

Expert Meeting on Trade Union Actions to Promote Decent Work for Persons with Disabilities

Date: May 15th-16th, 2017

Social Media: #Enabled2Work

Location:

ILO Headquarters, Room VII, R2 South

4 Route des Morillons

1202 Geneva, Switzerland,

Background

Disability is more than ever recognised as a key issue in social justice across the world. The UN Convention on the Rights of Persons with Disabilities establish its place as a human rights issue, and the Sustainable Development Goals also explicitly include disability as a development issue. The relationship with decent work is cross-cutting through all areas in promoting inclusion of, and eliminating discrimination towards, persons with disabilities. This global paradigm shift on understanding disability has been supported by trade union actions across the world.

In ILO, the Bureau for Workers' Activities (ACTRAV), has been working with the Gender, Equality and Diversity (GED) branch to investigate the current status of work undertaken by trade unions, and to strengthen their ability to respond on disability in the future. Research conducted through 2016 on a global overview of trade union action on disability has shown that trade unions are active on this subject in high, mid and low-income countries. Trade Union action has ranged from policy work and inputs to collective bargaining to actively supporting persons with disabilities to enter and stay in work.

Based on this research, the ILO is working to disseminate concepts and methods for trade unions to engage further on work in disability inclusion. This conference is an opportunity to develop partnerships that can build this momentum further.

Expert Conference

This conference serves to address trade union actions on disability in a global and multi-sectoral forum. As well as disseminating research and raising awareness on inclusion of persons with disabilities and the relation between this and decent work, the conference will also identify ways forward for both trade unions and ILO itself. Working together across ILO units (including ACTRAV and GED), the conference will also closely engage the International Trade Union Confederation (ITUC) and Global Union Federations in design and execution.

Specifically, the objectives of this meeting are:

- Promote and develop trade union alliances and partnerships to guide further actions in this area;
- Disseminate research and demonstrate practical actions that trade unions can take on disability rights;

- Identify actions for ACTRAV and ILO on further supporting trade union action on disability.

Agenda: Monday 15th May 2017

Time	Activity and speakers	Comments
8.30 – 9.00	Registration and Welcome Coffee	
9:00 – 10:30	<p style="text-align: center;">Opening Session</p> <p><i>Welcome address:</i></p> <ul style="list-style-type: none"> • Maria Helena André, ACTRAV Director <p><i>Keynote Speaker:</i></p> <ul style="list-style-type: none"> • Catalina Devandas UN Special Rapporteur on Rights of Persons with Disabilities <p><i>Opening Remarks:</i></p> <ul style="list-style-type: none"> • Shauna Olney, GED Director • Rosa Pavanelli, PSI General secretary and GUFs Council Chair • Raquel Gonzalez, ITUC Office Geneva Director. <p><i>Objectives of the meeting and introductions</i></p> <ul style="list-style-type: none"> • Nezam Qahoush, ILO/ACTRAV 	<p>Moderator: Maria Helena André ACTRAV Director</p> <p><i>Administration issues</i> Liliana Chang, ILO/ACTRAV</p> <p><i>Group photo and Communication</i> Mamadou Souare, ILO/ACTRAV</p> <p>With collaboration of Menze Jurgen ILO GED Settimi Federica ILO GED</p>
10:30 – 10:45	Coffee Break at the “Gobelins”, R2 South	
10:45 – 12:00	<p style="text-align: center;">1. State of Affairs: Trade Union Action on Disability</p> <p><i>Understanding “disability” and how we talk about it</i></p> <ul style="list-style-type: none"> • Eric Stener Carlson ILO/GED <p><i>ACTRAV Global Research on Trade Union actions and Decent Work</i></p> <ul style="list-style-type: none"> • Peter Fremlin, ILO Consultant <p><i>Responses:</i></p> <ul style="list-style-type: none"> • Jose Maria Fernandez, Senior Advisor and Former “Adjunto Confederal” in Social Policy in CS.CCOO, Spain • Faustina Van Aperen, ACTRAV <p><i>Open Discussion</i></p>	<p>Moderator : Nicola Wachter, Education International</p>
12:00 – 12:45	<p style="text-align: center;">Challenges and Opportunities for Trade Unions working on inclusion and decent work for persons with disabilities</p> <p><i>Group work by language</i></p>	<p>Facilitators: Marcel Aragones (French) Martin Nieves (Spanish)</p>

		Robert Abwoga (English)
13:00 – 14:30	Lunch	
14:30 – 15:30	<p>2. Exploring Ways to Strengthen trade unions strategies and actions for decent work for disabled people</p> <p><i>Inside the organisation of the union</i></p> <ul style="list-style-type: none"> • Neil Alldred, Irish Congress of Trade Unions-ICTU • Taalab Azaa, ILO Staff Union <p><i>Cooperation with employers on inclusion of disability issues</i></p> <ul style="list-style-type: none"> • Henrik Moller (ILO, ACTEMP) <p><i>Concrete examples of including disability issues in collective bargaining agreements</i></p> <ul style="list-style-type: none"> • Carmen Veldhuis, Federatie Nederlandse Vakbeweging (FNV) <p><i>Open Discussion</i></p>	Moderator: Wada Shigeru ACTRAV tbc
15:30 – 15.45	Coffee Break at the “Gobelins”, R2 South	
15:45 – 17:30	<p>3. How trade union partnerships with civil society organizations and NGOs help to strengthen the action on inclusion and decent work for workers with disability</p> <ul style="list-style-type: none"> • Lauro Jr Purcil, TUCP- Philippines • Sheryl Burns Co-Chair, CUPE’s National Women Committee, Canada • Alexandre Cote, International Disability Alliance IDA <p><i>Open Discussion</i></p>	Moderator : Stefan Tromel ILO, GED
17.30 – 19.00	Reception	
	<i>Reception, in the ILO building, at the “Gobelins”, R2 South</i>	

Agenda: Tuesday 16th May 2017

Time	Activity and speakers	Comments
9:00 – 10:30	<p style="text-align: center;">4. How legal frameworks can help trade unions promote the rights of persons with disabilities</p> <p><i>Core concepts from international frameworks to guide trade union work on disability issues</i></p> <ul style="list-style-type: none"> • Stefan Tromel, ILO/GED <p><i>ILO Standards and disability issues</i></p> <ul style="list-style-type: none"> • Anna Torriente, ILO/NORMS <p><i>Developing a law for private sector employment of persons with disabilities in Uruguay</i></p> <ul style="list-style-type: none"> • Sr. Martin Nieves, PIT-CNT Uruguay <p><i>Open discussion</i></p>	<p>Moderator: Claire La Hovary, ILO/ACTRAV</p> <p>With collaboration from:</p>
10:30 – 10:45	Coffee Break at the “Gobelins”, R2 South	
10:45 – 12.00	<p style="text-align: center;">5. How ILO can help trade unions make public and private enterprises more disability inclusive?</p> <ul style="list-style-type: none"> • Carlos Crespo, ILO SECTOR • Marcel Aragones, Syndicat FGTA, Force Ouvrière de Carrefour Hypermarchés, France • Baba Aye, Health and Social Services Officer, PSI <p><i>Open discussion</i></p>	<p>Moderator: Denise Mcguire, UNI World Women’s President and President, Prospect, UK</p> <p>With collaboration from:</p> <ul style="list-style-type: none"> • Avila Zulum, ILO-EMP/CEPOL Unit • Federico Negro and Selva Elisa ILO /FSDR Group-EMP/DEVINVEST • Daniel Cork, ILO Better work • Lisa Wong, ILO FPRW
12:00 – 13:00	<p style="text-align: center;">6. How ILO can help trade unions make public and private enterprises more disability inclusive?</p> <p>Group work by language</p>	<p>Facilitators:</p> <p>Farida Zaheer PWF, English</p> <p>Nilton Freitas BWI Spanish</p> <p>Mikiela Tonda, Cosyga French</p>
13:00 – 14:30	Lunch	
14:30 – 15:45	<p style="text-align: center;">7. Inclusive social protection systems for persons with disabilities:</p>	<p>Moderator : Sandra Vermuyten, PSI</p>

	<p><i>Challenges and opportunities in rendering social protection systems inclusive for persons with disabilities</i></p> <ul style="list-style-type: none"> • Christina Behrendt, ILO, Social Protection • Nicola Wachter, Education International • Nilton Freitas, BWI – Building and Wood Workers’ International • Caroline Khamati Mugalla, East African Trade Union Confederation <p><i>Open Discussion</i></p>	<p>With collaboration from: Ippei Tsuruga</p>
15:45 – 16:00	<p>Coffee Break at the “Gobelins”, R2 South</p>	
16:00 – 17:00	<p>8. Way forward on trade unions actions towards Decent work and inclusion for persons with disabilities</p> <p><i>Suggested Recommendations</i></p> <ul style="list-style-type: none"> • Faustina van Aperen, ILO/ACTRAV • Peter Fremlin, ILO Consultant <p><i>Open Discussions</i></p>	<p>Moderator: Harry Cunningham ILO-ACTRAV Turin</p>
17:00 -17:30	<p>Closing and thanks</p> <ul style="list-style-type: none"> • Moussa Oumarou, ILO Governance Department, Director • Anna Biondi ILO-ACTRAV Deputy Director 	