

Employment Outcomes, Constraints and Interventions in Developing Countries

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Objectives

- Review selected employment outcomes for persons with disabilities (PWDs) in developing countries;
- Review available evidence on labor market's programs –mainstream and targeted- in developing countries;
- Propose a framework to guide disability and employment interventions.

Background

Disability and employment in developing countries

- So far a low priority issues for Governments in developing countries, donors, and international NGOs and researchers in development field.

The “We have other things to worry about” syndrome.

- Although the number of World Bank projects mentioning disability has increased between 2002 and 2007, it remained small at 52 in 2007(Braithwaite et al 2008).
- Disability is usually nowhere to be found in popular or scholarly works on development and poverty eradication (e.g. Collier 2007). When it is mentioned, it is often done using a charity model of disability (Diaz 2009).

Background (Cont.) :

Why encourage the employment of PWDs in developing countries?

- Prevalence may be higher in developing countries. (WHO-World Bank 2011; Mitra and Sambamoorthi 2012).
- A large majority of PWDs live in developing countries (Mitra 2012) and they are a growing group.
- It is good for economic development. Leaving PWDs outside the economy is a waste of human resources: an estimated 5-6% GDP foregone (Metts 2004).
- It is good for poverty reduction.
- Important from a human rights and social development point of view.



1. A Situational Analysis of Employment in Developing Countries

Let's compare the employment rate of PWDs compared to that of persons without disabilities (PWoDs)

- For about 40 developing countries together (WHO-World Bank 2011).

Males: 58.6% for PWDs vs 71.2%PWoDs for males

Females: 20.1% vs 31.5% for females.

- At the country level, almost all studies show that persons with disabilities are less likely to be employed:

Namibia, Zambia, Mozambique (Eide et al 2003 2006 2009);

India (World Bank 2009); Loeb and Eide (2004) (Malawi);

Afghanistan (Trani and Loeb 2010);

Exception: in Zimbabwe, Eide et al. (2003a)

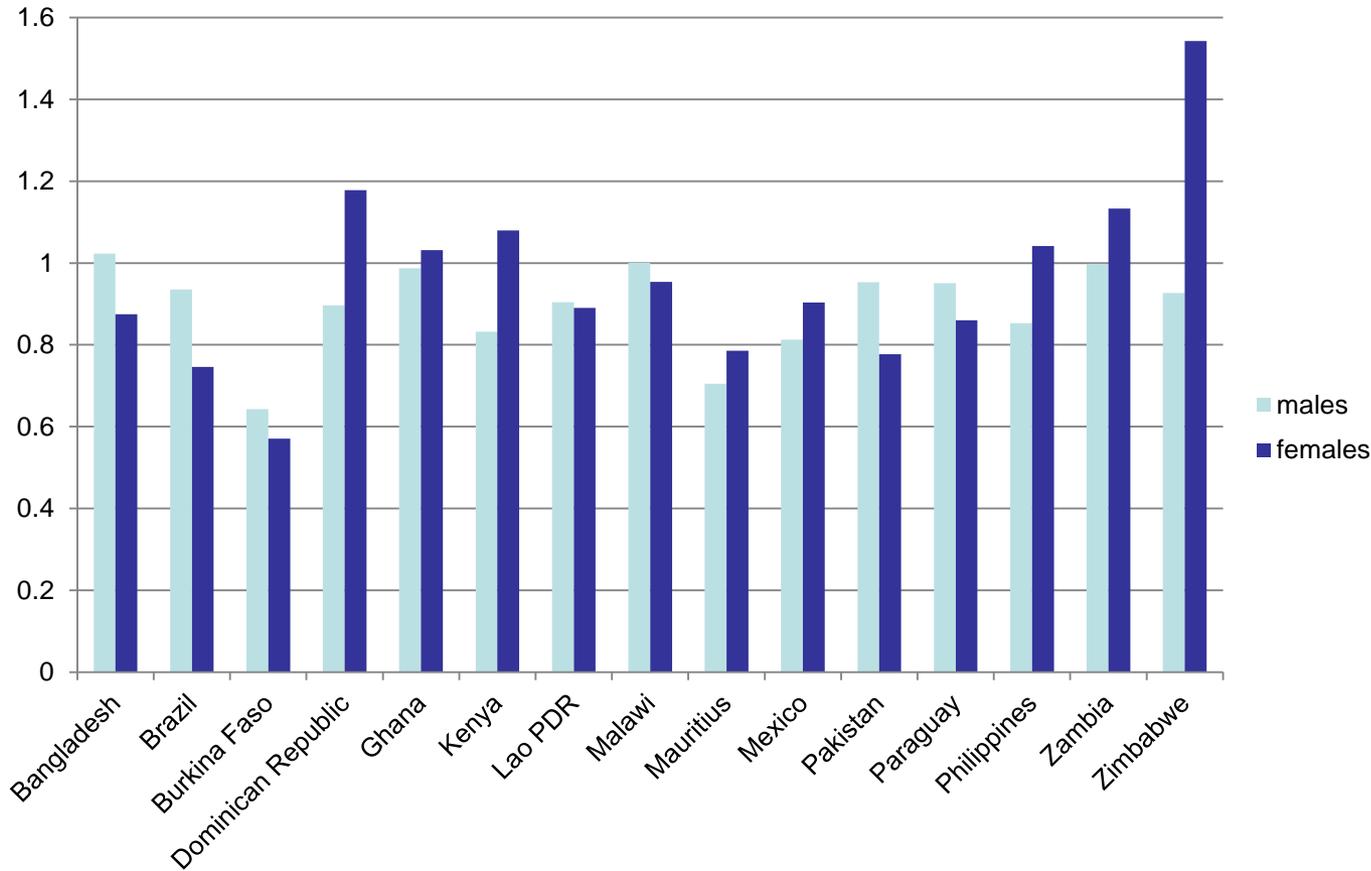
A Situational Analysis (Cont.)

A study using the World Health Survey shows that in 15 developing countries, people with disabilities have lower employment rates than persons without disabilities

- in a majority of the 15 countries under study:
in 12 countries for males,
in 9 countries for females;
- in all countries, when focusing on persons with multiple disabilities.

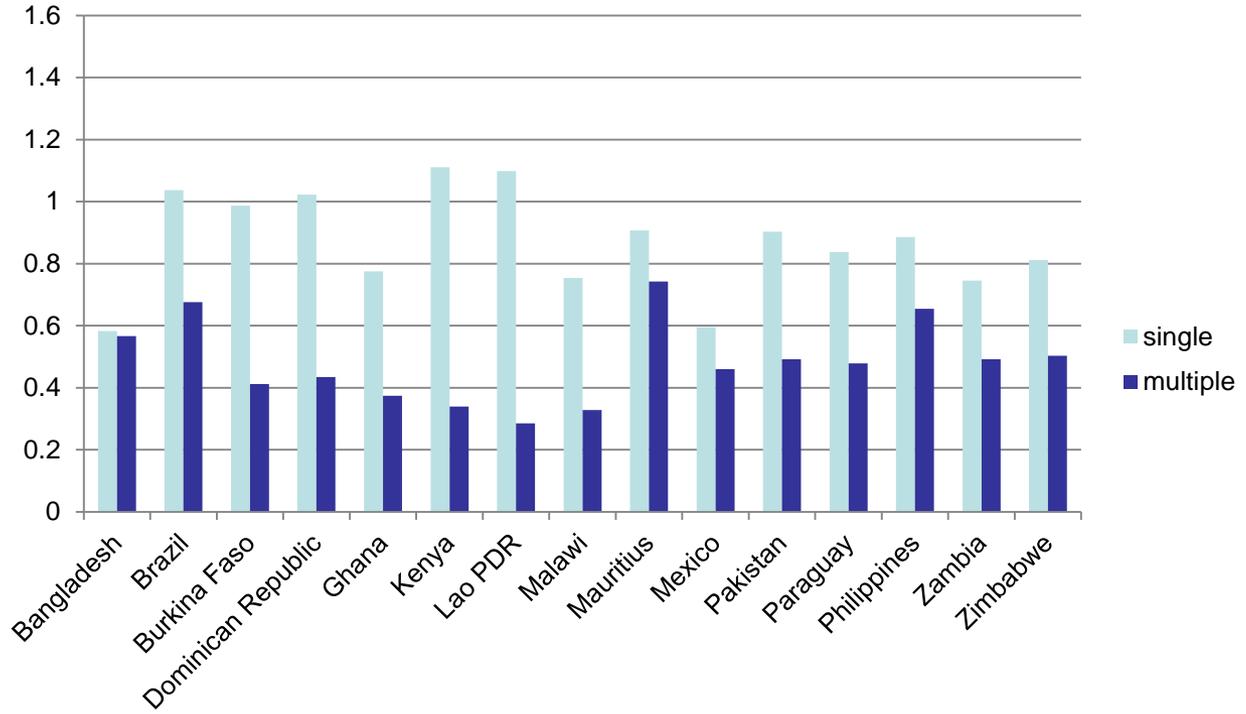
(Mizunoya and Mitra 2012)

Employment ratio=
Employment rate of PWDs/ Employment rate of PWoDs



Source: Mizunoya and Mitra (2012)

Employment ratio=
Employment rate of PWDs/ Employment rate of PVoDs



Source: Mizunoya and Mitra (2012)

Variation by disability type

- There is variation across disability types, and health conditions.
- e.g. persons with schizophrenia in developing countries (Warner 2004; Naheed et al 2012)

Other employment outcomes:

Wages

- Large literature on the disability wage in developed countries
- Studies in developing countries are rare, the few studies available have mixed results.
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Type of employment

- A large majority of PWDs and PWoDs in developing countries are employed in the informal sector.
- The evidence on the higher propensity of PWDs to be in the informal sector compared to PWoDs is mixed across developing countries.

Share of the self-employed among the employed (%)

	Rural		Urban		
	With disability	Without disability	With disability	Without disability	
Sub-Saharan Africa					
Burkina Faso	98	96	75	71	
Ghana	91	93	75	72	
Kenya	74	70	79	52	
Malawi	85	80	72	44	
Mauritius	30	21	26	20	
Zambia	97	91	60	60	
Asia					
Bangladesh	93	87	65	65	
Lao	90	86	69	66	
Pakistan	76	75	64	56	
Philippines	67	63	57	42	*
Latin America and the Caribbean					
Brazil	73	63	49	36	*
Dominican Republic	60	54	51	43	
Mexico	75	69	45	39	
Paraguay	82	71	57	38	*

Source: Mitra, Posarac and Vick (2011)

Concluding remarks on situational analysis:

- Employment outcomes, especially employment rates, are worse for PWDs in most developing countries.
- There is a great degree of heterogeneity across countries in the employment of persons with disabilities relative to persons without disabilities.
- Policies to improve the employment of persons with disabilities cannot be one-size-fits-all and need to address different types of challenges.

2. Constraints to Employment for PWDs in developing countries

Constraints outside the labor market

- Limited access to education
- Environmental barriers

Labor market constraints

- Limited access to the workplace
- Skills constraints
- Lack of labor demand
- Lack of labor supply
- Job search constraints
- Firm start up constraint

3. Addressing the Labor Market Constraints to Employment for PWDs in developing countries

Interventions on Workplace Accessibility

Interventions to address Skills constraints

- Basic Skills training
- Traditional Institution based Training (Example: India)
- Comprehensive training programs
- Peer training
- Community based vocational rehabilitation
- Information sharing on returns to technical specialties

Interventions to address the Lack of Labor Demand

- Job-creation programs
- Employer discrimination

3. Addressing the Labor Market Constraints to Employment for PWDs in developing countries (Cont.)

Interventions to address the Lack of Labor Supply

- Awareness campaigns.
- Empowerment programs.

Interventions to address Job Search Constraints

- Employment services
- Technology-based information sharing on job openings.

Interventions to address Firm Start up Constraints

- Comprehensive entrepreneurship programs (Cunningham et al 2010)
- Microfinance.

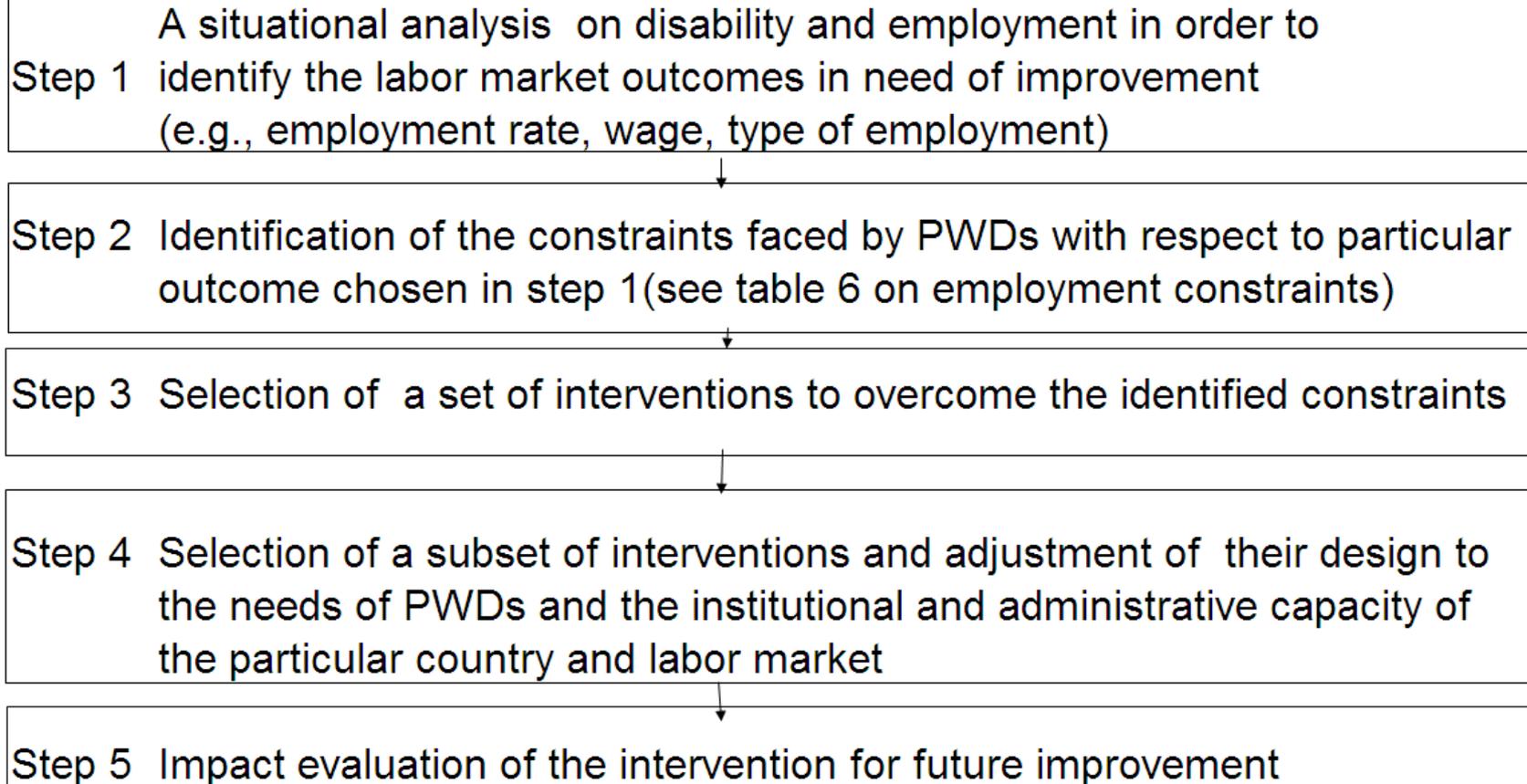
Tailored Interventions to address multiple Constraints to Employment

- Supported employment (Parmenter (2011)
- Community based rehabilitation (review by Sharma (2007)

Constraints to Employment and Possible Interventions

Constraint in the Labor Market		Possible Intervention	
		Evidence based intervention	Mixed or no evidence, but theoretically sound
Lack of access to the workplace		<i>Supported employment*</i>	<i>CBR</i>
Skills constraint	Insufficient basic skills		Second chance programs <i>CBR</i>
	Insufficient or mismatch in technical skills	Comprehensive training programs	<i>Peer training</i> <i>CBR</i>
	Type of job - type of disability mismatch	Information on returns to technical specialties <i>Supported employment*</i>	
Lack of labor demand	Slow job growth economy		Public service programs Labor-intensive public works
	Employer discrimination	Affirmative action programs* <i>Supported employment*</i>	Anti-discrimination laws <i>Quotas</i> <i>Awareness campaigns</i> <i>CBR</i>
Lack of labor supply	Negative attitudes in the household or low self expectations among PWDs		<i>Awareness campaigns</i> <i>Empowerment programs</i> <i>CBR</i>
Job search constraints	Job matching	Employment services*	Technology-based information sharing <i>CBR</i>
Firm start up constraint	Lack of access to financial or social capital	Comprehensive entrepreneurship programs	Microfinance <i>CBR</i>

4. Draft framework to guide disability and employment interventions



4. Draft framework to guide disability and employment interventions (Cont.)

This framework needs to be further developed using a participatory approach that engages multiple stakeholders, including persons with disabilities, NGOs, including DPOs, employers, and Governments.

Thank you!

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