

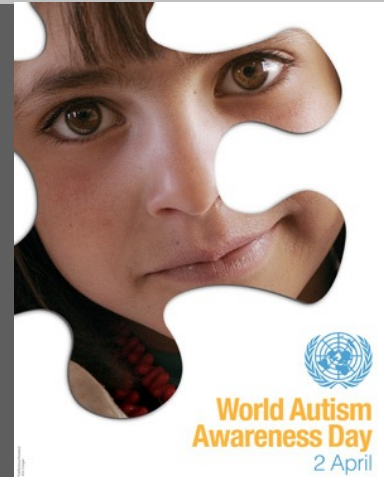
UNITED NATIONS

WORLD AUTISM AWARENESS DAY

Call to Action

Employment for Persons with Autism

This Call to Action is an appeal to employers to commit to offering employment opportunities for individuals on the autism spectrum. The Call urges all stakeholders to work together with employers to facilitate their access to this largely untapped talent pool.



HOW TO RESPOND TO THE CALL TO ACTION

- Employers are invited to submit voluntary **commitments** at business.un.org.
- It is recommended that employers pledge that by a specified date, within the foreseeable horizon, **one percent** of their workforce be comprised of individuals on the autism spectrum.

AFTER A COMMITMENT IS MADE

- Commitments include an agreement to **report** on an annual basis on progress made to realise the commitment, throughout its duration.
- Commitments will be recognized in a **ceremony** on World Autism Awareness Day 2016.

WHY EMPLOYERS SHOULD RESPOND

- To demonstrate **leadership** in addressing the unacceptably high unemployment rate of adults on the autism spectrum, estimated to be more than 80%.
- To improve the **quality** of their products and services by tapping the specialized talents of employees on the spectrum, such as superior pattern recognition and attention to detail.
- To achieve a better understanding of their **customer base** by having a workforce that better reflects the general population.
- To offer an attractive **work environment** to employees – a workplace where people with autism thrive is generally a great place for all employees to work.

WHY A CALL TO ACTION

The autism spectrum is wide and is estimated to affect approximately 1% of any population worldwide. It is further estimated that more than **80% of adults** with autism are **unemployed** or underemployed, preventing them from taking an active part in society.

Research suggests that **employers are missing out** on abilities that people on the autism spectrum have in greater abundance than “neurotypical” workers do – such as, heightened abilities in pattern recognition and a greater attention to detail.

To **unleash the potential** that persons with autism represent, appropriate vocational training and support is needed, and a recruitment process that can allow people with **neurodiversities** to successfully integrate into the workforce.

#WAAD2015