

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



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# Topics

- ✓ Challenges and Barriers
- ✓ Regional Guidelines: The ILO  
Convention and the Decade Targets
- ✓ Selected Preliminary Findings of ILO  
14-Country Study
- ✓ Selected Social Protection Issues

# Decent Work

- Productive Work in conditions of:
  - Freedom
  - Equity
  - Security
  - Human Dignity



# Critical Social Protection Issues: ILO

- Safe work
- Conditions respectful of human dignity
- Adequate compensation for lost or reduced income
- Access to social and health care

# Barriers to Decent Work

**Lack of policy support**

**Negative attitudes**

**Psychosocial  
Issues**



**Unequal access  
to education and  
training**

**Lack of assistive  
devices, support  
services, information**

**Inaccessible  
buildings and  
transport**

# The Challenge in Asia and the Pacific

**370 million people with disabilities**

**238 million of working-age**

**Less likely to have an education - only 5-10 %  
have access**

**Unemployment rate double that of nondisabled  
persons or as high as 87 %**

**Most reside in rural areas**



# **The Response: Promote Full Participation--- Employment Perspective**

- Legislative and Policy Framework
- Implementation through services and programs
- Assessment and Evaluation



# **ILO Convention No. 159 (1983)**

## **POLICY**

National VR Policy

Input from employers,  
labor unions, and  
people with  
disabilities

Equity issues

Fosters open  
employment

## **ACTION**

Delivery and  
evaluation of VR  
services

Competent personnel  
and staff training

Between disabled  
women and men

Services in urban  
and rural areas

Serve all types of  
disabled persons

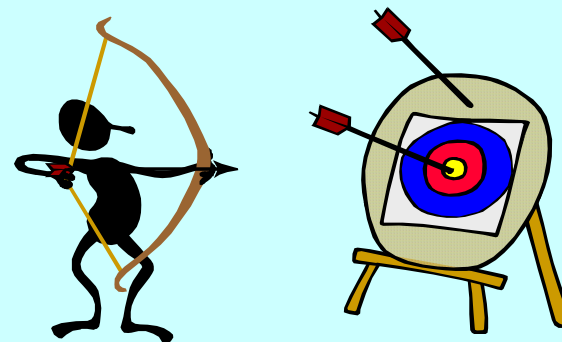
## *Equity*

Among disabled  
and other workers

Special positive  
measures okay

# Asia Pacific Decade Target Areas

1. National coordination
2. Legislation
3. Information, 4. Public awareness
5. Accessibility and Communication
6. Education
- 7. Training and Employment**
8. Prevention of causes of disability
9. Rehabilitation
10. Assistive devices
11. Self-help organizations
12. Regional cooperation



# Training and Employment Targets

Collaborative body  
to ensure vocational  
training relevancy

Accessibility of  
mainstream  
training

Equitable participation  
in poverty alleviation  
and income generation

Better curricula and  
support services

National placement  
targets and policies

Self-employment  
schemes

Services and funds  
for those with  
extensive disabilities

Gender-equitable  
targets for all  
ministries

Monitoring and  
evaluation body

# ILO Research Project

- Collect baseline data and examples of good practice
- Included 14 country studies
- Used mostly national consultants
- Based on a comprehensive research protocol and guidelines for examples

# Protocol

- Country background
- Status of PwDs include DPOs
- Legislation, policies and structures
- Services: Education, Vocational Training, Employment, including Self-Employment
- Employment Opportunities
- Gaps, Needs, Plans

## Preliminary Findings: Constitutional Reference (14)

- In addition to references to overall human rights (nine reports)
- Five noted rights for people with disabilities
- Seven noted issues related to welfare and/or social protection

## Rehabilitation Legislation (14)

- 13 countries have rehabilitation services legislation
- Some have legislation for specific groups (e.g., mentally ill in Hong Kong; intellectually disabled in Japan)
- Some have legislation for specific purposes (e.g., poverty reduction quota in India)

# Rights and Anti-Discrimination

- Two have anti-discrimination laws
- Seven have rights identified in other comprehensive disability legislation
- Two have rights in other laws (e.g., labour laws)
- Two lack anti-discrimination measures

# Discriminatory Legislation

- Eight reported specific discriminatory laws
- Three said none existed
- Three did not reply
- Generally, such laws barred people with disabilities from certain jobs, such as teaching, police, etc.

## Quota System (14)

- Seven (7) quota/levy systems and funds:  
China, Iran, Japan, Korea, Mongolia, Thailand, Vietnam
- Four reported a lack of effectiveness
- Three have targets without levy or enforcement measure: Sri Lanka, India, Indonesia
- Four have no quota or target
- Two have quotas in draft legislation

# Other Positive Employment Measures

- Wage Subsidies and Trial Placement
  - E.g., Australia, Hong Kong, Korea, Cambodia
- Employer Financial Supports
  - E.g., Japan and Korea if exceed quota
- Human Resource and Technical Supports
  - E.g., Disability Recruitment Officers in Australia
- Employer Partnerships
  - E.g., Cambodia, Sri Lanka

# **Example**

**Business Advisory Council, Cambodia**

# Policies and Structures: Responsibilities for PwDs

- ***Ministries***

- Six within ministries of labour
- Seven within social welfare or affairs (may include health or other issues)
- In India within Ministry of Social Justice and Empowerment

- ***Coordinating Bodies***

Twelve have coordinating bodies

One does not

One unknown

# Disability Plans

## *Existence*

- Nine have plans
- All include training and employment
- Five do not have current plans
- Two had plans in the past

## *Evaluation (9)*

- Five of the nine have an evaluation component
- Three includes specific targets for employment

## Vocational Training: Mainstream

- Few examples of mainstreaming
- Participation rates of PwDs generally low
- Less disabled tend to participate
- Limited support services
- ILO will examine practical mainstreaming issue in next biennium

# Vocational Training: Disability Specific

- Many good examples and trends
- Increasingly keeping data
- Recognize and incorporate need to add business development training and credit; literacy skills
- Making linkages to employers, e.g. internships, seeking curriculum advice, on-the-job training
- Models for rural areas areas are emerging

# Vocational Training: Disability Specific

- Many still lack proper equipment, facilities
- Overall, need is not met
- Many trainees could be accommodated in mainstream settings
- Many teach traditional skills with questionable value
- Technology based succeed for some groups

# Example



**Redemptorist Training Centre for  
Disabled, Thailand**

# Example



**Maryknoll Wat Than Training Centre,  
Cambodia**

## Self-Employment Services (13)

- 11 countries reported some type of government supported services for PwDs
- 10 reported NGOs involvement
- Services included loans, credit, training, special priorities such as tax credits, access to licenses or job set-asides
- Some programs were comprehensive; others limited (e.g., only provided credit or self-employment training)

# Example

## Alleviating Poverty Through Peer Training, Cambodia

# Employment Services (13)

- 11 have mainstream services (2 have none)
- 4 report serving PwDs and have special services and keep data (E.g, specially trained personnel at offices)
- Two have plans
- Two did not report

## Specialized Employment Services (13)

- Ten have specialized services
- Offered through government or NGOs
- Some involve only administering quota systems
- Other are more comprehensive services such as Australia, China, Japan, Hong Kong, India, and Korea

# Example



**Selective Placement Service,  
Hong Kong**

# Work Options

- Open Employment
- Self-Employment
- Part-time, income generating and poverty alleviation activities
- Supported, Community-Based Employment
- Sheltered, training and transitional workshops
- Welfare and social enterprises
- Cooperatives

# **Example**

**Saori Weavers, Mongolia**

# **Example**

**New Life Psychiatric Center  
Supported Employment, Hong Kong**

# Social Protection Issues

- Informal sector jobs lack labour protections, access to social security, etc.
- Occupation health and safety for people with disabilities in formal and informal settings
- Vocational rehabilitation provisions in social security and workers' compensation legislation
- Avoidance of disincentives to employment
- Decent and equitable work conditions and environments
- Disability-friendly social and health service centers

# Conclusions

- Advances in legislation---most countries
- Policies structures (plans, coordinating bodies, enforcement implementing policies vary)---many countries
- Implementation weakens; lack of mainstreaming; lack of service equity based on disability, gender, place or residence, etc.
- Evaluation, data collection and monitoring weak for most countries

# ILO Regional Activities

- Continue data collection, analysis and dissemination
- Collect/disseminate examples of good practice
- Collaborate regionally
- Engage employers and trade unions
- Demonstrate effective rural approaches
- Promote ILO Convention, Code of Practice, etc.
- Foster implementation of appropriate legislation
- Promote mainstreaming approaches