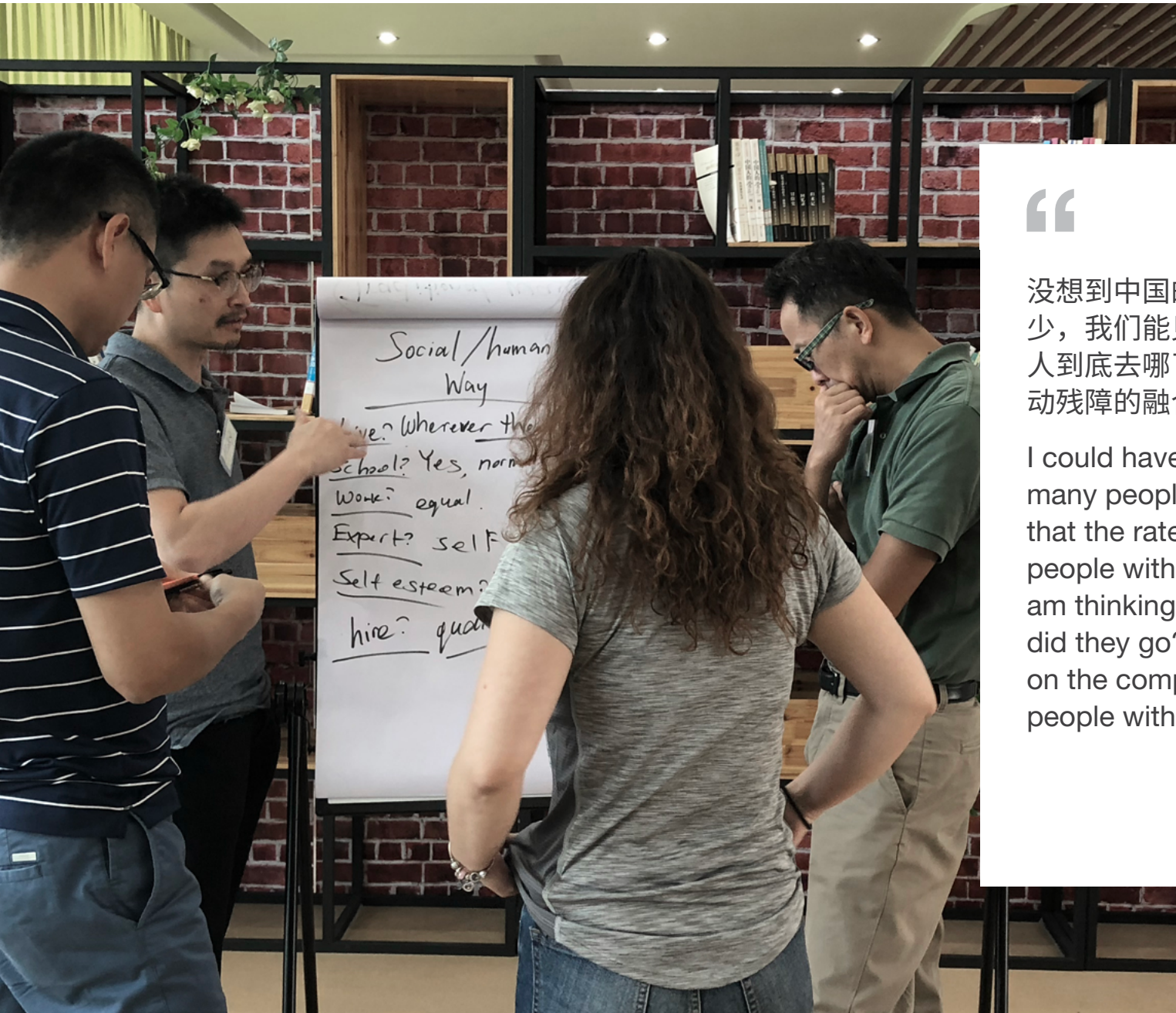
环境健康安全经理 - 巴斯夫  
EHS Manager - Basf

”



## 参与者的评价

### Comments from other participants



“

没想到中国的残疾人有那么多，真正工作的那么少，我们能见到的就少之又少。我在思考，这些人到底去哪了。我们必须通过在公司层面努力推动残障的融合

I could have never imagined that there are so many people with disabilities in China, and that the rate of employment is so low. Seeing people with disabilities at work is very rare. I am thinking where are all those people? Where did they go? We definitely need to work hard on the company level to promote inclusion of people with disabilities.

运营经理 - 灏讯

Operation Manager - HUBER+SUHNER

”



inclusion factory  
中德融创工场



inclusion advisory  
融合咨询

## 联系我们 Contact Us

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