



# ILO Code of Practice: Management of Disability in the Workplace



**Disability Champions  
Programme for the Trade Unions  
in Thailand  
3 Sept. 2010**



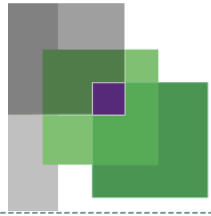
# Decent Work for Persons with Disabilities

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## ILO standards on Disability

- ILO Convention 159 concerning vocational rehabilitation and employment (disabled persons), 1983
- ILO Recommendation 168, 1983
- ILO Convention 111 on discrimination, (1958)
- UN Convention on the Rights of Persons with Disabilities
- ILO Code of Practice: Managing Disability in the Workplace, 2001



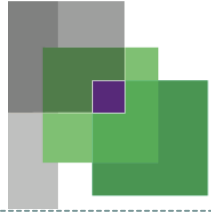
# ILO Code of Practice



**OBJECTIVE:** provide practical guidance on the management of disability issues in the workplace

**KEY AREAS OF GUIDANCE:**

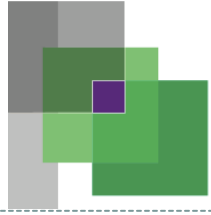
- Equal opportunities in the workplace
- Improved employment prospects
- Safe, accessible and healthy workplace
- Minimal employer costs associated with disability
- Maximal contributions of workers with disabilities to the enterprise



# Actors of the Code of Practice



- Private and Public Sector employers
- Employer's organizations
- Workers' organizations
- Public sector agencies
- Persons with disabilities
- Organizations of disabled persons
- Other workers

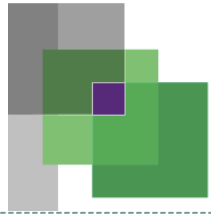


# 1. Duties of Employers and Employers' Org.



- **The disability management strategy**
  - Provisions: recruiting jobseekers with disabilities, equal opportunities, job retention
  - Link: workplace level policy
  - Coherence: National policies and laws
  - Involvement of workers' organizations and disabled workers
  - Cooperate with the employment services
  - Employers' Organizations: advocacy

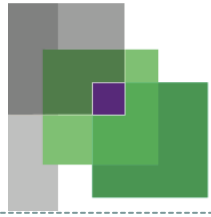




## 2. Duties of Authorities



- Advocate for and include the principle of inclusive workplaces in the national legislation
- Facilitate employers' efforts in the management of disability
- Exchange information on disability management in the workplace: what works what does not work, development of techniques and technology, work placement systems, job matching.
- Promote the ILO Code of Practice

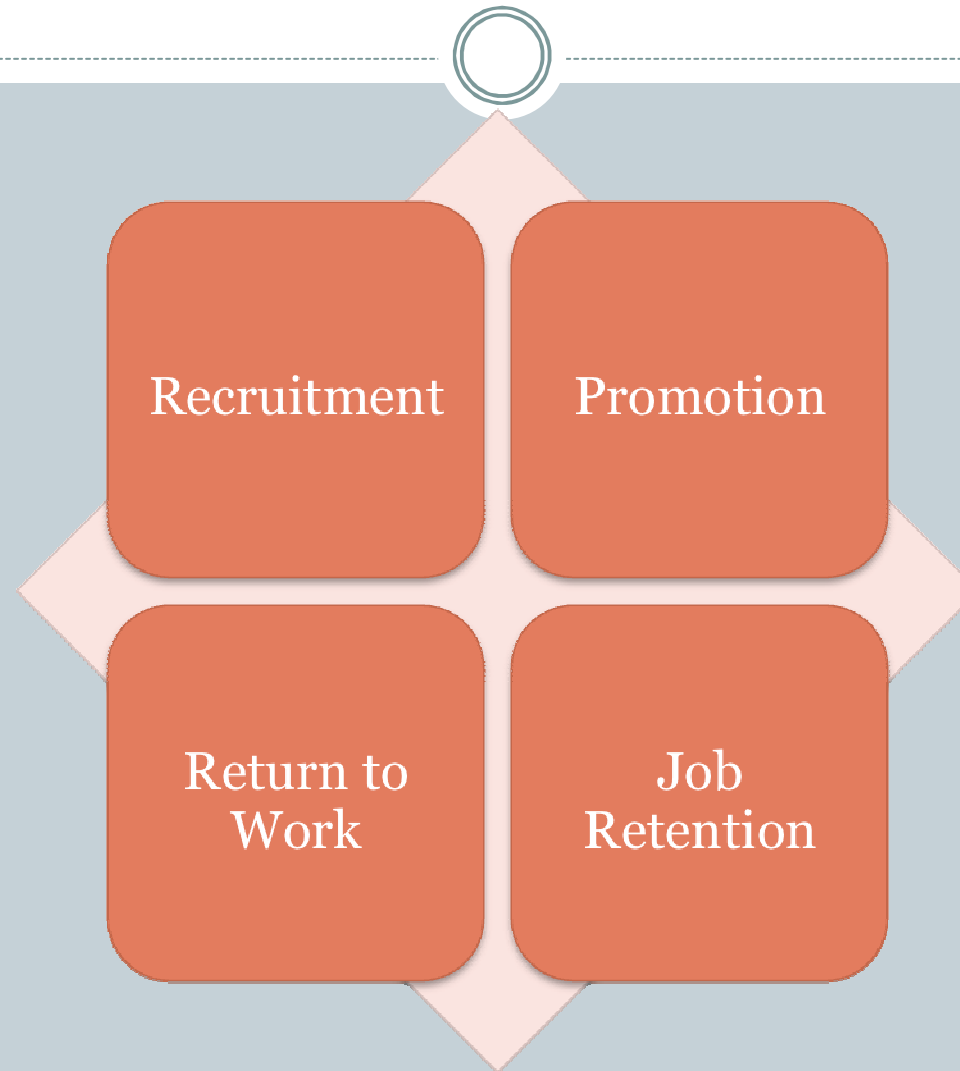


### 3. Duties of Workers' Organizations



- 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

# The Code covers issues in







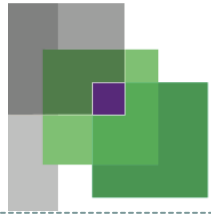
# 1. Recruitment



- Non-discrimination in the recruitment process: commitment of employer to equal opportunities
- Advertisement
- Recruitment agencies
- Quota system
- Adjustments
- Look at the abilities, can the person do the job?
- Orientation for co-workers
- Work trial
- Union's involvement
- Confidentiality



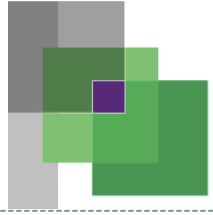
Savings and  
less time lost



## 2. Promotion



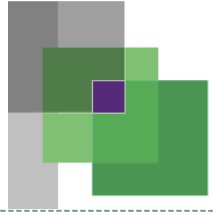
- Information and services for career development
- Encourage for applying for promotion



### 3. Job retention/Return to work



- Early intervention and referral to appropriate services
- Measures to return to work
- Rehabilitation
- Retraining
- Alternative jobs
- Reasonable accommodation
- Value the experience



# Adjustments and Accessibility Rights



Making **reasonable adjustments** in the workplace refers to measures or actions taken by employers to help disabled persons work or to take part in training on the same basis as non-disabled workers. Most workers with disabilities require no special adjustments and the cost for those who do is minimal or much lower than many employers believe.

# Next steps



Learning  
Process

Apply the  
Code: Comes  
up with  
activities

Make a  
proposal to  
the ILO

Become the  
Disability  
Champion!!