

# DISABILITY ISSUES IN THE EMPLOYMENT AND SOCIAL PROTECTION

**By:**

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# **Situation of People with Disabilities in the Region: Disability Issues in Training, Employment and Social Protection**

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## **A. INTRODUCTION AND ISSUES**

I have been asked to speak to you today about the situation of people with disabilities in the region with regard to employment and social protection issues. Specifically, I will talk briefly about employment challenges and barriers people with disabilities face---challenges and barriers to which we are all too familiar. I will briefly review the ILO Convention 159 on Vocational Rehabilitation (Disabled Persons) and the Decade of Disabled Persons, 1993-2002 Employment and Training Targets for Action as a reminder for all of us. Most of my talk about the Region however will address a descriptive research project the ILO is undertaking in collaboration with 14 mostly national consultants. I will weave some social protection issues into the discussion.

Let me start with the end---my conclusions. While we are just beginning to analyze more than a 1,000 pages of descriptive information from the country studies, we are finding that over the last decade there have been significant strides in passage of disability related legislation---legislation which has significant impact on employment and training. The challenge for the new Decade will be to continue that progress and to ensure that the intentions expressed in laws and policies become realities in practice. All of us here will have roles to play, including the ILO.

The primary goal of the ILO is to promote equal opportunities for women and men, including those with disabilities, to obtain decent work. The ILO defines decent work as productive work in conditions of freedom, equity, security and human dignity. People with disabilities, regardless of whether they live in Kyoto, Kansas or Kuala Lumpur, want and need the same things as everyone else---a home, good health, and a full life, including the chance for decent work and the resulting financial, social and psychological benefits.

The ILO incorporates the concept of social protection it is definition of decent work with the clear reference to issues of security. However, social

protection means more than job security or social security. It corresponds to a set of tools, instruments, and policies which aim at ensuring that men and women work in conditions that are safe, respectful of human dignity, and provide adequate compensation for lost or reduced wages. Social protection also means that people have access to effective social services and quality health care.

Certain conditions must exist for individuals, disabled or not, to obtain decent work. First, they need basic life, literacy and generic work skills, as well as specific technical skills. And for the self-employed or entrepreneurs, we can add business skills to the list. Second, the economy must create good jobs and self-employment opportunities. Third, a vocational guidance/employment services system should have a process for guiding and matching people to the right training and job opportunities. Fourth, the physical infrastructure should include services conducive to employment, like transportation, effective communication systems, and other. And finally, to ensure job retention and security, the society or the workplace should promote the aspects of social protection I just described.

### **Barriers**

Even this simple description of the path to decent work is fraught with barriers for people with disabilities. And, these barriers are particularly obtrusive for women with disabilities who are compromised by gender and disability. These barriers include:

- Negative attitudes arising from ignorance, myths, stereotypes, fear, and invisibility (lack of awareness, information about disability).
- Unequal access to education and training programs, including lack of inclusion in poverty alleviation, credit and business development schemes.
- Inaccessible buildings, communication systems and transportation. In order to work, people with disabilities must be able to get to the job and be able to communicate with those at the workplace. Even home workers must have communication channels and ways to get goods and services to the marketplace. While many tout the Internet and the information highway as a level playing field for disabled people, many disabled people fail to have access not only because of the digital divide but also do to online environments that may not accommodate the needs of certain types of disabled persons.
- Lack of access to assistive devices, technology, support services and information.

- Psychosocial barriers resulting from years of exclusion and discrimination.
- Lack of policy support including legislation, enforcement of legislation and comprehensive implementation efforts with regard to employment and training provisions.

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How big is the problem? And what is its impact? Most of what we know is based on estimates.

- In Asia and the Pacific there are 370 million disabled people and 238 million of them are of working age.
- People with disabilities are less likely to have an education or the life skills needed for success. Only 5-10 percent of disabled people in the Region have access to an education.
- Their unemployment rate is usually double that of the general population and often as high as 80 percent or more.
- In developing countries and throughout the Asia Pacific Region most disabled people (an estimated 80 percent) reside in rural communities where their access to services, resources, and employment opportunities are most limited.

The impact is felt beyond the individual and the family. In a World Bank paper, the cost of excluding people with disabilities from participation in the mainstream of society results in an estimated loss to the global gross domestic product of between US\$1.37 trillion to US\$1.94 trillion.

### **What is the solution?**

The solution to this complex problem can be simply and positively stated--promote full participation of people with disabilities in all aspects of society starting at their early stages of life. To achieve this we need:

- A legislative and policy framework based on rights not charity.
- A system of interventions, including awareness activities, institutional and professional capacity building, and services and programs based on the principles of inclusion, choice and accommodation.
- A feedback and data collection mechanism for monitoring, assessments and overall evaluation to determine the impact and effectiveness of legislation, policies and systems.

People with disabilities must be included in all these stages---developing policy and legislation, implementing the policies and providing services, and designing and determining the effectiveness of the efforts.

### **Legislative Policy Guidance from the Targets for Action**

In this region, the Asia Pacific Decade of Disabled Persons, 1993-2002 has been instrumental in keeping the spotlight on disability. And as you also know the Decade will be extended for another year. Many countries have or are adopting legislation and policies to promote the equal rights and full participation of disabled persons.

The Decade's program of action called for targets in 12 areas, employment and training was one of them. With regard to national level activities, the targets call for:

- A collaborative body to ensure vocational training relevancy
- Better curricula and support services
- Services and funds for those with the most severe disabilities
- Accessibility of mainstream training
- National placement targets and policies
- Gender-equitable targets for all ministries
- Equitable participation in poverty alleviation and income generation
- Self-employment schemes
- A monitoring and evaluation body.

While progress on these challenging targets has been sporadic, there is indication of some significant examples and achievements in several countries.

### **The ILO's Employment Promotion Perspective**

The targets are fully consistent with the ILO approach to training and employment, which is articulated in 1983 with the Introduction of ILO Convention 159 Concerning Vocational Rehabilitation and Employment of Disabled Persons and two recommendations on the subject. Convention 159 calls for both policy and action measures on part of governments who ratify the Convention. Six countries in the Region have ratified Convention 159.<sup>1</sup> According to the Convention, each country should develop, in collaboration with workers, employers, and disabled persons and their representatives, a

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<sup>1</sup> 73 countries, including six in Asia and the Pacific have ratified Convention 159---China, Japan, Mongolia, Australia, the Philippines and the Republic of Korea.

national policy on vocational rehabilitation and employment. The policy should address specific equity issues and be based on the principles of equal opportunity, equal treatment and mainstreaming of people with disabilities. Further, it should promote opportunities in the open labour market. An action plan to implement the policy and evaluate its impact is also required. Additionally, the Convention calls for the provision and training of competent personnel.

Equity issues are central to the ILO approach. Equal opportunity and treatment between disabled workers and workers in general means that disabled workers should have access to the same employment and income earning possibilities and opportunities as the mainstream population. Equal treatment implies a legal, human right and is likened to the prohibition against discrimination. Mainstreaming refers to the integration of disabled persons, whenever possible, into the existing training and employment services.

At the same time, Convention 159 allows and calls for the promotion of special measures to assist persons with disabilities and specifically states that such special measure should not be deemed discriminatory against other workers. Such measures might include special services and programs like supported employment or policies such as quotas and levies.

The policy and services must include all categories of disabled people. In other words, people with intellectual impairments or mental illness, or any particular disability should not be excluded. Similarly, women and men should receive equal opportunity and treatment. Finally, those living in rural and remote communities must be included and served as well.

The accompanying recommendation offers some specific examples with regard to methods of reducing barriers to employment and creating job opportunities. Government-supported vocational rehabilitation services, must provide the full range of training and vocational services to address all forms of training needs, delivered in mainstream settings whenever possible. Barriers such as physical, communication, and transportation must be removed. Assistive devices and aids must be provided and/or their import facilitated through tax breaks.

Job creation options include providing incentives to employers to hire disabled persons, the encouragement of self-employment and small-scale industries and cooperatives, and the upgrading of sheltered employment programs to foster transition to the open market.

Other ILO conventions dealing with human resource development and vocational guidance protect the rights of inclusion of people with disabilities in such programs and the freedom to make occupational decisions.

## **B. SITUATION IN THE REGION: THE ILO STUDY**

Because of a lack of consistent information, the ILO is undertaking a regional study of training and employment issues that focuses on 14 countries. These countries are: Australia, Cambodia, China, Fiji, Hong Kong SAR, India, Indonesia, Iran, Japan, The Republic of Korea, Mongolia, Sri Lanka, Thailand and Vietnam.

The overall purpose of the regional study is to provide a benchmark of current developments related to the training and employment of people with disabilities in specific countries in the Region and to identify and disseminate examples of good practice.

The research project, which is still in process, involved the following steps:

1. Identifying target countries for the project. (Completed)
2. Developing a research protocol based on the Targets and ILO Convention 159 and guidelines for collecting examples of good practice. (Completed)
3. Identifying and commissioning consultants, in most cases national consultants, to complete the study.
4. Reviewing and revising country studies and examples of good practice. (In process).
5. Analyzing and summarizing 14 country studies to identify findings, trends and needs. (In process)
6. Reviewing and revising country studies and the summary analysis for posting on the Internet. (In process)
7. Submitting country studies to government representatives and other as the ILO Regional meeting in January and to others in the field for further review and clarification.
8. Collection of examples of good practice. (From country consultants and others.)
9. Selecting, further researching and developing examples of good practice. (In process)
10. Producing a publication of the examples of good practice.
11. Disseminating research findings, which will take place at various meetings and through the Internet. (In process).

The research protocol used was quite comprehensive and requested consultants to provide data related to the following topics:

- Background information about the country, including economic and labour market information
- The status of people with disabilities including definitions, demographics, and activity of organizations of disabled persons (DPOs)
- Legislation, policies and institutional structures
- Education, vocational training and employment practices, including those related to self-employment---looking at mainstream programs, the participation of people with disabilities in mainstream programs as well as collecting data about disability-specific programs
- Employment opportunities, including self-employment
- Activities involving social partners
- Gaps, needs and plans.

The result has been literally hundreds of pieces of data and well over a 1,000 pages of information just from the country studies. The examples of good practice are yielding additional information that is particularly useful on the practitioner level. It will take months to swift through and analyze the date. Verifying all the data will just about impossible and making comparisons between countries is challenging. However, the following are some preliminary findings related to legislation and policy and employment and some general thoughts with regard to vocational training. Since complete data is still forthcoming from one or two countries, the following reports may not reflect the full complement of 14 studies.

### **Preliminary Findings and Examples of Good Practice**

Again, let me stress the preliminary nature of the data and need for clarification in some cases. You can image the challenges of collecting data from such diverse countries and with people from diverse backgrounds.

#### **1. Legislation**

*Constitution (14 countries)*

When asked about reference to people with disabilities in the constitution, the researcher noted the following:

- Nine cited references to overall human rights.

- Five identified rights for people with disabilities specifically. (Four of the researchers failed to comment on this issue; 5 said the Constitution made no reference.)
- Seven referenced issues related to welfare of people with disabilities. (Four Constitutions did not make reference and three researchers failed to comment.)

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#### *Rehabilitation Services (14)*

- Eleven of 13 countries report legislation related to providing services specifically for people with disabilities in general
- Many of these were comprehensive acts that covered all disability groups and may also have had some rights based clauses
- Some countries also had legislation for specific disability groups, such as Hong Kong and Japan

#### *Rights and Anti-Discrimination Measures (13)*

- Two countries have anti-discrimination legislation specific to people with disabilities
- Seven have some rights identified in general and comprehensive disabilities legislation
- Two have rights identified in other laws
- Two have no anti-discrimination measures

#### *Discriminatory Legislation (14)*

- Eight countries reported specific discriminatory legislation
- Three said there were none
- Three researchers did not reply

#### *Employment Promotion Legislation and Policies*

##### Quota System (14 Countries)

- 7 have quota/levy systems and set up funds  
(China, Iran, Japan, Korea, Mongolia, Thailand, Vietnam)  
Four were reported as not effective or are too new to assess  
Two noted that hiring is decreasing (Thailand and Vietnam)

- 3 have nationally set targets but without levies/funds or enforcement
  - 1 for government only (Sri Lanka)
  - 1 for government and private sector (India)
  - 1 for private sector only (Indonesia)
- 4 have no quota type system
- 2 are considering it in draft legislation (Fiji and Cambodia)
- 2 have anti-discrimination legislation for people with disabilities (Hong Kong SAR and Australia)

#### Quotas Parameters

- Percent varies from one to five percent
- Five percent for India for private business
- Most are 2-3 percent
- China's is dependent on local conditions
- Japan varies according to type of business
- Usually the quota only applies to companies with a minimum number of employees (Range was 50-300)

#### Examples of other employment promotion measures

- Wage Subsidies and Trial Placement Schemes (E.g., Australia, Cambodia (NGO program), Korea, Hong Kong)
- Various employer financial supports through Rehab Fund for accessibility, training, etc. (E.g., Japan *Payment of Adjustment Allowance, Grants, etc.* Korea, special incentives for those employers who hire more than the quota)
- Special Employer Supports (e.g., Disability Recruitment Officers in large companies in Australia; JAED support centers for employers; Hong Kong job placement and follow-up)
- Six have active or organizing more active partnership programs with employers (Cambodia, Australia, Sri Lanka, Japan, Hong Kong, Thailand)

## 2. Policies and Structures

Ministries for Primary Responsibility for policies and programs related to people with disabilities (14)

- Six fall within Ministries that include labour
- Seven fall within social welfare or affairs ministries (that may include other issues such as health but not labour)

- One other, which is India, responsibility falls under the Ministry of Social Justice and Empowerment

*National Coordinating Bodies (14)*

- 12 have such bodies
- One does not
- One unknown

Note: Effectiveness of these bodies was not evaluated although sometime researcher provided information about meeting frequency or other data that might suggest activity levels. Involvement of specific groups, such as people with disabilities, social partners, etc. yet analyzed. However, it is known that many of these groups mandate the involvement of people with disabilities. Employers are often involved; trade unions are less likely to be involved.

*Rehabilitation or Disability Plans*

- Nine countries reported plans
- All reported that training and employment issues were included in the plans
- Five do not have current plans
- (Two of the five had plans in the past)

*Employment and Training Targets (9 Plans)*

- Two reported and gave targets (one in interview; one written in plan)
- One reported but did not give targets
- One has no measurable targets
- The remaining researchers did not address the issue
- Five reported a method of evaluating the plan.

Examples:

- Thailand aims to increase the number of people employed through its quota system and services by 5 percent each year.
- Cambodia's Disability Action Council is a well known and effective example of a coordinating body that brings government, NGO and DPO participation and has subcommittees that meet

actively to address a variety of disability related issues, including training and job placement.

In summary, most countries have a legislative basis for providing vocational rehabilitation services, many have rights based legislation and a lesser number specific structures to promote and implement the legislation. Enforcement and implementation however does not always follow.

### 3. Vocational Training Services

Although I was not asked to discuss training, it is difficult to refrain from discussing employment without considering vocational training. The data related to vocational training services is just beginning to be analyzed. However, some of the following issues are evident in some of the countries:

#### *Mainstream Vocational Training Programs*

- Few examples of mainstreaming on a national concentrated level exists
- Many mainstream programs fail to count disabled people so their participation rates are not known
- Participation rates of people with disabilities in formal technical training are less likely due to lower educational rates and qualifications.
- Disabled individuals who do participate in mainstream formal or nonformal training tend to be less disabled or are physically disabled.
- This is due to a variety of barriers and lack of support services.

#### *Vocational Training: Disability Specific*

- Many good examples and positive trends exist.
- While increasingly follow-up is being conducted, long-term follow up is not. This is particularly relevant when large numbers of graduates are reported in self-employment situations.
- While some countries are reporting or looking to self-employment and the informal sector for job growth, people with disabilities are not getting the adequate supports to succeed, such as credit, business development training, etc. to access these opportunities. Some programs are recognizing this need.
- Many programs are incorporating business development skills, credit access, etc. and helping people through some unique approaches, that may include families or partners for those who have the most severe disabilities and may not be able to start a business alone.

- Many programs are making linkages to business or conducting market research to ensure the relevancy of training. For example, some incorporate internships and on the job training into their programs.
- Models for rural and remote areas are emerging. The ILO is finding some interesting case studies that incorporate the integration of people with disabilities in rural programs. Overall, however the need is not being met and their area substantial gaps and inadequacies.

Examples:

In China's Green Project people with disabilities learn alongside nondisabled people to acquire and establish businesses in skills appropriate to rural areas such as scorpion raising, which is quite profitable due to the traditional medicine market!

Both the Redemptorist School in Pattaya, Thailand and the MaryKnoll Workshop in Cambodia boast 100 percent placement rates.

#### 4. **Self-Employment Services**

##### *Government Self-Employment Services —Disability Specific (13)*

- 11 countries reported some type of self-employment services
- 10 reported NGO efforts in this area as well
- Programs typically involve loans or training in business development.
- For countries with Rehabilitation Funds from levies, loans were common.
- Sometimes priorities were given in establishing businesses (e.g. licensures in Vietnam, lottery ticket sales in Thailand, cigarette shops in Japan)

Example:

The ILO's project in Cambodia, called Alleviating Poverty through Peer Training is an interesting model that combines peer training with business start-ups and credits. A disabled person, usually in a rural area, is matched up to a successful entrepreneur who is willing to teach his or her trade. The entrepreneur provides training in both business and technical skills. The project oversees the training and provides credit and assistance with business start-up. People have started

businesses in cement jar making for storing water, soymilk production, pig raising and a variety of handicrafts. Some people with disabilities who have already started their businesses successful then train others, as the market allows.

## **5. Employment Services**

### *Mainstream Employment Services (13 reporting)*

- 11 have mainstream services
- 4 of the 11 reported serving people with disabilities as part of the mainstream system and either had special services or provided specific data as evidence.
- 2 have definitive plans to initiate services
- 2 did not report

### *Specialized Employment Services (13 reporting)*

- 10 have some form of specialized services that are offered through the government or NGOs
- Some government services only involve administering the quota and making referrals
- Others are quite comprehensive such as Australia, China, Japan, Hong Kong, and India.

## **6. Work Options**

Securing comprehensive data about the employment of people with disabilities is difficult. In most countries the work options include open employment, self-employment, part-time, income generating or poverty alleviating activities, supported and community based employment, sheltered transitional and training workshops, cooperatives and specialized settings like welfare and social enterprises.

### *Sheltered/Production Workshops (Government and/or NGO-operated)*

- Most countries reported having either government operated or NGO sponsored sheltered workshops.
- Countries with less developed rehabilitation systems had few such as Fiji and Mongolia. Countries with more developed systems like Japan, Hong Kong and Australia are adding more transitional, community based and supported employment components to their sheltered work programs.

Examples:

The Marking Coordinating Office set up in Hong Kong is working to secure more community based and competitive work for the NGOs working with disabled persons. It is a major effort to market goods made by people with disabilities and find more contracts for community based work..

Japan's Saori Weavers offer alternative employment and marketing for people who are severely disabled by working with them and their families to produce and market products.

In summary with regard to implementing the legislation, there are many examples in the region of both mainstreaming and special services and programs for people with disabilities. Determining the effectiveness of these programs both individually and in term of having a major impact on the overall employment rate and outcomes of people with disabilities is an area that requires major attention.

## **8. Difficulties in Measurement**

Whether data is collected for a national survey or for program evaluation purposes, difficulties arise in trying to analyze data because of issues related to varying:

- Definitions of Disability
- Types of Disabled Person Included
- Purposes
- Scope
- Methodologies
- Definitions of employment/labour force status and other demographic categories.

Only eight countries surveyed gathered national data and in some cases the methodology was questionable. Others used special surveys. Many programs are starting to collect data, especially those that submitted good practice examples. Data collection and evaluation is clearly and area that warrants attention for effective interventions and development efforts. Clearly, the study offers more information on this topic, which has yet to be analyzed. However, it is fair to say that evaluation and the data to conduct effective evaluations is needed in most countries at national and program levels.

## **C. SUMMARY AND CONCLUSIONS**

### **Selected Social Protection Issues**

- In many countries, the increases in job opportunities are in the informal sector and this is the sector where many people with disabilities work or gain income. The informal sector is outside the reach of formal labour protections.
- Social security/protection for self-employed, home workers and others in informal sector workers is a critical issue, which the ILO and other international agencies are examining.
- Occupation safety and health is a major issue for all workers but especially for those with disabilities in workplaces that are often unsafe to begin with, and in informal setting like the home or the fields.
- Social security and workers' compensation and related legislation should have vocational rehabilitation provisions so that people with disabilities can return to productive activity if possible.
- Social protection and all services need special outreach measures and supports to be inclusive of people with disabilities including accessible formats for documents, accessible facilities and disability friendly staff and policies.
- Social protection policies must avoid creating disincentives that force people with disabilities to make difficult choices with regard to remaining on supports or choosing employment.
- Decent and equitable working conditions for people with disabilities must exist and should comply with nondiscriminatory employment standards.
- Working conditions and work environments need to respond to the special needs of people with disabilities through accommodation, accessible environments, equitable pay, etc. whether they work in protected or open employment.

### **Conclusions**

- Most countries have significant legislation in place with regard to rights and/or training, employment and rehabilitation services of people with disabilities.
- For many countries there appears to be a tremendous gap between legislation and implementation. Further research or analysis of the nature of this gap is needed. Possible reasons include a lack of political will, which would necessitate greater advocacy; lack of national

capacity, which would necessitate greater regional and international intervention to build capacity; lack of resources which might suggest many responses, etc. The ILO with resources from Ireland AID is working in Africa and with nine countries in this region to further explore the legislation and how to more effectively implement data.

- Often these gaps relate to the attention to specific disability groups that are neglected, especially those with the most significant disabilities.
- Mainstreaming must be encouraged especially for those who have milder disabilities.
- Evaluation, both with regard to specific outcomes and overall impact must be strengthened on program and national levels. Better data is need for planning, management information, advocacy, resource development, increased program effectiveness and other purposes.
- And people with disabilities must be included in all these activities.

I want to end on a positive note by identifying the many opportunities that exist in the region for development and collaboration. We now have a disability person at the World Bank, the Regional Center on Disability in Bangkok, and the extension of the Decade of Disabled Persons for yet another Decade and the existence of regional collaboration, energy, leadership and creativity that exists. And as noted, we all have our role to play with regard to the inclusion of people with disabilities in all development efforts.

Overall:

- Most countries have significant legislation in place with regard to rights and/or training, employment and rehabilitation services of people with disabilities.
- For many countries there appears to be a tremendous gap between legislation and implementation. Further research or analysis of the nature of this gap is needed. Possible reasons: lack of political will which would necessitate greater advocacy; lack of national capacity which would necessitate greater international intervention to build capacity; lack of resources which might suggest many responses.
- Many countries still have anti-discriminatory legislation, for example excluding people with disabilities from jobs like teachers, judges, and policeman and military service, even for those who were injured on the job.

Two interesting examples:

India's Poverty Alleviation legislation

Sri Lanka's Employers' Federation of Ceylon

Types of Data: (13)

National Data: 8 countries reported national data on disability in general  
Japan on certain types of disability (unless census or other surveys not reported included disability data

Special Service or Survey Data:

12 countries have some data as a result of special surveys or program data that could be collated. One did not report in this regard.

Employment Services Data:

9 countries keep some data as a result of government supported special or mainstream employment services, which will only apply to job seekers

We all know that people with disabilities are unemployed and underemployed at rates much higher than those who are not disabled and that disabled women face the most extreme barriers. More economically advanced countries that have the resources can verify what we know---even when such

countries have many programs and services and all the right policies and legislation to change things.

But we must start collecting the data. We need to not only identify the fact that people with disabilities are disproportionately under and unemployed and poor. We need to start collecting the data so that they are no longer invisible, so that we know who they are and where they are. We need to measure the effects of efforts to be inclusive, to mainstream, etc. I have visited many programs that state, we include disabled people, or we do not exclude disabled people. While there are no special outreach services, or accommodation, the most telling factor to me is if people with disabilities are at least counted and reported on.

We received reports as diverse as 87 percent of people with disabilities are employed in China as compared to 87 percent unemployed in Mongolia!

I think we all know that people with disabilities are disproportionately unemployed and underemployed. We know that poverty and disability are linked and we are looking for ways to address these issues.

#### How to Use the Data

Eventually, we will put the country studies on the regional ILO website on disability, called Ability Asia. It will be available for research and analysis but others. The ILO is also collating some of data for purposes of dissemination.

Here are some of the ways the data is being used:

- Identifying areas of need for capacity building and interventions for proposals.
- Informing a group of employers in Cambodia about what is being done in other countries to promote employment of people with disabilities.
- ILO regional meeting
- Informing in country meeting.
- For develop policies and pragmatic approaches

#### Case example of Thailand

75 percent of new jobs will be in informal sector

Most people with disabilities live in rural communities

Most DP say they want to go into self-employment (probably reflects the reality of the job market and what they see in rural communities)

Decline in hiring under quota system---no enforcement

Industrial rehab center seeing fewer people return to old employer; few go to new jobs; more going to self employment

Policies and programs should reflect the informal sector, self-employment services, ongoing support, use of Rehab Fund for self-employment (which it does).

Getting back to the ILO decent work agenda, it includes for basic objectives:

1. Promoting and realizing standards and fundamental principles and rights to work.
2. Creating greater opportunities for men and work to secure employment.
3. Enhancing the coverage and effectiveness of social protection for all.
4. Strengthening tripartism and social dialogue.

The ILO concentrates on four major four social protection major issues:

- Occupational health and safety
- Conditions of work
- Social security
- HIV/AIDS
- Labour migration