



International
Labour
Organization



Session VII: Disability at work (Part I)

1st Meeting of the G-20 Employment Working Group

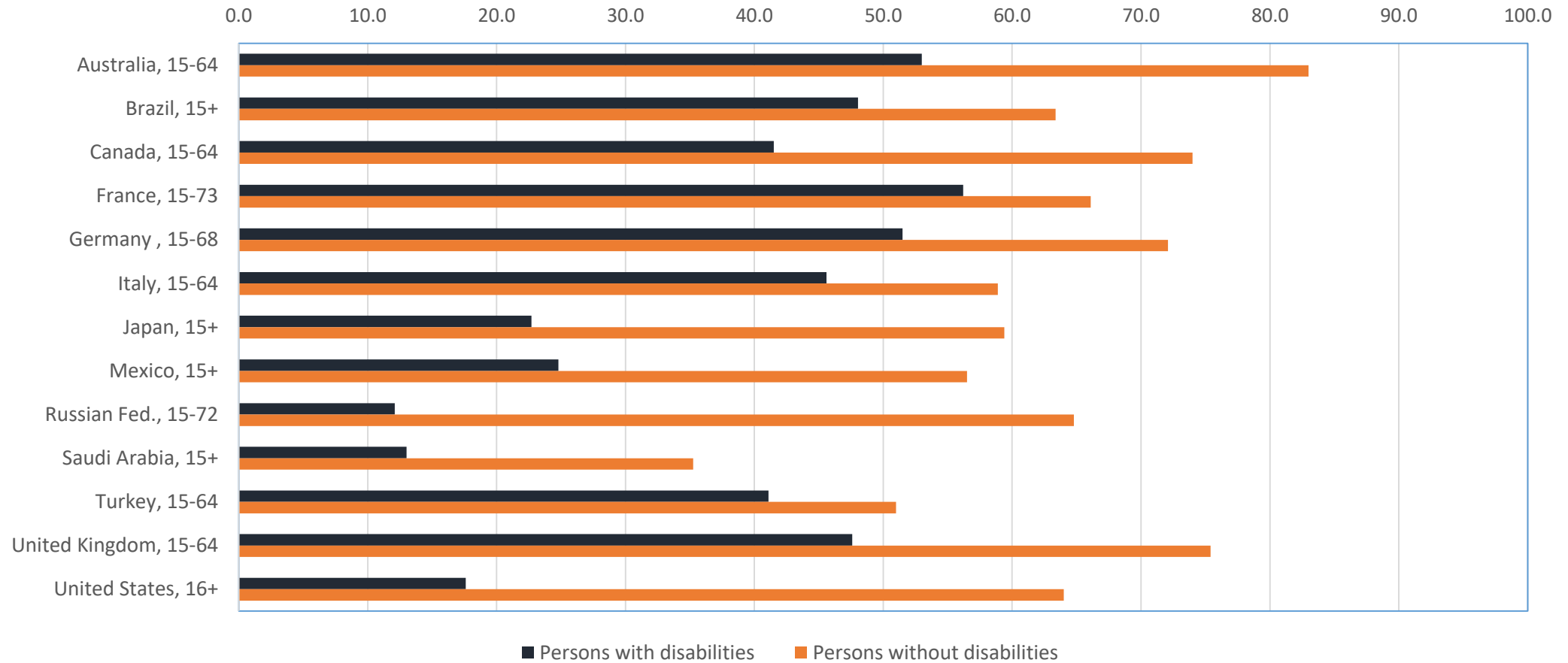
20-22 February 2018

Global frameworks

- “Leaving no-one behind” principle of the 2030 Agenda for Sustainable Development with explicit reference to people with disabilities (SDG target 8.5)
- UN Convention on the Rights of Persons with Disabilities (CRPD)
 - Ratified by 175 States, including European Union and most of G20 countries



Employment-to-population ratio for persons with and without disabilities: Most recent data close to year 2010



Source: ILO Department of Statistics, multiple sources

Data on labour market participation

- “Disability” is defined and measured differently by countries, which makes international comparison challenging, including in G20 economies
- However, available statistics show that in all countries people with disabilities have poorer labour market outcomes
- A strong need for disability-disaggregated data for the 2030 Agenda
 - UN recommendation concerning the use of the short set of questions of the Washington Group in population census and household surveys

Diversity of persons with disabilities

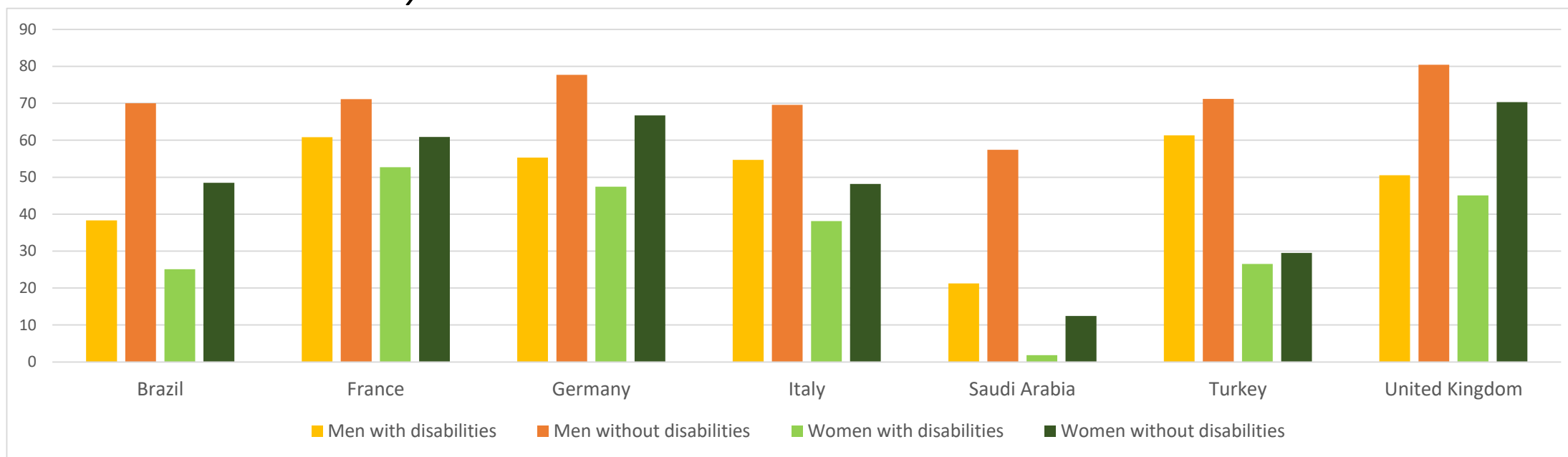
Example A	Example B
Young person with a disability looking for his/her first employment	Person who has contributed to social security schemes and acquires her/his disability while working
<ul style="list-style-type: none">• Social assistance (where available, usually very low)	<ul style="list-style-type: none">• Social insurance (amount depending on salary, years of contribution, etc.)
<ul style="list-style-type: none">• No work experience	<ul style="list-style-type: none">• Several years of work experience and perhaps still connected with employer
<ul style="list-style-type: none">• More likely to have lower levels of education	

- **The large majority of persons with disabilities can work with no or little support; some require more intensive levels of support within and outside work**

Disability and gender

The gender of persons with disabilities has a major impact on their labour market situation

*Employment-to-population ratio for persons with and without disabilities, by gender:
Most recent data close to year 2010*



Source: ILO Department of Statistics, multiple sources

Economic and social determinants of low employment rates

- Effective inclusion in mainstream education
- Access to vocational education and training systems with better skill matching
- Public transport for people with disabilities (even greater inaccessibility in rural areas)
- Misconceptions among business sector about the work capacity, productivity and professional potential of persons with disabilities

Disability policies

- Policies need to take the diversity of situations into account, including varying levels of support needs
- Policies related to areas with an immediate impact on the employment of persons with disabilities (e.g. education, public transport) need to be considered for a more holistic approach
- Disability policies aim to strike a balance between:
 - Providing an adequate and secure income for those who cannot;
 - Providing good incentives and supports to work for those who can