

# Employment and Social Protection for Persons with Disabilities

Andrew Lange

- Overview**
1. ILO – most advanced bodies within the international system for persons with disabilities
  2. Convention on the Rights of Persons with Disabilities – Study of the impact of the Convention on the rights of persons with disabilities in Latin America and the Caribbean
  3. World Bank – Evidence based work and income generation for persons with disabilities in Latin America and the Caribbean
  4. ILO – Study of the impact of the Convention on the rights of persons with disabilities in Latin America and the Caribbean



Thank you!

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## Overview

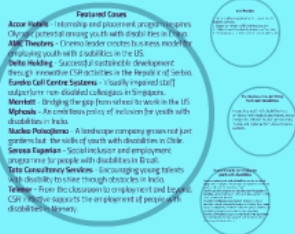
1. ILO – Good practices guide on private sector initiatives for employing young people with disabilities.
2. Georgetown Public Policy Review – Study of household survey data on people with disabilities in Chile and inclusive employment policy.
3. World Bank – Evidence-based social protection paper in support of people with disabilities in Latin America and the Caribbean.
4. USAID, U.S. Dept. of State and U.S. Dept of Labor - Research report on Asia-Pacific regional efforts to advance the employment of people with disabilities.

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# 1. ILO – Good practices guide on private sector initiatives for employing young people with disabilities.

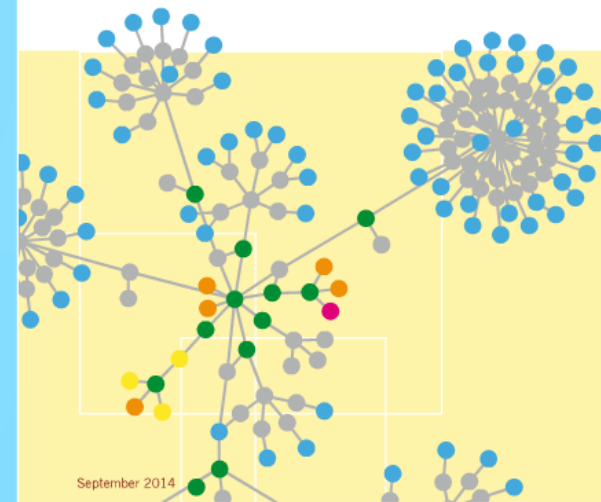
- Illustrate what companies are doing to include youth with disabilities in their workplaces or CSR initiatives.
- Serve as a guide so that other employers can adapt or replicate the featured programs.



International  
Labour  
Organization

## Inclusion of Youth with Disabilities:

The Business Case



September 2014

Conditions  
of Work and  
Equality  
Department  
(WORKQUALITY)

Bureau for  
Employers'  
Activities  
(ACT/EMP)

## Featured Cases

**Accor Hotels** - Internship and placement program inspires Olympic potential among youth with disabilities in China.

**AMC Theaters** - Cinema leader creates business model for employing youth with disabilities in the US.

**Delta Holding** - Successful sustainable development through innovative CSR activities in the Republic of Serbia.

**Eureka Call Centre Systems** - Visually impaired staff outperform non-disabled colleagues in Singapore.

**Marriott** - Bridging the gap from school to work in the US

**Mphasis** - An ambitious policy of inclusion for youth with disabilities in India.

**Nucleo Paisajismo** - A landscape company grows not just gardens but the skills of youth with disabilities in Chile.

**Serasa Experian** - Social inclusion and employment programme for people with disabilities in Brazil.

**Tata Consultancy Services** - Encouraging young talents with disability to shine through obstacles in India.

**Telenor** - From the classroom to employment and beyond, CSR initiative supports the employment of people with disabilities in Norway.

### Good Practices

1. Partner with an organization that provides disability services;
2. Support or initiate a skills training program;
3. Establish recruitment and job placement processes;
4. Develop a policy of inclusion and accessibility.

### The Business Case for Youth with Disabilities

Integrating youth with disabilities into employee ranks increases productivity, improves company bottom line, and enhances morale and high performance workers.

### Useful insights for employing youth with disabilities

**Focus on what youth with disabilities can do, not what they can't.** Employers stand to gain the most by focusing on the skills and talents of their staff.

**Outline specific programme objectives and deadlines.** Start small, begin with a pilot phase and evaluate progress over time, not just recruitment.

**Consider creating an expert panel.** Companies may consider a panel composed of people with disabilities, company staff and practitioners who can provide valuable insights into developing a programme prototype and objectives.

**Involve participants' support network from the start.** Including family members of youth with disabilities can help to enhance participant success.

## **Good Practices**

1. Partner with an organization that specializes in disability services;
2. Support or initiate a skills training program;
3. Establish recruitment and job placement services;
4. Develop a policy of inclusion and non-discrimination.

## **The Business Case for Hiring Youth with Disabilities**

Integrating youth with disabilities into employee ranks leads to positive returns to companies bottom line, stronger company morale and higher performance among co-workers.

## Useful insights for employing youth with disabilities

***Focus on what youth with disabilities can do, not what they can't.*** Employers stand to gain the most by capitalizing on the skills and talents of their staff.

***Outline specific programme objectives and designate a timeline.*** Start small, begin with a pilot phase and think long-term, not just recruitment.

***Consider creating an expert panel.*** Companies might consider a panel composed of people with disabilities, senior company staff and practitioners who can provide guidance in developing a programme prototype and objectives.

***Involve participants' support network from the beginning.*** Including family members of youth with disabilities can enhance participant success.



## 2. Georgetown Article – Study of household survey data on people with disabilities in Chile and inclusive employment policy.

This study analyzed household survey data to observe labor force participation rates, employment training, working age groups and gender, for a better understanding of people with disabilities in the Chilean labor market.

Then an analysis of national and international employment policy is provided.

Last, recommendations are made for further inclusion of people with disabilities into the labor force in Chile.

The Chilean CASEN survey is a nationwide socioeconomic characterization survey administered by Chile's Ministry of Social Development to measure poverty levels according to education, health, housing, employment and income.

The 2009 CASEN survey recorded disability according to type and degree. Degree of disability was recorded as independent, mild, moderate, severe or bedridden.



**Employment Policy Recommendations for Chile**  
Include people with disabilities and disability experts when **developing** inclusive employment policy. **SENADES** should include people with disabilities on its advisory committee. Use steps to implement work plans for individuals with disabilities in all government departments.  
**Equal opportunity policies should provide particular attention for women with disabilities.** Chile's National Disability Policy considers public and private measures for enhanced access to employment and training and capacity building programs. This should include creating incentives and alternative labor policies.  
**Employment training and capacity building should be better extended to people with disabilities.** Inclusive employment policy should require building strong relationships to help entrepreneurs create inclusive employment.

**Chile's National Policy of Social Inclusion for People with Disabilities (SENADIS, 2013-2020)** seeks to increase access to the labor market for people with disabilities who are able to work, in conditions of inclusion and equality.

**OAS Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities (2006-2016)**  
= Established to promote inclusion and full employment that is decent, productive and remunerative for people with disabilities in both the public and private sector.

**UN Convention on the Rights of Persons with Disabilities (Ratified by Chile in 2008)**  
= CRPD Art. 27 requires that state parties recognize the right of persons with disabilities to work on an equal basis as others, in a work environment that is open, inclusive and accessible.

# The Georgetown PUBLIC POLICY REVIEW

Spring Edition

Forget Redistributing the Wealth: An Analysis of the Saver's Credit from the Perspective of the Low-Income Taxpayer  
*Harry M. Baturin, Esq*

The Great Recession and States as "Laboratories of Democracy"  
*Keith Boeckelman*

Taxes As Fiscally Responsible Economic Stabilizers: Rethinking Automated Fiscal and Formula Flexible Responses  
*Peter Cihon*

Public Policy Lessons From Chile: Individuals with Disabilities – An Untapped Talent Pool  
*Andrew Crawford Lange*

And interviews with Congressman John Sarbanes, Amr Badr, and Chris Blattman

The Chilean CASEN survey is a nationwide socioeconomic characterization survey administered by Chile's Ministry of Social Development to measure poverty levels according to education, health, housing, employment and income.

The 2009 CASEN survey recorded disability according to type and degree. Degree of disability was recorded as independent, mild, moderate, severe or bedridden.

Degree of disability		
Degree of disability	Percentage	Number of people
Independent, mild or moderate	95%	1,148,442
Severe or bedridden	5%	57,771
Total	100%	1,206,213

Labor force participation rate	
Disability	Participation Rate
People with disabilities	26%
People without disabilities	59%

Although 95% of people with disabilities in Chile were employable based on their degree of disability, their labor force participation rate of 26% was less than half that for people who were not disabled, at 59%. These numbers propose that individuals with disabilities are an underutilized segment of the labor force.

Labor force participation rate by degree of disability			
Disability	Age	Percentage	Total
Independent, mild or moderate	15-24	30%	209,124
	25-34	27%	209,124
Severe or bedridden	15-24	1%	1,148
	25-34	1%	1,148

Labor force participation rate by degree of disability and gender			
Disability	Gender	Percentage	Total
Independent, mild or moderate	Male	27%	209,124
	Female	25%	209,124
Severe or bedridden	Male	1%	1,148
	Female	1%	1,148

Women were found to experience disability at a higher rate than men. Disability among working age groups is observed to increase with age, which is consistent with the higher incidence of disability among older adults.

The rate of people with disabilities who received job training that they may be better leaving their current job training.

### Degree of disability

Degree of disability	Percentage	Respondents
Independent, mild or moderate	95%	1,180,662
Severe or bedridden	5%	59,577
Total	100%	1,240,239

### Labor force participation rate

Disability	Participation Rate
People with disabilities	26%
People without disabilities	59%

Notes: Participation rate was calculated according to individuals with disabilities who were working or actively looking for work and those who were not working or not actively looking for work. Means are calculated using weighted estimates.

Although 95% of people with disabilities in Chile were employable based on their degree of disability, their labor force participation rate of 26% was less than half that for people who were not disabled, at 59%. These numbers propose that individuals with disabilities are an underutilized segment of the labor force.

### Disability according to gender

Disability	Men	Women	Total
People with disabilities	45%	55%	1,254,158
People without disabilities	48%	52%	15,323,436
Total	48%	52%	16,577,594

### Disability among working age groups

Age Groups	People w/disabilities	People w/o disabilities	Total
15 to 24	3%	97%	3,004,752
25 to 34	4%	96%	2,158,409
35 to 44	5%	95%	2,253,608
45 to 54	9%	91%	2,231,768
55 to 64	15%	85%	1,514,965
Total	6%	94%	11,163,502

### Participation in employment training

Attend Employment Training	Yes	No	Total
People with disabilities	9%	91%	1,254,158
People without disabilities	30%	70%	15,323,436
Total	29%	71%	16,577,594

Women were found to experience disability at a higher rate than men.

Disability among working age groups is observed to increase with age, which is consistent with the higher incidence of disability caused by illness and accidents.

The 9% rate of people with disabilities who received job training indicates that there may be barriers keeping them from job training.

**Chile's National Policy of Social Inclusion for People with Disabilities (SENADIS, 2013-2020) seeks to:**

- Increase access to the labor market for people with disabilities who are of age to work, in conditions of inclusion and equality;

**OAS Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities (2006-2016):**

- Established to promote inclusion and full employment that is decent, productive and remunerative for people with disabilities in both the public and private sector.

**UN Convention on the Rights of Persons with Disabilities (Ratified by Chile in 2008):**

- CRPD Art. 27 requires that state parties recognize the right of persons with disabilities to work on an equal basis as others, in a work environment that is open, inclusive and accessible.



## **Employment Policy Recommendations for Chile:**

**Include people with disabilities and disability experts when creating respective employment policy.** Chile's National Disability Policy should include these various perspectives and take steps to implement work plans for individuals with disabilities into all government departments.

**Equal opportunity policies should provide particular attention for women with disabilities.** Chile's National Disability Policy coordinates public and private resources for optimal benefit, but a direct policy addressing equal opportunity practices is missing. This should include anti-discrimination and affirmative action policies.

**Employment training and capacity building should be further extended to people with disabilities.** Employment policy on training and capacity building should be developed to help people with disabilities access employment.

### 3. World Bank – Evidence-based social protection paper in support of people with disabilities in Latin America and the Caribbean.

## People with Disabilities - The Next Frontier for Poverty Reduction and Enhanced Equity

**Global Protection System in LAC**

**Relevance:** Numerous World Bank-led initiatives have been implemented to improve the disability safety. To date, no formal and consistent global framework exists to guide countries in their existing and planned work with disabilities. This includes social inclusion, employment, and other areas. This paper provides a framework for public programs and policies that take into account the needs of people with disabilities. This can provide a consistent framework for people with disabilities and other vulnerable populations in Latin America and the Caribbean.

**Goal:** Collaborative for Latin America and the Caribbean. The World Bank and Government of Colombia have agreed to create a social protection system for people with disabilities in 2013 (World Bank, 2013).

**Impact:** Help to build programs to increase the employment of people with disabilities in the labor market through social training.

**Education in LAC**

**Relevance:** The Education Sector has been a key driver of growth and development in Latin America and the Caribbean. However, the quality of education is still low, and the system is not inclusive. This paper provides a framework for public programs and policies that take into account the needs of people with disabilities. This can provide a consistent framework for people with disabilities and other vulnerable populations in Latin America and the Caribbean.

**Goal:** The Education Sector Development Program (ESDP) is a key component of the World Bank's support to the education sector in Latin America and the Caribbean. The ESDP aims to improve the quality of education and to increase the enrollment of people with disabilities in the education system.

**Impact:** The ESDP has helped to improve the quality of education and to increase the enrollment of people with disabilities in the education system. This has led to better employment opportunities for people with disabilities and to a more inclusive society.

**Disability Framework in the World Bank Global Practices Agenda**

- Disability should be mainstreamed in that almost all projects and programs at the World Bank have a disability component.
- Inclusive development should be promoted more generally. This will diminish the over-representation of people with disabilities in social protection programs and at the same time, make public employment and CCT programs more effective for people with disabilities.
- Eligibility for social assistance programs should be determined based on individual characteristics that merit inclusion (social model) rather than impairments or degree of severity (medical model).

This paper is a collection and analysis of World Bank programs in LAC that support the inclusion of people with disabilities in areas of social protection & labor, education and health.

Based on the review, guidance is provided for the increased incorporation of people with disabilities into the new Global Practices framework.



## Social Protection & Labor in LAC

**Ecuador** - *Manuela Espejo Solidarity Mission* is the main component of the country's disability policy "Ecuador sin barreras" and is composed of 7 different projects which includes a project on labor inclusion for persons with disabilities. In addition, Ecuador created a labor insertion law with a quota system for private and public employers with staff of 25 or more, that 4% of their employees should be people with disabilities. They also provide tax incentives to encourage employment for people with disabilities and civil society contributions including labor integration services.

**Haiti** – *Collaboration for Labor Market Integration*: The World Bank and Government of Ecuador have developed a labor market integration system for people with disabilities in Haiti since 2012.

**Jamaica** – *Step to Work labor program*: An innovative skill development mechanism to include people with disabilities in the labor market through vocational training.



## Education in LAC

**Colombia** – *Mas Familias en Acción*: The World Bank helped design a pilot project for this CCT program, to ensure that people with disabilities are included and that families that have children with disabilities fully participate and benefit.

**Jamaica** - *The Education Transformation Capacity Building Project* seeks to improve the efficiency, quality and accountability of education. Project activities include country-wide training of a core group of in-service teachers, who in turn train other teachers with an ultimate goal that they teach students with disabilities in a mainstream setting.

**Jamaica** - *The Early Childhood Development Project* seeks to improve monitoring of childhood development, as well as the quality of early childhood schools and care facilities. Early detection of disabilities in children is pursued through screening for development delays. Children who are identified to be at risk will be referred for intervention programming.

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**US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI) project 2013-2018, for USAID, Dept. of State and Dept of Labor, with Nathan Associates as the implementing partner.**

The US-ATAARI project aims to strengthen the capacity of APEC's developing member economies in advancing regional economic integration and working toward achieving the Bogor Goals of free and open trade in the Asia-Pacific region by 2020.

*Research report on Asia-Pacific efforts to advance the employment of people with disabilities.*

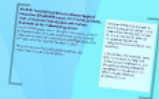
The report will identify strategies for removing employment barriers; share good practices among APEC member economies; and provide technical assistance to improve the employment outcomes of people with disabilities.

A key strategy is to incorporate views of the business communities and disabled people's organizations with the goal of promoting stakeholder consultation in all APEC economy efforts related to disability employment issues.

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