



# PARTICIPATION IN WORKING LIFE – FROM AN INTERNATIONAL PERSPECTIVE

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# REHABILITATION INTERNATIONAL



**Advancing the Rights and Inclusion of  
Persons with Disabilities World Wide**

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26/11/2018

3

# REHABILITATION INTERNATIONAL

- Established in 1922
- Multistakeholder organization
- EC and GA
- Regional Vice Presidents ( Joachim Breuer from 2008 – 2016 )
- Commissions ( Friedrich Mehrhoff – Chair of Work and employment Commission )
- German members – DVfR and BAR
- Main office in New York



# RI – HISTORY AND STRATEGIC PLAN

- Paralympics
- CBR
- Symbol of Access
- UN Convention
- Rehabilitation and Disability as main focus in Strategic plan

# LAST WORLD CONGRESS



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26/11/2018

6

# DEFINITION OF WORKING LIFE , EMPLOYMENT AND SELF EMPLOYMENT

- «The part of a person's life when they do a job or are at work.» - Working life
- Employment . « The fact of someone being paid to work for a company or organization»
- Self employment «is a situation in which an individual works for himself insted of working for an employer that pays a salary»



# WORKING POPULATION

**Working population** refers to the number of people who are willing and eligible to work

- For instance, the International Labor Organization defines it as an estimate of a country's labor force that is available for production.



# UNEMPLOYMENT – A GLOBAL CHALLENGE

- Difficult to find good statistics since different countries use different criteria when they make statistics on this issue.
- But marginalized groups have greater difficulties to enter into the workforce
- Among these marginalized groups we find PwDs, indigenous peoples, refugees, immigrants and others

# HOW TO ENTER THE WORKING LIFE

- Employment in the «normal» workforce
- Self employment
- Supported employment ( Individual Placement and Support ( IPS))- US and Canada in the 80th´s
- Sheltered workshops

# WORK AND EMPLOYMENT ( PWDs )

- In Scandinavia – about 45-50 % of PwD are in the workforce
- In Asia – about 10- 20% of PwD are working
- Lack of inclusive education
- Lack of Universal Design – lack of accessible transport and workplaces
- To much focus on Disability instead of Ability
- Quotas in some countries



# QUOTAS – PROS AND CONTRAS

- Research from several European countries carried out by Birgitte von Lierop from Holland shows that quotas can be effective:
- But it is on the condition that the working agencies respect the employers need to get support in adaption of the working place and follow ups additional to financial compensation for individual lack of productivity by the employee.
- The example from Netherlands ( set a political goal for the employers within a time limit – if not reached – the result is a quota system ( in place in public sector )

# AN INCLUSIVE WORKING LIFE ( EX NORWAY )

- The agreement on an inclusive working life: 2014-2018 ( started 2001)
- An MoU between the government and the partners in the working life ( employers –and workers organizations)
- 3 main goals in the agreement:
- Goal nr 2:  
« Prevent drop out and increase the employment of PwDs»

The results on Goal nr 2 has not been satisfactory

# THE LINK BETWEEN EMPLOYMENT AND HEALTH

- Work and employment is the single most important factor to secure good health – WHY?
- Gives income to the person and to the society
- Gives the person a feeling of being a part of the society
- Gives the person a feeling of contributing and strenghtens selfesteem
- Gives the person the chance to use his/her potential/ abilities
- Gives the person a chance to grow and develop.



# WORK AND EMPLOYMENT –HEALTHY WORKPLACES

- A need for barrier free workplaces
- Inclusive working environments – focusing on abilities and inclusion
- Preventive health risk programs in the workplaces
- Early intervention programs
- Systematic return to work programs – guidelines Issa/RI
- Access to quality rehabilitation services
- Barrier free infrastructure to health clinics

# THE GLOBAL SITUATION IN WORK AND EMPLOYMENT PWDs

- In developing countries – 80-90% are unemployed
- In the most developed countries the unemployment rate is 50-70 %
- In EU – PwDs are two to three times more likely to be unemployed than others
- Latin America and the Caribbians - 80-90% are outside the work force
- Australia – about 2/3 were unemployed
- Asia/Pasific – 80% or more are unemployed
- Germany – 14.8% of PwDs were unemployed in 2016

# THE BIOPSYCHO-SOCIAL MODEL OF DISABILITY

- This model views disability as arising from a combination of factors at the physical, emotional and environmental levels.
- Other models:
  - A) Medical model
  - B) Rehabilitation model
  - C) Social model



# WHY – DO WE HAVE THIS SITUATION

- A need for better data to describe the actual situation
- Attitudes in the societies at large
- Lack of political will to make a change
- Lack of Awareness
- The charity model is still in place in most societies

# WHO CAN MAKE THE CHANGE?

- Civil Society must play a leading role !
- Both on a national – regional and a global level.
- RI has to continue it,s work.
- ISSA and ILO can play an important role in the future on the global level within this field.
- Germany can play an important role as a good example.

# WHO CAN CHANGE THIS SITUATION? - CONT

- Professional organizations
- Media
- Global entities like UN – ILO - WHO – Unesco – Unicef
- Regional entities like UNESCAP – EU and others



# RI CONTRIBUTION – VISION ZERO BARRIERS

- Cross commission initiative by the Work and employment Commission
- *Vision Zero Barriers is about Equality and Universal design.*
- *Education is very important for employment of PwDs – Article 24 in CRPD*
- *The close link between health and function and employment*

# INTERNATIONAL GUIDELINES ON RTW

- International Social Security Association (ISSA), Geneva
- Rehabilitation International (RI), New York
- International Disability Management Standard Council (IDMSC)
- (Since November 2013)

# TARGET GROUP

- RTW guidelines are addressed to the senior management for providing appropriate structures and processes in social security institutions
- Return to work and rehabilitation programmes are part of a pro-active approach of fundamental importance to social security institutions.
- Social security institutions are payers of health care, pensions, unemployment benefits in cases of injuries and diseases and act within a political and legal framework.



# RI GLOBAL – TEN GOLDEN PRINCIPLES OF INCLUDING PWDS IN THE COMPETITIVE LABOR MARKET

- **RI Global Position Paper ( 2014 )**
- *They must underpin the policy by all the relevant stakeholders in rehabilitation including actors such as policy makers in the areas of social security, persons with disabilities (pwd), enterprises, professionals and practitioners operating in vocational fields.*

# RI GLOBALS GUIDE ON ACCESSIBILITY FOR ENTERPRISES

- The objective of the study (2018-2019) is to find best practices and international experiences for an extensively accessible working environment that can subsequently be offered for implementation to German enterprises and their associations. The DGUV has devised an interview guide to assist in identifying suitable examples of accessibility at the workplace.

# WHAT ARE THE GLOBAL INSTRUMENTS ?

The UN declaration on Human Rights- 1948

The UN CRPD – 2006

The World Report on Disability – 2011

WHO Action Plan 2014

SDGs - 2015



## ARTICLE 22 - HRC

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

## ARTICLE 25 - HRC

(1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

# OTHER RELEVANT UN CONVENTIONS

- “Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) – Established in 1979
- Ratified by 189 states
- CSW – in New York - March



# Adoption of the UN CRPD



ON DEC. 13, 2006 AT THE UNITED NATIONS IN NEW YORK.



## Convention of the Rights of Persons with Disability (CRPD), Art. 27 „Work and Employment“

„(1) States parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia:

(2) Promote vocational and professional rehabilitation, job retention and return to work programmes for persons with disabilities.

## ARTICEL 26 HABILITATION AND REHABILITATION

- “States Parties shall take effective and appropriate measures, including through peer support, to enable persons with disabilities to attain and maintain maximum independence, full physical, mental, social and vocational ability, and full inclusion and participation in all aspects of life.



## CONTINUE ARTICEL 26 – CRPD 2006

- To that end, States Parties shall organize, strengthen and extend comprehensive habilitation and rehabilitation services and programmes, particularly in the areas of health, employment, education and social services.”

# WORLD REPORT ON DISABILITY 2011

- A cooperation between WHO and the World Bank
- Published in 2011
- RI Global was very active in the development of the report.

# WORLD REPORT ON DISABILITY – JUNE 2011

- RECOMMENDATIONS:
  1. Enable access to all mainstream policies, systems and services
  2. Invest in specific programs and services for PWD
  3. Adopt a national disability strategy and plan of action.



## WRD – CONT.

4. Involve people with disabilities
5. Improve human resource capacity
6. Provide adequate funding and improve affordability
7. Increase public awareness and understanding of disability
8. Improve disability data collection
9. Strengthen and support research on disability

# WHO RESOLUTION ON DISABILITY

- RI together with Ecuador promoted a new resolution in 2012.
- Adopted by the WHA in May 2013.
- The main focus of the resolution was to produce and adopt a Disability Action plan in WHA in 2014.

**DISABLING BARRIERS – BREAK TO INCLUDE**

# **WHO global disability action plan 2014-2021:**

## **Better health for all people with disability**





# OBJECTIVES

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1. To remove barriers and improve access to **health services and programmes**.
2. To strengthen and extend **rehabilitation, habilitation, assistive technology, assistance and support services, and community-based rehabilitation**.
3. To strengthen collection of relevant and internationally comparable **data on disability**, and **support research on disability and related services**.

# WHO - REHABILITATION 2030 : A CALL FOR ACTION

**REHABILITATION**

— 2030 —

a call for action

## ILO INITIATIVE

- ILO Global Business and Disability Network
- 5. Annual meeting took place in Geneva on October 22
- This meeting was about «Globalised corporate disability inclusion practices»



SDGs



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**1** NO POVERTY



**2** ZERO HUNGER



**3** GOOD HEALTH AND WELL-BEING



**4** QUALITY EDUCATION



**5** GENDER EQUALITY




**6** CLEAN WATER AND SANITATION



**7** AFFORDABLE AND CLEAN ENERGY



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**10** REDUCED INEQUALITIES



**11** SUSTAINABLE CITIES AND COMMUNITIES



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



**14** LIFE BELOW WATER



**15** LIFE ON LAND



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**17** PARTNERSHIPS FOR THE GOALS



**SUSTAINABLE DEVELOPMENT GOALS**



# GOAL 3 - HEALTH

“Ensure healthy lives and promote well-being for all at all ages”



## GOAL 8

- By 2030, achieve full and productive employment and decent work for all men and women, including for young people and **persons with disabilities**, and equal pay for work of equal value

## GOAL 10

- 10.2. By 2030 empower and and promote social, economic and political inclusion of all, irrespective of age, sex, **disability**, race, origin, religion or economic or other status

# HOW TO MAKE A CHANGE ?

- Awareness raising
- Better data collection
- Change from charity to a rights based approach on Disability
- Change politics and policies
- Change attitudes in the society and among employers



# CONCLUSIONS

- A need for better data to describe the actual situation
- Attitudes in the societies at large must be changed from disability to ability
- Create a political will to make a change – Inclusion is an investment for the society and the individual
- Increase Awareness – Use traditional media and social media
- Change from a charity model to a rights based model

## CONCLUSIONS - CONT

- Use the global instruments on national level
- If all national governments are able to implement the global instruments on the grass root level PwDs will participate in the workforce in line with all others by 2030.
- This is a common responsibility for Governments – Civil society organizations DPOs and other stakeholders.