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General Information

Third Country Training Programme JFY 2026 on Enhancing Disability-Inclusive Employment and Business (DIEB) in Asia and the Pacific Region

23 August - 5 September 2026

Conducted by

Implementing Organization

Asia-Pacific Development Center on Disability (APCD)

The Government of Japan

Japan International Cooperation Agency

The Government of Thailand

Thailand International Cooperation Agency, Ministry of Foreign Affairs of Thailand

In collaboration with the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) and the Department of Empowerment of Persons with Disabilities (DEP), Ministry of Social Development and Human Security, Thailand



Japan International Cooperation Agency (JICA)

ODA and JICA

Since 1954, Japan has been providing financial and technical assistance to developing countries through ODA (Official Development Assistance), aiming to contribute to the peace and development of the international community. JICA oversees administering all ODA, such as technical cooperation, ODA loans, and grant aid, in an integrated manner. JICA assists and supports developing countries as the executing agency of Japanese ODA, and works in over 150 countries and regions, with some 100 overseas offices.

JICA's Vision

In accordance with its vision of “Leading the world with trust”, JICA, with its partners, will take the lead in forging bonds of trust across the world, aspiring for a free, peaceful, and prosperous world where people can hope for a better future and explore their diverse potentials.

JICA's Mission

JICA, in accordance with the Development Cooperation Charter, will work on human security and quality growth.

Action 1 Commitment:

Commit ourselves with pride and passion to achieving our mission and vision;

Action 2 Gemba:

Dive into the field (“gemba”) and work together with the people;

Action 3 Strategy:

Think and act strategically with broad and long-term perspectives;

Action 4 Co-creation:

Bring together diverse wisdom and resources;

5. Innovation

Innovate to bring about unprecedented impacts.

Japan International Cooperation Agency (JICA)

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Thailand International Cooperation Agency (TICA)

TICA's Vision

TICA aspires to be a central agency on technical and development cooperation under the Royal Thai Government to serve as a bridge for global sustainable development.

TICA's Mission

TICA is the main agency to execute international development cooperation with foreign governments, international organizations, and intergovernmental organizations. TICA is the focal agency in formulating strategic guidelines and policies on international development cooperation to be comprehensively in line with the Royal Thai Government's foreign policies.

Objectives

- To develop an international cooperation plan, study and analysis on cooperation policy, including implementation, follow-up, and evaluation of technical cooperation projects.
- To administer development cooperation programmes provided to developing countries according to the foreign policies of the Royal Thai government.
- To cooperate with various development partners, including foreign governments and international organizations, to develop technical cooperation projects for development under bilateral and multilateral frameworks.
- To administer fellowships and scholarships offered to developing countries for human resources development in public and private sectors, as well as civil society.
- To coordinate international development cooperation.
- To disseminate information regarding development cooperation to government agencies concerned and international organizations.

Thailand International Cooperation Agency (TICA)

Ministry of Foreign Affairs

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The Asia-Pacific Development Center on Disability (APCD)

APCD is a regional center on disability and development. APCD was established in Bangkok, Thailand, as a legacy of the Asian and Pacific Decade of Disabled Persons, 1993-2002, with joint collaboration of the Ministry of Social Development and Human Security, the Royal Thai Government, and the Japan International Cooperation Agency (JICA), Government of Japan. APCD was endorsed by the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) as a regional cooperative base for its Biwako Millennium Framework for an inclusive society in the Asian and Pacific Decade of Disabled Persons, 2003-2012. ESCAP identified APCD as the regional center on disability for the Incheon Strategy to Make the Right Real, 2013-2022. For the Jakarta Declaration on the Asian and Pacific Decade of Persons with Disabilities, 2023 – 2032, APCD commits to cooperating with more than 30 countries in the Asia-Pacific region to promote empowerment and inclusiveness of persons with disabilities. The Organization for the Economic Co-operation and Development (OECD) and the World Bank have recognized APCD as a good model project globally for South-to-South Cooperation. APCD is currently managed by the Foundation of Asia-Pacific Development Center on Disability (APCD Foundation) under the patronage of Her Royal Highness Princess Maha Chakri Sirindhorn. APCD works to create a more inclusive and equitable society for all. APCD's mission is to empower individuals with disabilities through capacity building and empowerment, and to create a barrier-free society in this region.

The organization achieves this by:

- o **Building Capacity:** Providing training (Domestic & Regional Training) and technical assistance to governments, Organizations of Persons with Disabilities (OPDs), Civil Society Organizations (CSOs), and individuals to enhance their knowledge and skills in disability-inclusive development.

- o **Facilitating Networking:** Creating platforms for collaboration and knowledge sharing among stakeholders in the community, national, and regional levels.

- o **Promote the empowerment of emerging groups in society:** such as developmental disorders (autism, intellectual disabilities, learning disabilities, multiple impairments, etc.)

- o **Promote sub-regional collaboration:** In the context of disability development, establish an inclusive platform that integrates a variety of training programs, both onsite and online. This platform will facilitate sub-regional collaboration, inclusive bridging, foster technical collaboration, and promote knowledge exchange through people-to-people interactions.

o Implementing Highlighted Approaches: In line with the international instruments; CRPD, SDGs and Jakarta Declaration on the Asian and Pacific Decade of Persons with Disabilities, 2023 – 2032, APCD focuses on (1) Community-based Inclusive Development (CBID), (2) Disability Inclusive Sports (DIS), (3) Disability Inclusive Employment and Business (DIEB), and (4) Disability Inclusive Disaster Risk Reduction (DiDRR).

O Information Knowledge Management (IKM): Information Knowledge Management and Publications is one of our missions to ensure effective communication, codifying knowledge and experiences to share expertise through various channels, especially social media.

Asia-Pacific Development Center on Disability (APCD)

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Third Country Training Programme JFY 2026 on Enhancing Disability-Inclusive Employment and Business (DIEB) in Asia and the Pacific

Background

More than 750 million persons with disabilities live in Asia and the Pacific. They continue to face marginalization in almost all sectors of society due to persistent discrimination and ableism. The labor force participation rate for persons with disabilities is only 25.4% compared to 60.4% for persons without disabilities.

By excluding persons with disabilities, businesses miss out on untapped talent, consumer markets, and opportunities for innovation. The International Labor Organization (ILO) estimates that this exclusion can lead to an economic loss of 3-7% of GDP.

This training course aims to strengthen the capacity of relevant stakeholders (Government, OPDs/CSOs, Business sectors) to promote Disability-Inclusive Employment and Business (DIEB) in their respective countries.

Course Title

Enhancing Disability-Inclusive Employment and Business (DIEB) in Asia and Pacific Region.

Overall Goal

Disability-Inclusive Employment and Business are promoted practically and effectively in Asia and Pacific Region.

Objectives

Upon completion of this course, participants will be able to:

- (1) Understand the significance of DIEB and its alignment with SDGs, UNCRPD, and the Jakarta Declaration;
- (2) Identify the roles of various stakeholders (government, private sector, civil society, OPDs) in promoting DIEB;
- (3) Apply lessons learned and good practices from Japan and Thailand;
- (4) Develop strategies for strengthening collaboration among sectors;
- (5) Create action plans to promote DIEB in their home countries.

Venue

The Course will be conducted at a hotel (TBC) in Bangkok, Thailand, and a field visit.

Duration

Year 1: 23 August (Sun) 2026 - 5 September (Sat) 2026 (13 nights, 14 days)

Each training course: Approximately 2 weeks (including arrival and departure days) and from July 2026 to June 2029 (Three-Year Program).

A one-day online follow-up session will be conducted after the completion of the training course.

Invited Countries and/or Organizations

The government of the following countries will be invited to nominate applicant(s) to attend the Course:

Southeast Asia countries: Indonesia, Philippines, Vietnam, and Thailand

South Asian countries: India, Sri Lanka, and Nepal

Number of Expected Participants

The number of participants from the invited countries shall not exceed 35 participants, including Personal Assistants / Sign Language Interpreters per course.

Language

The course will mainly be conducted in English.

Implementing Organization

The course will be conducted by the Asia-Pacific Development Center on Disability (APCD).

Qualifications for Applicants

Applicants should:

- (1) Be nominated by their government through diplomatic channels;
- (2) Hold at least a bachelor's degree / Technical College / High School graduate in social development, disability studies, business administration, human resources, or related fields;
- (3) A team from a selected country that is composed of each of the following potential trainees: government official, private sector representative, civil society organization staff, member of organizations of persons with disabilities with at least 3 years of experience in disability inclusion, employment, human resources, vocational education, policy development, and/ or business development;
- (4) Be under 55 years of age;
- (5) Be proficient in spoken and written English;
- (6) Be in good health (medical certificate required);
- (7) Not serving in the military/ pregnant.

Reasonable Accommodations

Disabilities: Persons with disabilities who meet the required qualifications also have an opportunity to apply. Reasonable accommodations will be considered for participants with disabilities. Some programs of the course might have difficulty for persons with disabilities to participate due to environmental and other conditions.

“Reasonable accommodation” means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case.

Gender Commitment

This course proactively encourages participation of persons with disabilities, leaders, and women, particularly women with disabilities. At least 50% of participants in the training course will be women.

Each Organization is requested to strongly encourage female candidates to apply for the course to accelerate the realization of gender equality and women's empowerment.

Application Procedure

1) Applicants interested in participating in the course must be nominated by their government and submit one (1) completed nomination form not later than July 17th (Fri), 2026, to the Royal Thai Government through the Royal Thai Embassy, or Consulate in their respective countries, and send one (1) copy directly to tctp.tica@mfa.go.th.

Human Resources Development Cooperation Division, Thailand International Cooperation Agency (TICA), Ministry of Foreign Affairs, The Government Complex, Building B (South Zone), 8th Floor, Laksi District, Bangkok 10210, THAILAND
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E-mail: tctp.tica@mfa.go.th

Website: <https://tica-thaigov.mfa.go.th>

2) The Government of the Kingdom of Thailand will inform the applying Governments of the name(s) of the selected nominee(s) to participate in the course not later than 30 days before the commencement of the course.

Certificate

Participants who successfully complete the training with at least 80 percent attendance will be awarded a certificate by TICA, JICA, and APCD.

Allowances and Expenses

The following allowances and expenses will be covered by JICA and TICA:

1) Economy class round-trip air ticket between the nearest international airport of the participants' countries and Bangkok will be issued by TICA to the approved candidates. The approved candidates need to send a photocopy of their passport, specifically, the page that shows the correct names, to facilitate the arrangement of electronic air tickets. The electronic air ticket will be sent to the approved candidates.

2) Living allowance will be provided during the participant's stay in Thailand. Participants from overseas will receive a living allowance at the rate of Baht 600 per day (equivalent to approximately US \$17), while participants from Thailand will receive Baht 500 per day. This living allowance is for food, local transportation, and other personal daily expenses. However, each participant is suggested to have his/her own pocket money sufficient for any emergency case available prior to the allowance payment.

3) In accordance with relevant regulations, free minor medical treatment will be provided for participants who become ill during their stay in Thailand.

Accommodation and Meals

The accommodation for the participants will be available at the Hotel (TBC). Participants will have a single room in principle. Participants who request to participate with a personal assistant may be requested to have a twin room. A longer stay cannot be permitted in the accommodation. Participants need to make arrangements for meals, including dinner, with the allowance provided. During short breaks, snacks (AM &PM) and lunch will be provided by the implementing organization.

Other Information: International Traveling

1) Participants are required to arrive in Thailand on the date designated by TICA and APCD after the confirmation and acceptance of participation. The confirmed air tickets will be sent to the participants in advance.

2) Participants are responsible for other expenses incurred during travel between the participants' home countries and Thailand, such as local transportation, passport fees, or airport taxes.

3) Prior to their arrival in Thailand, and if deemed necessary, all participants need to obtain the Non-Immigrant VISA (F) from the Royal Thai Embassy/Royal Thai Consulate-General in their respective countries or countries nearby.

4) Upon arrival at Bangkok International Airport, participants are asked to look for the TICA sign at the AOT Limousine customer relation counters and proceed to it. Participants are required to show the Instruction of Fellowship Award at the counter so that arrangements for airport transfer to the reserved hotel will be made. Participants do not have to pay for the AOT limousine service charge since the cost will be paid directly to AOT by TICA. Participants are recommended not to take a public taxi to the hotel by themselves, as the taxi fees cannot be refunded from TICA.

5) Participants shall not bring any members of their families with them during the training.

6) The participants are encouraged to bring their own medicine.

COURSE CONTENT

Curriculum

The curriculum is designed based on these Documents:

- Disability at a Glance 2023: Catalysts of Change - Disability Inclusion in Business in Asia and the Pacific

- Disability at a Glance 2021: The Shaping of Disability-Inclusive Employment in Asia and the Pacific

- Disability at a glance 2015: strengthening employment prospects for persons with disabilities in Asia and the Pacific

- Mainstreaming Disability Inclusion in JICA Projects Guidance Note

Key training topics include:

- 1) Overview of DIEB concepts
- 2) Disability Equality training (DET)
- 3) International frameworks (SDGs, UNCRPD, Jakarta Declaration)
- 4) Importance of Empowerment and Inclusion
- 5) Roles of multi-stakeholders in DIEB
- 6) Case studies/ Good practices from Japan
- 7) Thailand's DIEB initiatives
- 8) Field visits at ESCAP and good practice entities in Thailand (including APCD 60+Plus Project)
- 9) Group work: Country situation analysis
- 10) Key Components of DIEB (Leadership, Operations, Human Resources, Procurement, Support for Entrepreneurs with Disabilities, Inclusive and accessible Products and services, culture, sustainability, etc.)
- 11) Multi-stakeholder partnerships
- 12) Resource Mobilization
- 13) Developing and presentation of action plan (country-based plan)
- 14) Network and collaboration among participants, resource persons, and APCD with the initiative of online platform collaboration.

Training Methods

- Interactive lectures by experts from Japan, Thailand, and international organizations
- Case study analysis and group discussions
- Field visits to inclusive business entities in Thailand
- Workshops on action plan development
- Peer learning & networking sessions
- Online platform for continued learning and knowledge sharing

IMPORTANT NOTES

Action Plan Requirement

At the end of each training course, ALL participants must develop an action plan to promote DIEB in their own countries. This is a mandatory requirement for course completion.

Online Platform

Participants will have access to an online platform for continued learning, knowledge sharing, and networking with fellow participants and experts even after the training course ends.

Contact Information

For inquiries, please contact:

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TENTATIVE SCHEDULE - FIRST YEAR COURSE 2026

-- Enhancing Disability-Inclusive Employment and Business in Asia and the Pacific --
23 August-5 September 2026

Date/Month/Year	MORNING (9.00-12.00)	AFTERNOON (13.00-16.00)
Sun, 23 August 2026	Arrival	Informal Gathering (greetings, logistics announcement & meeting with APCD staff)
Mon, 24 August 2026	Opening ceremony & Course Orientation	Disability Equality Training (DET)
Tue, 25 August 2026	Overview of DIEB concepts	International frameworks (SDGs, UNCRPD, Jakarta Declaration)
Wed, 26 August 2026	- Roles of multi-stakeholders in DIEB - Importance of Empowerment and Inclusion	Thailand's DIEB initiatives

Thu, 27 August 2026	Visit ESCAP, APCD 60+Plus Project, and other good practice entities	
Fri, 28 August 2026	Case studies/ good practices from Japan	Case studies/ Good practices from Japan
Sat, 29 August 2026	Group work: Country situation analysis Presentation on Country situation analysis/ country report	Cultural Exchange
Sun, 30 August 2026	Self-study	
Mon, 31 August 2026	Reflection of the previous week and overview plan for the second week	Key Components of DIEB (Leadership, Operations, Human Resources, Procurement, Support for Entrepreneurs with Disabilities, etc.)
Tue, 1 September 2026	Key Components of DIEB (continued)	Key Components of DIEB (continued)
Wed, 2 September 2026	Multi-stakeholder partnerships Resource Mobilization	Preparation of Action Plan
Thu, 3 September 2026	Presentation of action plans	Presentation of action plans
Fri, 4 September 2026	Learner conference (conclusion, network and collaboration, follow-up, and monitoring/evaluation)	Certificate presentation & Closing ceremony
Sat, 5 September 2026	Departure	

END