Finding and Keeping Decent Jobs
Strategies and Challenges
- High and Low Income countries

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Disability and Work – Global Strategies for Equity
McGill University 5 May 2012
Overview

• High and Low Income countries
  – Empirical evidence
  – Trends in work and employment opportunities

• Factors influencing
  – decent work in the informal economy
  – employment rates in open labour market

• Which way forward?
Employment of Persons with Disabilities Globally – Empirical Evidence

- At least 780 million of working age
- Most live in developing countries – informal economy widespread
- Lack of reliable labour market data
- Common patterns:
  - Lower employment rates
  - Higher unemployment rates
  - Significantly lower labour force participation rates
  - Often in part-time, low paid work
## Employment rates – disabled and non-disabled persons

### Low income countries

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<th>Disabled</th>
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<tbody>
<tr>
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<tr>
<td>60 and over</td>
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### High-income countries

<table>
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<tbody>
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</tbody>
</table>

*Source: World Health Survey 2002-4, WHO*
Trends in Work and Employment Opportunities – High Income countries

- Sheltered Employment/Sheltered Work
- Social Firms
- Supported Employment
- Open Employment
- Telework
- Self Employment
Trends in Work and Employment Opportunities – Low Income countries

Sheltered Employment/Sheltered Work

Social Firms - Not yet widespread

Supported Employment
Some examples – often projects

Open Employment

Work for informal businesses

Self Employment
Work and Employment – New policy approach

• **UN CRPD Article 27:**
  – States Parties recognize the right of persons with disabilities, to work on an equal basis with others.
  • Right to opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible
  – Based on Universal Declaration of Human Rights Art 23 (Right to Work)
CRPD and Right to Work
Shift in focus

- Segregated employment → Open Labour Market
- Petty trading → Small enterprises
- No legal provisions → Employment laws apply
- Limited or no choice → Work freely chosen or accepted
Choice of work—current situation

• ‘Channelling’
  – Sheltered Employment
  – Supported Employment
  – Social Firms

• Element of choice
  – Self-employment

• Greater choice
  – Open Employment
  – Working for informal businesses
Supply-Side Factors influencing choice of work

- Pathways through education/training
- Legal and policy measures
- Cost factors
- Motivation
Demand-side factors influencing recruitment decisions

- Employer attitudes/company policies
- Legal and policy requirements
- Requests by individuals, employer networks
- Employment services
- Incentives and Support measures
Ways forward?
High Income countries

- Sheltered employment as transitional occupation
- More public support for supported employment
- Greater promotion of public and private sector employment opportunities
- Greater employer involvement in opening options
- Greater trade union involvement in supporting mainstream employment
- Strong advisory role for disabled persons’ organizations
Ways forward?  
Low Income countries

- Greater promotion of public and private sector employment opportunities
- Stronger support to enterprise/entrepreneurship development
- Stronger support for access to
  - business development services
  - Micro-credit
- Outreach to informal economy
  - Encouragement, incentives to formalize
- Strong advocacy and advisory role for disabled persons’ organizations
Work and Employment Implications of CRPD Paradigm Shift

• Fundamental Changes required
  – Roles of all service providers
  – Roles of disability advocates
  – Involvement of social partners
  – Certain types of services and programmes
Further reading!

- ILO Disability Publications
  - www.ilo.org/disability
  - www.ilo.org/inclusion

- World Report on Disability

- Global Applied Disability Research and Information Network on Employment and Training (GLADNET) Infobase
  - http://digitalcommons.ilr.cornell.edu/gladnetcollect/