

Contents

<i>Foreword by Peter Blanck</i>	<i>page xv</i>
<i>Acknowledgements</i>	<i>xix</i>
1 Introduction	1
I Preliminary	1
A Core Thesis	1
B Comparative Research Method	2
C A Note on Terminology: Mental Impairments and Psychosocial Disabilities	4
D Why Psychosocial Disability?	6
II Inequalities, Oppression and Ableism at Work	7
A Are Persons with Disabilities Experiencing Inequalities in Exercising Their Right to Work?	8
III Theorising Hierarchies of Impairment	12
A Understanding Hierarchies of Impairment and Prejudice at Work	12
B How Sites of Oppression Are Constructed between Impairment Categories	13
C Prejudice against Psychosocial Disabilities	14
Conclusion	16
2 International Disability Norms at Work: International Law on Ableism at Work and the Hierarchy of Impairments	18
Introduction	18
I How Has International Labour Law Historically Problematised the Disabled Worker?	20

A	How the Collective Focus of the ILO Reduces Protection for Workers with Disabilities	21
B	The ILO and the Problematising Disability through the Medical Model	24
C	Workers with Disabilities and ILO Conventions and Jurisprudence: Discounting Ability Diversity at Work	26
D	The Social Model and Developments in Ability Equality at Work	27
E	ILO Embracing New Disability Human Rights Paradigm	30
II	The UN and the New Disability Human Rights Paradigm	31
A	The Emergence of the Disability Human Rights Paradigm and the <i>CRPD</i>	31
B	The Right to Work and the <i>CRPD</i>	34
C	No Hierarchies of Impairments: How the <i>CRPD</i> Promotes Ability Equality at Work	35
	Conclusion	37
3	The <i>CRPD</i> Committee, Ableism and Hierarchies of Impairment at Work	38
	Introduction	38
I	The <i>CRPD</i> Committee and Its Role	40
II	The <i>CRPD</i> Committee and Understanding the Problem of the Hierarchies of Impairments at Work	42
A	The Right to Work and the Interdependency of Rights	42
B	Understanding the Problem: The <i>CRPD</i> Committee and the Denial of the Right to Work	44
III	Regulatory Failures Which Promote Ableism at Work and Hierarchies of Impairment	47
A	The Ability Apartheid Is No Accident: Regulatory Interventions That Aim to Exclude Workers with Disabilities	47
B	Hierarchies of Impairments in Laws Which Fail to Regulate Key Barriers to Ability Equality at Work	49
IV	Importance of Comparable and Disaggregated Data in Identifying and Addressing the Hierarchy of Impairments at Work	50
A	The <i>CRPD</i> on the Disaggregation of Data and Hierarchy of Impairments	51
B	Disaggregation of Data and Hierarchy of Impairments	51
	Conclusion	53

4	Hierarchies of Impairment at Work in the Regulation and Response to Sheltered Work	54
	Introduction	54
	I Introducing Sheltered Workshops	56
	A What Are Sheltered Workshops?	57
	B Funding Sheltered Work	58
	II The <i>CRPD</i> Committee and the Agenda against Sheltered Work	60
	A How Does the <i>CRPD</i> Distinguish between Acceptable and Unacceptable Employment Options?	60
	B What Has the <i>CRPD</i> Committee Said on Sheltered Workshops?	61
	C Transitioning from Sheltered Work to Open Work Can Take Considerable Effort and Retraining	62
	D Why the <i>CRPD</i> Committee Is Opposed to Sheltered Work	62
	III Disability Scholarship That Supports the Position Taken by the <i>CRPD</i> Committee	64
	A Separate Is Bad	64
	B Exploitative Not to Pay Equal for Workers with and without Disabilities	65
	C Inability to Transition out of Sheltered Work	66
	IV Ableism in the Open Labour Market and Transitioning from Sheltered Work to What?	67
	A Transitioning to What? From Sheltered Permanent Employment to Low-Skilled Casual Employment	67
	B Beyond Precarious Employment to Precarious Work: Unsheltered and Unregulated Work	69
	C Non-Ideal Employment to No Employment: Experiences When Sheltered Workshops Are Closed	71
	V We Know What Is Good for You: Everything about You without You	73
	A My Voice My Choice: Hear Me	73
	B You Have My Voice, Now Help Me Use It: Disability Person Organisations	78
	Conclusion	78

5	The Arbitrary Exclusion of Episodic and Psychosocial Disabilities from Legal Protection: The Duration Test Promoting Ableism at Work	81
	Introduction	81
	I Psychosocial Disabilities as Episodic Disabilities	82
	A What Are Episodic Disabilities?	82
	B Episodic Disabilities Are Misunderstood	83
	C Difference between Episodic and Stable Disabilities at Work	84
	II International Disability Norms: Protecting by Categories and Not by Need	86
	A Minority Group and Universalist Approach to Disability	86
	B The <i>CRPD</i> Adopts the Minority Group Approach	88
	C The Duration Test in the <i>CRPD</i>	90
	III Duration Tests and Disability Discrimination and Diversity Laws	91
	A Proving the Presence of a Psychosocial Disability	94
	B Faking or Real: Challenges in Proving Episodic Disability	95
	C Beyond Anti-discrimination Laws, How Do Other State Interventions Approach Episodic Disabilities?	99
	Conclusion	100
6	Ability Apartheid at Work: The Policy of Stigmatising and Excluding ‘Unacceptable’ Psychosocial Disabilities from Anti-discrimination Laws	102
	Introduction	102
	I Examples of Psychological Conditions That Are Deemed Outside Protection	105
	A Psychological Conditions Where Propensity for Conduct Deemed Unacceptable in Society	105
	B Substance Abuse Addictions	108
	II Is It Reasonable to Expect Workers with Psychosocial Disabilities to Rehabilitate to Gain Protection?	113
	A Attempts to Rehabilitate Can Enliven Anti-discrimination Protections	113
	B Mitigating an Impairment Is Normally Not Necessary	114
	C Should the Decision to Refuse Treatment Be Relevant in Considering What Are Reasonable Accommodations?	115

III	The Mutability of the Condition and the Immutability of the Legal and Social Stigma: Can Workers Remove the Outsider Identity Once Marked?	117
	A Counter-Productive to Deny Protection	117
	B Criminal Spent Conviction Laws Have Time Limit Where ‘Unaccepted’ Psychosocial Impairments Do Not	119
	Conclusion	121
7	Reasonable Accommodations in a Psychosocial Diverse Workplace: Hierarchies of Impairment at Work	122
	Introduction	122
	I How Can Reasonable Accommodations Enable Persons with Psychosocial Disabilities to Exercise Their Right to Work?	124
	A General Wellness Programs vs. Reasonable Accommodations	124
	B The Subjective Nature of Reasonable Accommodations	124
	II Hierarchies of Impairment and Reasonable Accommodations under International Law	127
	A Reasonable Accommodations and the ILO	127
	B Reasonable Accommodations and the CRPD	128
	1 The First Prong: Universal Design	129
	2 The Second Prong: Right to Reasonable Accommodation	130
	C CRPD Committee on the Right to Access and Reasonable Accommodations	131
	1 The CRPD Committee Promoting the Two-Prong Approach	131
	2 The Right to Access and Hierarchies of Impairment	131
	3 The CRPD Committee and the Right of Reasonable Accommodation	134
	III Law and Practices of Unreasonable Refusals to Accommodate Psychosocial Diversity at Work	136
	A The Test for Reasonable Accommodations	136
	B Employers Designing Work Structures and the Business Case for Exclusion: The Requirement for Standard Range of Behavioural Abilities	140
	IV Challenges for Workers with Psychosocial Disabilities in Making Reasonable Accommodation Requests	142
	A ‘Coming Out’ with Mental Disability as an Invisible Impairment	142

B Dilemma for Reasonable Accommodation: Emphasising Sameness or Difference	143
C What Happens If the Accommodation Request Is Rejected?	145
D Employer Demanding Disclosure of Disability	146
E Resistance to Psychosocial Diversity at Work and to Making Accommodations for Workers with Mental Impairments	147
F Uncertainty on How to Accommodate Psychosocial Impairments	147
G Functional Accommodations vs. Changing Workplace Norms	148
H Role of Stigma	149
I Co-Worker Sanism	150
Conclusion	152
8 Using Occupational Safety and Health Laws to Promote Psychological Health at Work	153
Introduction	153
I International Law Norms on Occupational Safety and Health and Disability at Work	155
II Helping Psychosocial Diversity: Occupational Safety and Health Duties to Promote the Psychological Health of Workers	157
A Employers' Duty to Manage Their Workers' Psychological Health	158
B Failing to Discharge the Duty to Protect Workers' Psychological Health: When Asking for Help Results in Unfavourable Treatment	162
C Employers Failure to Protect Workers Psychological Health Can Contribute to Bullying and Violence at Work	163
III How Occupational Health and Safety Laws Can Restrict Psychosocial Diversity at Work	164
A Employers' Occupational Safety and Health Duty to Respond to Non-Ideal Social Interactions at Work	165
B Bullying and Mobbing Laws Intensify Employer Attention on Preventing Non-Ideal Social Interactions at Work	168
C Limitations on Excluding Workers due to Manifestations of Their Disability: The Limited Role of Anti-discrimination Law	172
Conclusion	177

	<i>Contents</i>	xiii
9 Sanism and Ableism in the Law's Response to Injured Workers		180
Introduction		180
I Comparing and Analysing Systems for Compensating Workers Injured at Work		182
II Workers' Compensation Laws Failing Workers Mentally Injured at Work and Enshrining a Hierarchy of Impairments		184
A Higher Burden of Proof: Hierarchy of Impairments in Who Is Entitled to Workers' Compensation Payments		184
B Scrutinising the Event Which Led to the Mental Injury: Traumatic or Unusual		187
C Mental Injuries That Are Caused by the Exercising of Managerial Prerogative Are Not Normally Recognised		189
D A Bizarre and Unfounded Assumption: Mental Injuries without an Associated Physical or Sensory Injury Are Not Real		192
E Where Workers Mentally Injured at Work Are Deemed Less Unworthy		193
F Hierarchy of Impairments in Compensating Workers for Mental Injuries		194
III Negligence at Work: Judicial Distinctions between Physical and Mental Impairments		197
A The Gap between the Cause of Mental Injuries and the Legal Right to Seek Redress		198
B Judicial Limitations on Damages for Mental Injuries		199
C Litigants with Mental Impairments as Responsible for Their Own Well-Being		201
Conclusion		204
10 Advancing Psychosocial Diversity Using Contract and Unfair Dismissal Laws		207
Introduction		207
I Fairness and Termination of Employment Contracts Under International Labour and Human Rights Laws		209
II Statutory Unfair Dismissal Protections		211
III Impairment Irrelevant: No Need to Identify or Prove the Presence of Disability		213
A Proving the Presence of Disability Can Be Challenging		213
B The Disclosure Conundrum and Unfair Dismissal Laws		213

IV The Notion of ‘Fairness’ Incorporates Ability Diversity	216
A Procedural Fairness in the <i>Fair Work Act 2009</i> (Cth) s 387(b)–(g)	216
B Whether There Was a Valid Reason for the Dismissal Related to the Person’s Capacity or Conduct (Including Its Effect on the Safety and Welfare of Other Employees) – <i>Fair Work Act 2009</i> (Cth) s 387(a)	221
C Any Other Matters That the FWC Considers Relevant – <i>Fair Work Act 2009</i> (Cth) s 387(h)	222
Conclusion	225
<i>Index</i>	227