



Decent Work for Persons with Intellectual Disabilities - Role of the ILO

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International Labour Organization

- **Specialized Agency of the United Nations**
- **Set up in 1919, now has 182 Member States**
- **Tripartite in Structure**
 - Involves employer and worker representatives as well as governments
- **Deals with World of Work**
 - vocational training, employment, occupational safety and health, social security
 - Collective bargaining
 - Social partnership





ILO's Primary Goal **Decent Work**

**Promote opportunities for women and men,
including those with disabilities, to obtain
decent and productive work,
in conditions of freedom, equity, security
and human dignity**



Promoting Decent Work for People with Disabilities

- **ILO Standards on Disability**
- **Developing Knowledge on Good Practice**
 - **Research, Evaluation**
 - **Publications**
- **Advocacy**
 - **Policy Advice**
 - **Meetings and seminars**
 - **Training programmes**
- **Technical Cooperation Services**
 - **Projects in many regions**



What are ILO Standards?

Conventions

- Similar to international treaties
- They set down international Labour standards
- Are legally binding on States which ratify them

Recommendations

- Non-binding guidelines on labour standards, which
- Guide national policy and practice
- They may accompany a convention, or stand alone

Codes of Practice

- These are agreed, non-binding, rules and procedures, which are usually written in legal language, to support the implementation of law



ILO Standards on Disability

- Convention 159 on Vocational Rehabilitation and Employment (Disabled Persons) 1983
- Recommendation 168, 1983
- Recommendation 99, 1955
- Code of Practice – Managing Disability in the Workplace, 2001

➔ **All apply to people with intellectual disabilities**





Underlying Principles and Convictions

- **Principles**
 - Equality of opportunity, equality of treatment, non-discrimination
 - Mainstreaming
- **Convictions**
 - Obstacles faced by disabled persons arise largely from societal barriers
 - People with disabilities represent great potential, yet to be fully unlocked



Developing Knowledge on Good Practice

- **2010 publication**
 - **Promoting training and employment opportunities for people with intellectual disabilities – International Experience**



Advocating Equal Opportunities

- **Conference in Lusaka, Zambia, March 2010**
 - Opening Pathways to Training and Employment for People with Intellectual Disabilities in the African Region
 - Looked at what is working, to enable people with intellectual disabilities to get good jobs.
 - Addressed by people with intellectual disabilities from 5 countries
 - Participants adopted *Lusaka Declaration*

Technical Cooperation Project

- Proposal to set up pilot Supported Employment project in Uganda
- This will be an example for other countries in the region.
- Aim: People with intellectual disabilities will benefit



Working in Partnership

- Other UN agencies
 - UNESCO, UNICEF, WHO, World Bank
 - Inter-agency Support Group - UN CRPD
- International Disability Alliance (IDA)
- Global Applied Disability Research and Information Network on Employment and Training (GLADNET)
- Employers' Forum on Disability (UK)
- World Association for Supported Employment

**Read more about ILO work for
Persons with Disabilities**

www.ilo.org/disability