

DECENT WORK

A better world starts here.



International
Labour
Organization

The 10th ASEAN and Japan High Level Officials Meeting on Caring Societies

25 October 2012
Tokyo, Japan

ILO Regional Office for Asia and the Pacific
Bangkok, Thailand



ASIAN 2006
DECENT WORK
DECADE 2015



Decent work and natural disasters



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*ILO advocates for **job-rich, employment-led** reconstruction efforts.*

- Jobs = Key to sustainable and successful recovery*
- Reconstruction by people themselves*



Outline



International
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- 1 ILO's assistance in post-disaster reconstruction
 - Policy development
 - Technical cooperation projects

- 2 Towards inclusive reconstruction
 - International protocols
 - Gaps in policy and actions
 - Findings from Tohoku, Japan

- 3 Inclusive reconstruction: HOW?
 - Key principles generated from disability inclusion programmes



1. ILO and Post-disaster Reconstruction

The UN Policy on Post-conflict Employment Creation, Income Generation and Reintegration

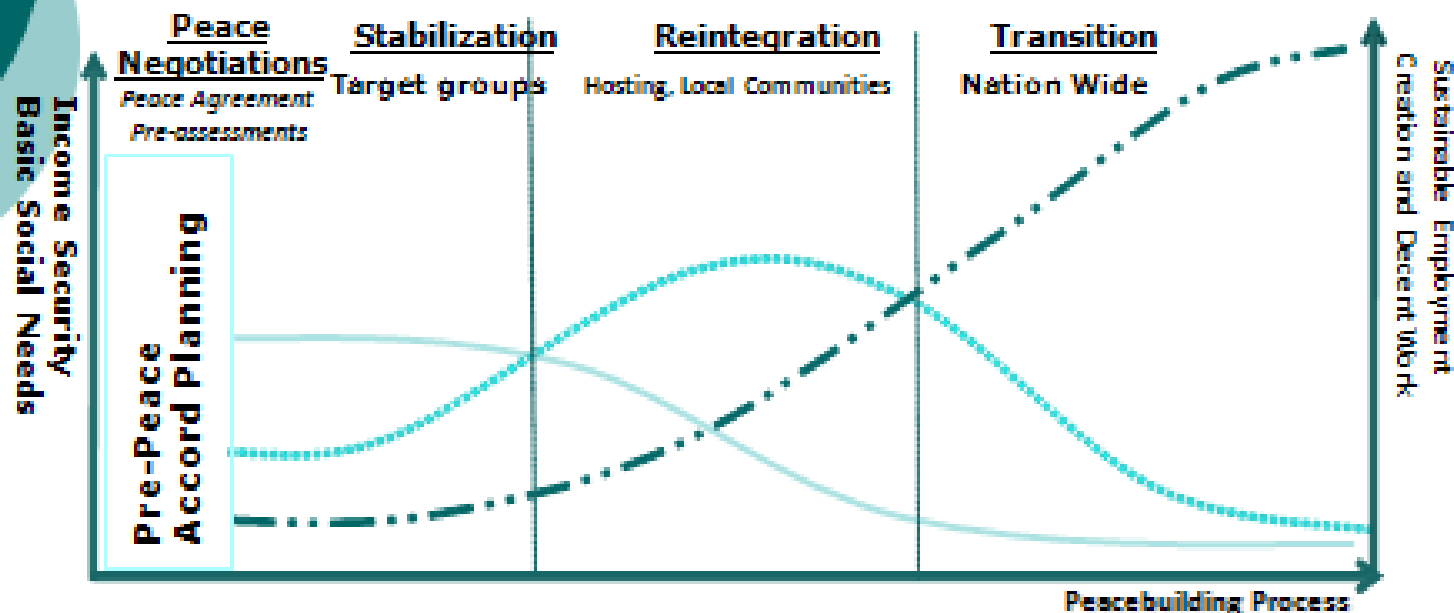
- First UN System-wide policy on post-conflict employment issues
- ILO and UNDP led the development process
- Joint efforts of 19 UN agencies, programmes and funds including the IMF and World Bank
- Approved by the UN Secretary General in May 2008

Available at: http://www.ilo.org/employment/Whatwedo/Publications/lang--en/docName--WCMS_117576/index.htm



UN Policy on post-conflict employment creation, income generation and reintegration

One Programme on Three Concurrent Tracks



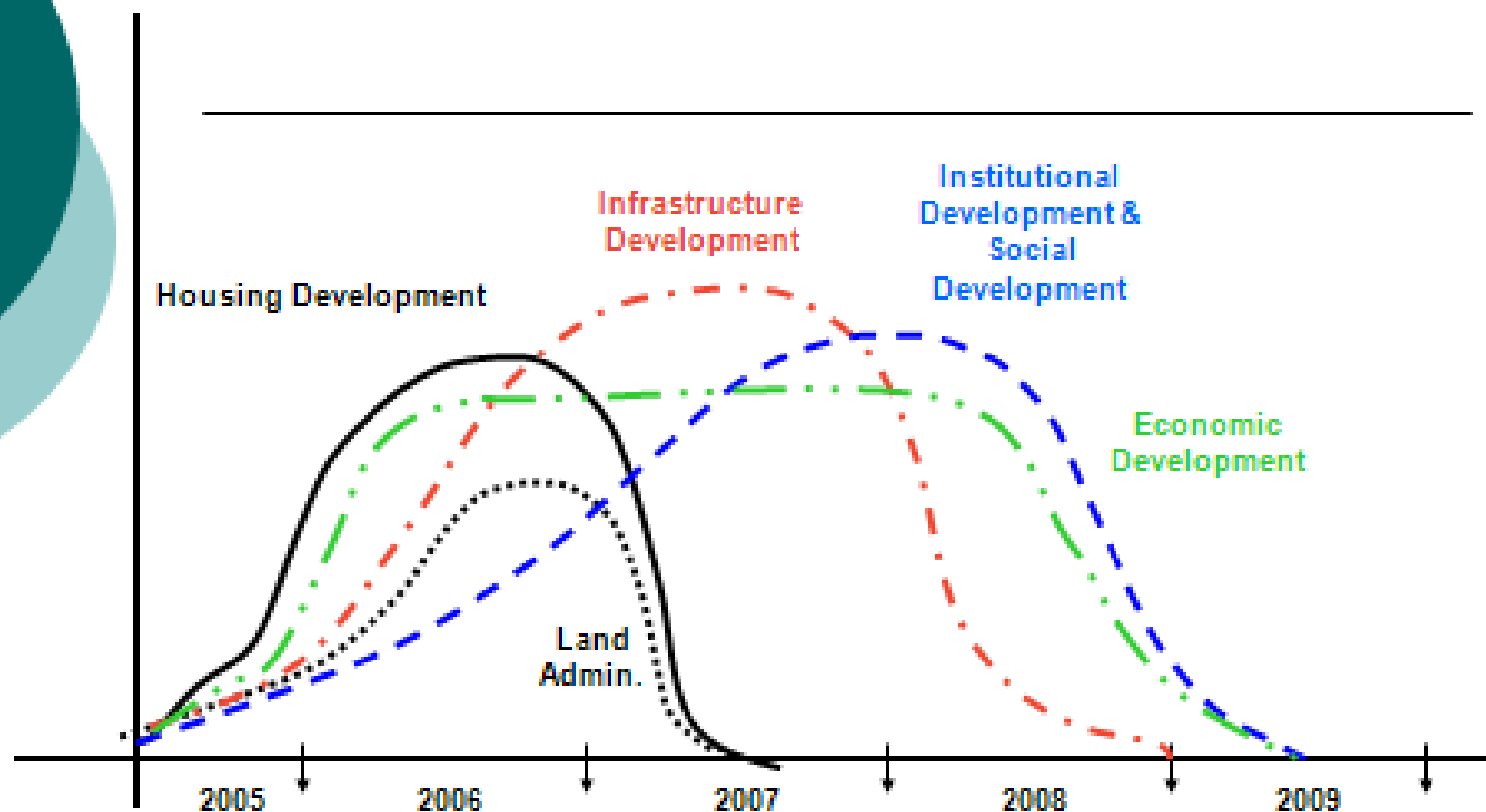
Track A STABILIZING INCOME GENERATION & EMERGENCY EMPLOYMENT 

Track B LOCAL ECONOMIC RECOVERY FOR EMPLOYMENT AND REINTEGRATION 

Track C SUSTAINABLE EMPLOYMENT CREATION AND DECENT WORK 



Intensity of reconstruction Activities in Ache, Indonesia: 2005-2009



Source: The BRR Institute



1. ILO and Post-disaster Reconstruction



Workers from local communities pouring concrete to pave a village path, Myanmar



A tsunami survivor rebuilt his coffee shop after an ILO business training programme and financial support, Indonesia

Technical Cooperation and Policy Advice

Track A (Individuals)

- Emergency job creation
- Setting up emergency employment centres
- Providing short-cycle skills training

Track B (Communities)

- Providing skills and entrepreneurship training
- (Re)building community-based organisations
- Providing business recovery support
- Community contracting

Track C (Nation-wide)

- Developing the private sector
- Enabling business environment
- Developing social protection system

1. ILO and Post-disaster Reconstruction



Sign indicating a direction to a temporary vendor shop selling fuel and reconstruction materials, Minami-sanriku, May, 2011



“Japan as One” Work Project

Japanese Ministry of Health, Labor and Welfare

Research

Post-disaster Employment and Labour Policy Measures in Japan

- *Conducting research on employment-focused disaster recovery efforts both by the public and private sectors*
- *Generating lessons learned and good practices*
- *Disseminating and sharing findings as international knowledge resources*

- *Japan: The main case study*
 - *High rate of the disabilities and elders among the victims*
 - *Reconstruction in aging society*
 - *Comprehensive public policies*
 - *Private sector's efforts*



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2. Towards Inclusive Reconstruction

International Protocols

Disabilities

- ILO Convention 159 “Vocational Rehabilitation and Employment (Disabled Persons)”, 1983
- UN Convention on the Rights of Persons with Disabilities, 2006

Elders

- UN Madrid International Plan of Action on Ageing (2002)

Principle: *Mainstream* concerns and needs of the disabled and the elders need (NOT to segregate them)

2. Towards Inclusive Reconstruction

Gaps in Policy and Actions

- 1 **Few data** on the vulnerable populations (e.g. the disabled, elders, migrant workers, as well as those in **the informal sector**)
- 2 **Silent populations**: “Our need is not a priority”, Survivors’ guilt *Shinsai Shogaisha* (“Disaster PwD”), Great Hanshin-Awaji Earthquake, 1995 – The issue surfaced 16 years later.
- 3 Few agencies dedicated to the elders
- 4 Very few assistance efforts on their **livelihoods**

2. Towards Inclusive Reconstruction

Preliminary findings from Tohoku, Japan

- Active and well coordinated NGOs for the disabled

Challenges

- Disaster-related death – 90% are those of 70 y.o above
- Hard to find and reach beneficiaries
- Livelihoods and employment

Needs

- Flexible modification of existing regulations
- Multi-year budgeting to mainstream disabilities
- Guidelines for future disasters
- A coordinating mechanism similar to a UN Cluster

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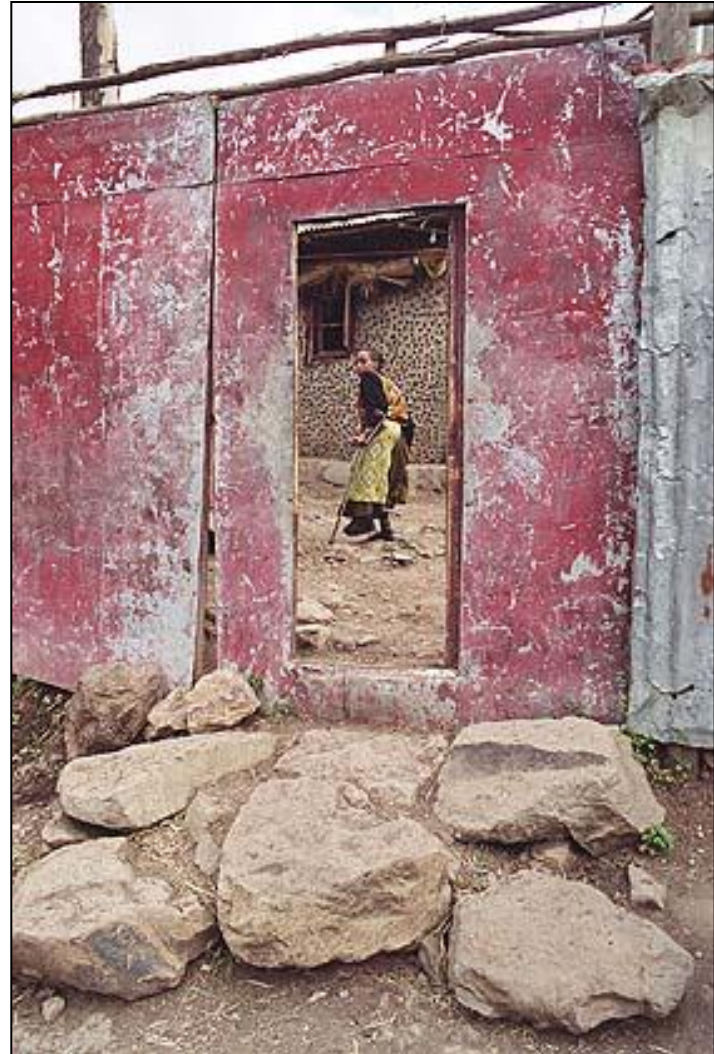
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Barriers

Types of barriers

- Physical
- Information and communication
- Legal and institutional
- Negative attitudes, negligence and assumptions



Principles for Removing Barriers in Reconstruction

1. Ask disabled people what they need



Principles for Removing Barriers in Reconstruction

2. Team up with medical colleagues



Principles for Removing Barriers in Reconstruction

*3. Include into mainstream programmes
(Separate services can be ineffective and expensive)*



Principles for Removing Barriers in Reconstruction

4. Ensure access to facilities, services and information



Principles for Removing Barriers in Reconstruction

5. Work with community: family, friends, other community members



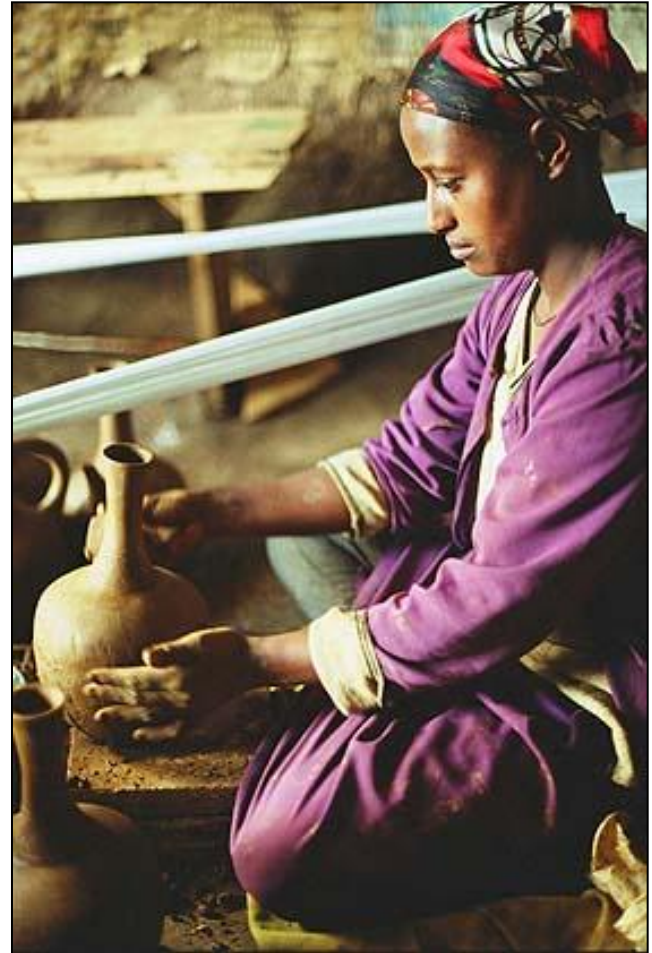
Pre-programme assessment

- Disability disaggregated data
 - Impairment
 - Supports needed, if any
 - Abilities
 - Willingness to take part in training or economic activities



Programme designing, planning and implementation

- Allocate budget
- Link up with other national policies and programmes
- Send out information
- Build capacity on disability issues – staff training
- Private sector – great ally to train and hire the target groups



Programme monitoring and evaluation

- Follow-up in the community: monitoring for disability inclusion, service needs and supports
- Evaluation of impact: disability disaggregated data



ILO Tools on Disability Inclusion

Entrepreneurship, Small Enterprise Development and Rural

- **Count us in! How to make sure that women with disabilities can participate effectively in mainstream women's entrepreneurship development activities.** ILO, Geneva, 2008. ISBN 978-92-2-121718-3; 978-92-2-121719-0 (web). PDF: <http://www.ilo.org/disability>
- **Replicating success tool kit.** A series of tools for replicating the Alleviating Poverty through Peer Training Programme, a grassroots livelihood and small enterprise development project that used peer training as its main delivery mechanism for people with disabilities and others living in remote and rural areas.
- **Replicating Success: A manual to alleviate poverty through peer training.** ILO Subregional Office through for East Asia, 2009. ISBM 978-92-2-1223993. Also available in Khmer. (Soon to be posted on ILO disability web site)
- **Replicating Success: The video,** ILO Subregional Office through for East Asia, 2008. Illustrates the APPT project and peer training approach. Also available in Khmer. Contact Disability Hotline.
- **Training for success: A guide for peer trainers.** Regional Office for Asia and the Pacific, 2008. ISBN 978-92-2-120501-2. Also available in Khmer: ISBN 92-2-820501-5. PDF: <http://www.ilo.org/disability>
- **Managing success: An instruction manual for the APPT database and management information system. (Database CD ROM included).** ILO Subregional Office for East Asia, 2008. ISBN 978-92-2-120503-6. Also available in **Khmer**: ISBN 978-92-2-820503-9. PDF: <http://www.ilo.org/disability>
- **Voices of women entrepreneurs in Ethiopia, Tanzania, Uganda and Zambia.** ILO Skills and Employability Department and ILO Women's Entrepreneurship Development and Gender Equality, Small Enterprise Development Programme in partnership with Irish Aid. ILO, Geneva, 2008. ISBN 978-92-2-121269-0; 978-92-2-121270-6 (web).
- Also individual booklets: (PDFs: <http://www.ilo.org/disability>)
Voices of Women Entrepreneurs in Ethiopia: ISBN 978-92-2-121361-1;
Voices of Women Entrepreneurs in Tanzania: ISBN 978-92-2-121363-5;
Voices of Women Entrepreneurs in Uganda: ISBN 978-92-2-121365-9;
Voices of Women Entrepreneurs in Zambia: ISBN 978-92-2-121367-3;
- **Link and learn: Inclusion of women with disabilities in the ILO WEDGE Programme. Progress assessment in four African countries (Ethiopia, Tanzania, Uganda and Zambia).** Maureen Gilbert. ILO/Irish Aid, Geneva. ILO, Geneva, Nov. 2007. ISBN 978-92-2120179-3 (print); 978-92-2120180-9 (web). PDF: <http://www.ilo.org/disability>

ILO Tools on Disability Inclusion

Formal Sector, Large and Multinational Companies

- **ILO Code of Practice: Managing disability in the workplace.** ILO, Geneva, 2002. ISBN 92-2-111639-5. (12 CHF). *To order: pubvente@ilo.org*. PDFs in **English, French** and **Spanish**: <http://www.ilo.org/disability> (also in **Amharic, Arabic, Bosnian, Estonian, Finnish, German, Hungarian, Icelandic, Japanese, Latvian, Lithuanian, Mandarin, Mongolian, Nepalese, Polish, Portuguese, Russian, Slovenian, and Ukrainian.**)
- **EmployAbility: A resource guide on disability for employers in Asia and the Pacific.** Debra A. Perry (ed.). ILO Regional Office for Asia and the Pacific, Bangkok, 2007. ISBN 978-92-2-119122-3; ISBN 978-92-2-119123-0 (web). Available also as a DVD. PDF: <http://www.ilo.org/disability>
- **VCD: AbilityAsia: Hiring People with Disabilities, Employer Perspectives.** AbilityAsia/ILO. ILO Regional Office for Asia and the Pacific, Bangkok, 2002. See a sample, contact Disability Hotline for copy: <http://www.ilo.org/public/english/region/asro/bangkok/ability/video.htm>
- **Unlocking potential: A multinational corporation roundtable on disability and employment - Asia and the Pacific. Proceedings of the Meeting, Bangkok, Thailand, 6 July 2005.** ILO Regional Office for Asia and the Pacific, Bangkok, 2005. ISBN 92-2-1178-21-8. PDF: <http://www.ilo.org/disability> (meeting document)

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Thank you



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