

Disability Equality

Decent Work for ALL Presentation for Delegates from Mongolia

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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)

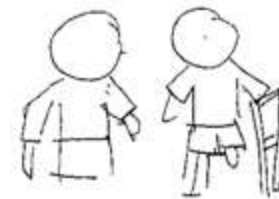
Disability Definition: Practice

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...



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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



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Could it be me?
You?

- 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)

Why employing
someone
disabled?

Why so
many
disabled
d poor?

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

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

What about
people's
ABILITIES?

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

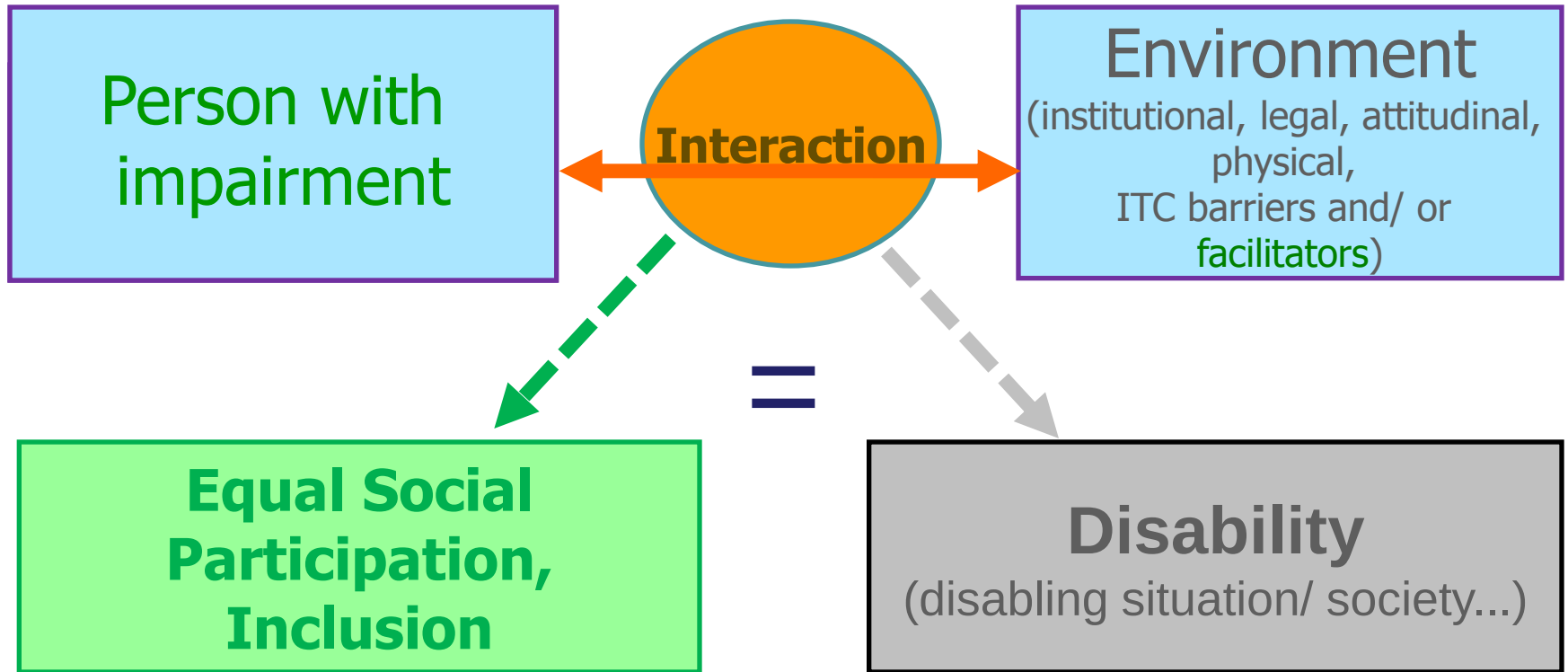
Do we know
much about it?

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)

What
about
promoting
inclusion?



Social/Rights model of disability



“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
- United Nations Convention on the Rights of Persons with Disabilities, 2006.

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



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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



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- 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:



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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)

Disabled People/Persons Organizations
Disability NGOs for/of

ILO TOOLS on Disability



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For more info:



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

http://www.ilo.org/asia/whatwedo/projects/lang--en/WCMS_112558/index.htm

http://www.ilo.org/asia/whatwedo/projects/lang--en/WCMS_114085/index.htm

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

<http://www.undp.org/disability-course-demo/>

