

RURAL DEVELOPMENT through DECENT WORK

FOR GROWTH, PRODUCTIVE JOBS, INCOME, FOOD SECURITY, GOOD WORKING CONDITIONS, EQUAL OPPORTUNITIES, RIGHTS, VOICE, SUSTAINABLE DEVELOPMENT, CRISIS RESILIENCE

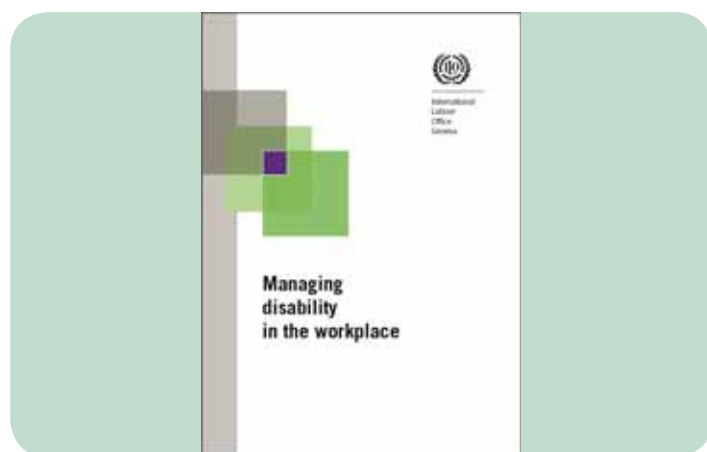


International Labour Office

Rural-Relevant Tools

Code of Practice on Managing Disability in the Workplace

People



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What is the Code of Practice on Managing Disability in the Workplace?

A Code of Practice developed by a Tripartite Committee of Experts, with support from ILO staff, in use since 2002

For whom?

■ Direct beneficiaries:

- Enterprises - be they large, medium-sized, small or micro-sized in the private or the public sector, in developing or highly industrialized countries
- Employers' organizations, workers' organizations, governments

■ Ultimate beneficiaries:

- Employers, then able to maximize the benefits of employing or retaining workers with disabilities
- Disabled persons whose prospects of securing, returning to, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical, sensory, intellectual or mental impairment

For what purpose?

- Ensure that people with disabilities have equal opportunities in the workplace
- Improve employment prospects for persons with disabilities by facilitating recruitment, return to work, job retention and opportunities for advancement
- Promote a safe, accessible and healthy workplace
- Ensure that employer costs associated with disability among employees are minimized, for instance health care and insurance payments
- Maximize the contributions which workers with disabilities can make to the enterprise

How is it delivered?

- Distributed and handed out at meetings and through ILO distribution channels
- Featuring the Code in conferences, capacity building and advocacy meetings concerning international labour standards and at the biannual International Forums on Disability Management
- Support to the customization of the Code in different contexts

What are its components?

Eight chapters:

- General provisions
- General duties of employers' and workers' representatives, and responsibilities of competent authorities
- Framework for the management of disability issues in the workplace
- Recruitment
- Promotion
- Job retention
- Adjustments
- Confidentiality of information

Which technical areas are covered?

- Disability management
- Human resource management
- Occupational Safety and Health

Can it cover more technical areas?

No, this is a specific tool



Where has it been used?

In every region, disseminated through ILO field offices (see map)

Which languages?

Available in 23 languages: Arabic, Bosnian, English, Estonian, Finnish, French, German, Hungarian, Icelandic, Japanese, Latvian, Lithuanian, Mandarin, Mongolian, Nepalese, Polish, Portuguese, Russian, Sinhalese, Slovenian, Spanish, Amharic, and Ukrainian

Is it suitable for rural areas?

Yes, the key principles apply widely, although the means of implementation will differ depending on the setting and context

What are its strengths?

- In line with effective workplace disability management policies and practices based on evidence, good practice and experience
- Offers clear guidance

Is there a training course in ITC-Turin?

Yes, there are annual courses on “Labour Market Inclusion of Persons with Disabilities”, and on discrimination in ITC-Turin

Where to find more information?

- Website:
<http://www.ilo.org/disability>
- ILO Code of Practice on Managing Disability in the Workplace:
<http://www.ilo.org/public/english/standards/relm/gb/docs/gb282/pdf/tmemdw-2.pdf>

Who to contact?

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