Disability Equality

Decent Work for ALL
Presentation for Delegates from Mongolia

E. Pozzan, Disability Coordinator, 1 March, 2011
Disability Definition: Theory

- ILO: Disabled person means an individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical, sensory, intellectual or mental impairment. (ILO, C.159)

- UN: Disability is a changing concept...those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. (UNCRPD, 2006)
Disability Definition: Practice

**Person**
- Dignity, diversity, positive, future, identification, ability, rights

**Disabled Person**
- Negative, non-identification, poverty, no future, invisibility, the other, fear, pity, disability, burden, complicated, problematic, medical....
People with disabilities are not alike...
People with disabilities: heterogeneous group

- **Types/Degree of Disability:**
  - Physical disabilities
  - Sensory disabilities
  - Intellectual disabilities
    - *Restriction in cognitive functions and adaptive skills - Down syndrome, autism, learning difficulties*
  - Psychosocial and mental health disabilities
    - *Psychiatric and mental conditions that are influenced by both psychological and social factors, e.g. mood, personality, eating, substance-related or psychotic disorders.*

- **Degree of Disability:**
  - Mild, moderate or severe
  - Multiple, Single

- **Causes of Disability:**
  - Birth
  - Childhood/Teenage
  - Adulthood
  - Age
  - War
  - Accident
  - Poverty
  - Natural Disaster
  - Violence
  - *Life Cycle – External Factors*
Disability Facts

• 1/10 of 650 million people live with a disability (UN)

• 470 million are of working age (ILO)

• 80% of disabled people in developing countries live below the poverty line / in rural (WB)

20% of the world’s poor is disabled (WB)

If employed: low-level, low-paid jobs with poor promotional prospects and working conditions (underemployment)

• High rates of informality / Little representation, voice / Little social protection

Social exclusion of persons with disabilities from the workplace deprives societies of an estimated US$ 1.37 to 1.94 trillion in annual loss in GDP (ILO)

Could it be me? You?

Why employing someone disabled?

What about people’s ABILITIES?

Do we know much about it?

What about promoting inclusion?
“Disability is an evolving concept, ... Disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others.” (UN CRPD 2006)
Solution: INCLUSION at all Levels - Vision

1. In Mainstream education, including vocational training
2. In Entrepreneurship programs
3. In Microfinance programs
4. In Local Economic Development Programs
5. In the open labour market
6. In trade unions and employers’ organizations
7. In the media
8. In society
9. In other rights’ movements (women, HIV)
10. In programs and training (child labour, migration, OSH, green jobs)

✓ Address all disability groups, women and men, rural and urban
✓ Tripartite consultations, plus disabled persons
International Labour Standards

All ILS apply to persons with disabilities

• ILO Recommendation 99 – Recommendation concerning Vocational Rehabilitation of the Disabled

• ILO Convention 159 - Vocational Rehabilitation and Employment (Disabled Persons), 1983

• ILO Recommendation 168 - Vocational Rehabilitation and Employment (Disabled Persons), 1983

• ILO Code of Practice – Managing Disability in the Workplace, 2001

National Legal frameworks on Employment

- **Quota systems** (public and private)
  - Must hire a certain percentage of disabled employees
  - May involve levies, payment to a fund

- **Antidiscrimination Laws**
  - Unlawful to discriminate in employment and training
  - Reasonable accommodation

- **Positive measures**
  - Wage subsidies and financial/tax incentives, awards and recognition, human resources and technical support

- **Return to work** (employers involved in the rehabilitation and adaptation of new job)
Reasonable Accommodation

Adaptation of the job, including adjustment and modification of machinery and equipment and/or modification of the job content, work organization and the adaptation of the work environment to provide access to the place of work and working time to facilitate the employment of individuals with disabilities

(Managing disability in the workplace. Code of Practice [ILO, 2002]).
Employment Options

1) Sheltered Workshops (day activity rehabilitation and basic occupational therapy and training centres, gov. financial support, segregated, minimal or no wage – engage in productive work to cover some costs)

2) Supported employment (job must be in the community, real wages, ongoing support, place-train-and support, job coaches, involvement of employers, co-workers, NGOs, mentors, individuals, groups), ex: lawn cutting, window cleaning, ground maintenance

3) Self-directed employment (income generating work with prime-decision of the person in kind of work, time, money) – links to micro-finance

4) Social firms/enterprises/cooperatives (businesses which trade for a social or environmental purpose, profits are reinvested back into the company to help achieve the purpose)
Demand & Supply

- Disabled persons apply for jobs, participate in job fairs
- Specialized employment services personnel approach HR departments
- Individualized job matching based on employer’s needs
- Specialized trained staff
- Disabled persons trained in self-placement
Facts for Demand

• Corporate social responsibility
• Company policy
• Public image
• Certification programmes (ISO 2000-type)
• Codes of conduct (sometimes industry-based)
• Contracts’ compliance
• Framework agreements (with trade unions)
• United Nations Global Compact
Why disability is good for business?

Maximize productivity because people with disabilities:

• make good, dependable employees
• are more likely to stay on the job minimizing turnover
• increase workforce morale and improve teamwork
• are an untapped resource of skills and talents
• represent (with their families and friends) an overlooked, multibillion-dollar market
• have a positive effect on overall productivity, quality and workplace cooperation
An inclusive workplace is:

A workplace environment where ALL employees including those with disabilities can be productive.

A workplace where:

All employees have equal access to opportunities and resources – no discrimination

All employees – regardless of age, gender, ethnicity, language or poverty - are seen and heard by those around them at all levels

There are no physical, social & cultural barriers.
What is needed to create an inclusive workplace:

Understanding disability and promoting **abilities**

2) Adjusting **negative attitudes and perceptions** at all levels (Management, HR, employees)

3) Assessing whether the premises are **accessible**

4) Providing ‘**reasonable accommodation**’ when needed

5) Develop and endorse a disability management **strategy**
Duties of the Employers and EOs

Disability management strategies:

ILO code of practice on disability: finalized and adopted by Tripartite Meeting of Experts, Geneva, 3-12 October 2001

To achieve: equality of opportunity and treatment for disabled workers

Issues: Recruitment and selection, training and promotion, return to work, job retention

Key actor: Authorities, organizations of Employers, workers, disabled people
What role can employers play in promoting opportunities?

Direct
Adhere to national policies and laws
Recruitment
On-Job Training, Supported employment placement
Staff Training, Promotion opportunities,
Job retention, Return to Work

Indirect
Advice to training centers
Contracts to special centers
Mentoring of small businesses of disabled persons
Advocacy with other employers
Employers’ initiatives

PROMOTE A DISABILITY STRATEGY
Ex. Opportunity for All – Viet Nam

Who?: Partnership between ILO and VCCI (Employers’ Organization)

What is it?: Practical training program which assists factories/companies to develop strategies and activities for recruitment and retention of people with disabilities

How?: Individualized advice to help implementing non-discrimination activities and HR policies

What is required?: top management commitment, establishing an inclusive workplace team, 2 day training, field visits with consultations, feedback.
Duties of the Workers Org.

- Advocate for employment and training
- Represent and inform
- Join the union
- Network with disabled people’s organizations
- Negotiate
- Promote OSH
- Raise awareness on labour laws and quota systems
- Provide services to workers with disabilities or workers associated to persons with disabilities
Ex. Disability Champions’ Program
Thailand

Preparatory activities: 1) training workshop on the role that the unions can play in advocating for decent work for persons with disabilities, 2) disability equality training, 3) collection of good practices, 4) accessibility audits

What?: Competition among Trade Unions for a grant to implement activities in the framework of management of disability issues in the workplace: (recruitment, promotion, job retention, reasonable accommodation, confidentiality).

Proposed activities: 1) Reach out to the community and involvement of municipalities, 2) Collective bargaining, 3) work at state enterprise level, 4) Surveys, 5) Awareness raising through radio, 6) Link with DPOs…
The role of DPOs

- They are the experts: Advisory role (still weak in many countries, lack of leadership skills, disability politics)
- They advocate, partner, raise awareness, train, lobby
- Involved in Community Based Rehabilitation (is a multi-sectoral approach to meeting health, education, vocational skills and livelihood needs of children, youth and adults with disabilities, primarily in developing countries)
ILO TOOLS on Disability
For more info:

http://www.ilo.org/employment/disability


https://papyrus.ilo.org/disability/DISABILITY/