



International
Labour
Organization

Fostering an enabling environment for inclusion

Public Employment Services

Increasing employment participation for the elderly and disabled
14th ASEAN and Japan high level officials meeting on caring societies

Zulum AVILA

8-11 November 2016, Tokyo

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1. Overview of the global situation

Demographics

Disability and population ageing **are**
rising...

Population ageing

901

MILLION PEOPLE
aged +60 years in 2015

2.1

BILLION PEOPLE
people aged +60 by 2050

Disability

1

BILLION PEOPLE
Disabled in the world

785

MILLION PEOPLE
Disabled of working age

Women and men with disabilities are...

LESS LIKELY to be in full time employment than non-disabled persons

UNEMPLOYMENT rates **2x HIGHER** than for all other workers

LOWER labour force participation rates

Many disabled are **NOT REGISTERED** as employed or unemployed

Face more difficulties in finding **DECENT WORK**

Older people are...

Working longer as statutory **RETIREMENT AGES** are increasing...

HIGHER UNEMPLOYMENT rates and LONG-TERM unemployment

More than **30** per cent of older men and **15** per cent of older women were **active** in the labour force

PART TIME work and other **flexible** work arrangements are increasing among older workers

FUNCTIONAL limitations among older workers: hearing loss, back and neck pain, falls and reduced mobility

Rising inequality

22%

of the world's **POOREST**
people have a disability

HALF

of all people over
PENSIONABLE age
do not receive a pension

SUSTAINABLE DEVELOPMENT GOALS



Promote inclusive and sustainable economic growth, and **decent work for all**



Guaranteeing equal and accessible education



Emphasizing social, economic and political inclusion



Creating accessible cities and sustainable transport systems



Improving data collection & monitoring of the SDGs

**Fostering a diverse labour force &
making full use of people's
skills and capacities**

3 to 7%

GDP gains

Disabled and older workers

UN Convention on the Rights of Persons with Disabilities (2006)

Variation in national interpretations

Older Workers Recommendation, 1980 (No. 162)

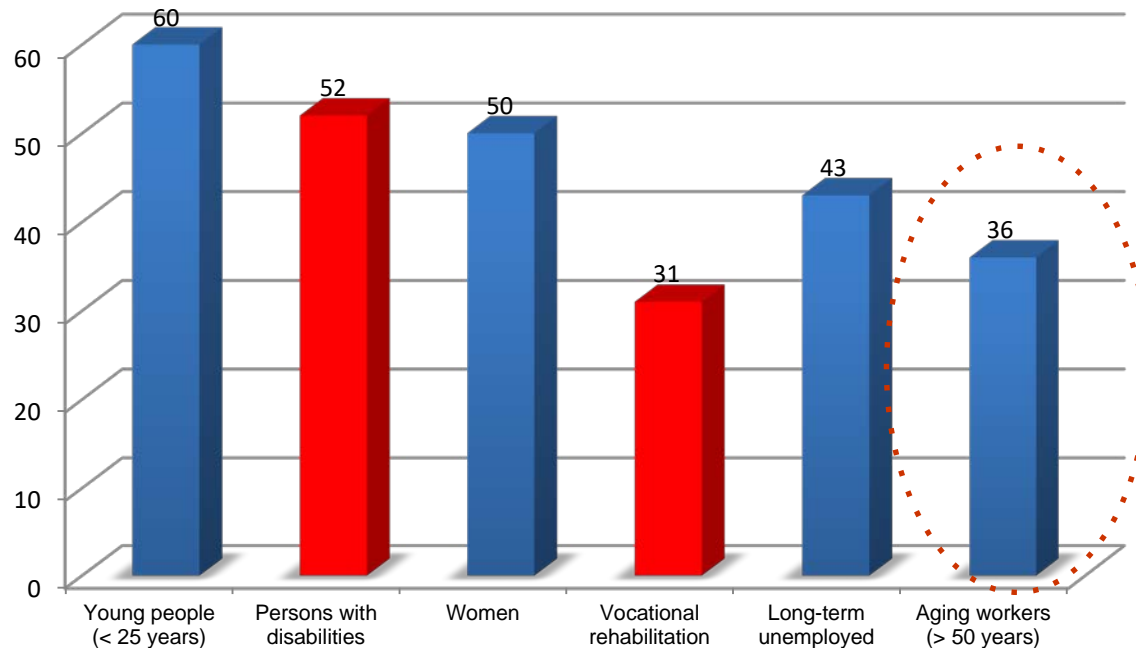
No exact or commonly recognised age

- As with other clients the range of services, entitlements and supports differs from one country to another
- They are a diverse group and also differ significantly in their service needs

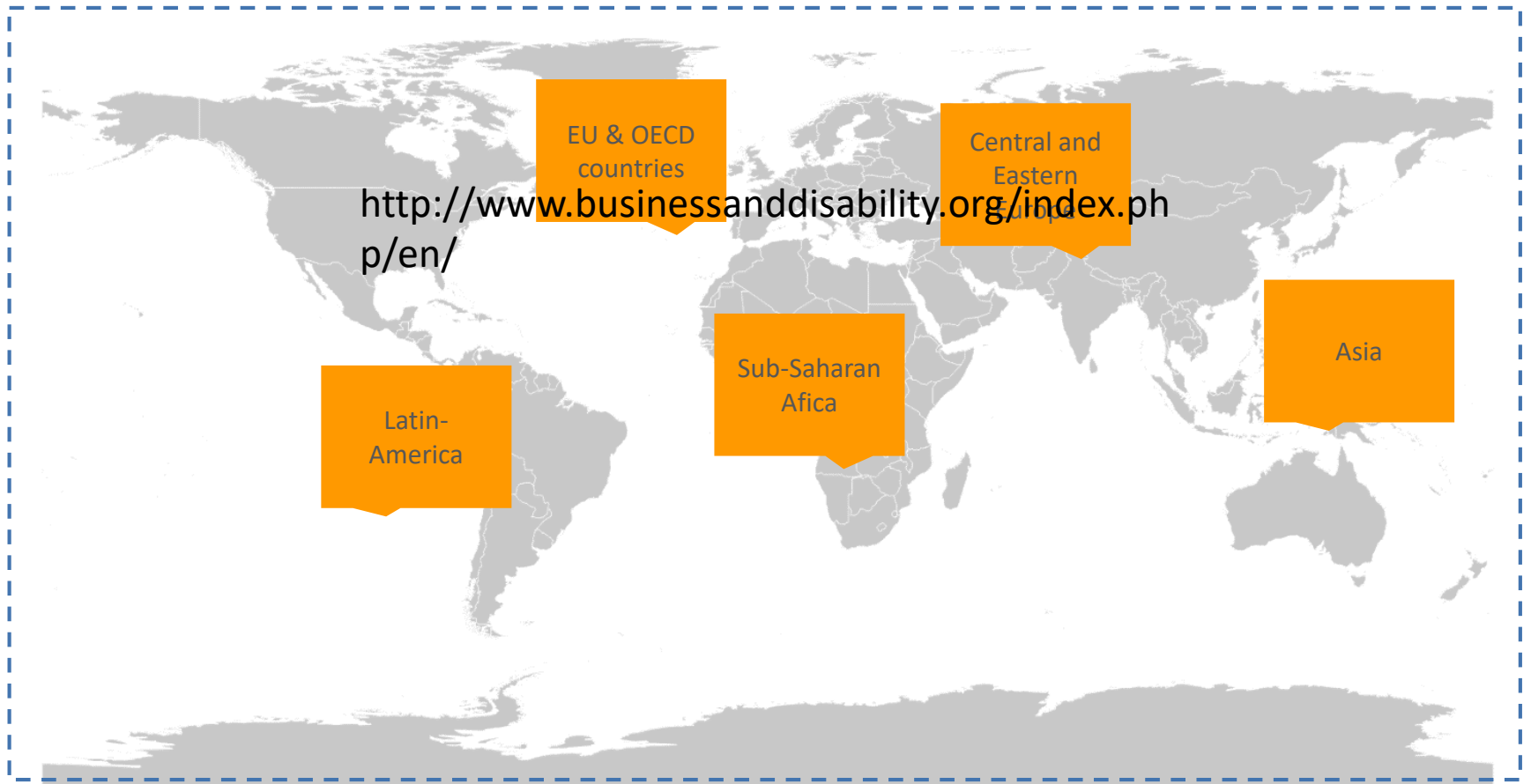
2. Employment Services: promoting inclusive labour markets

PES offering programmes and services for the inclusion in the labour market of target groups (2014-16)

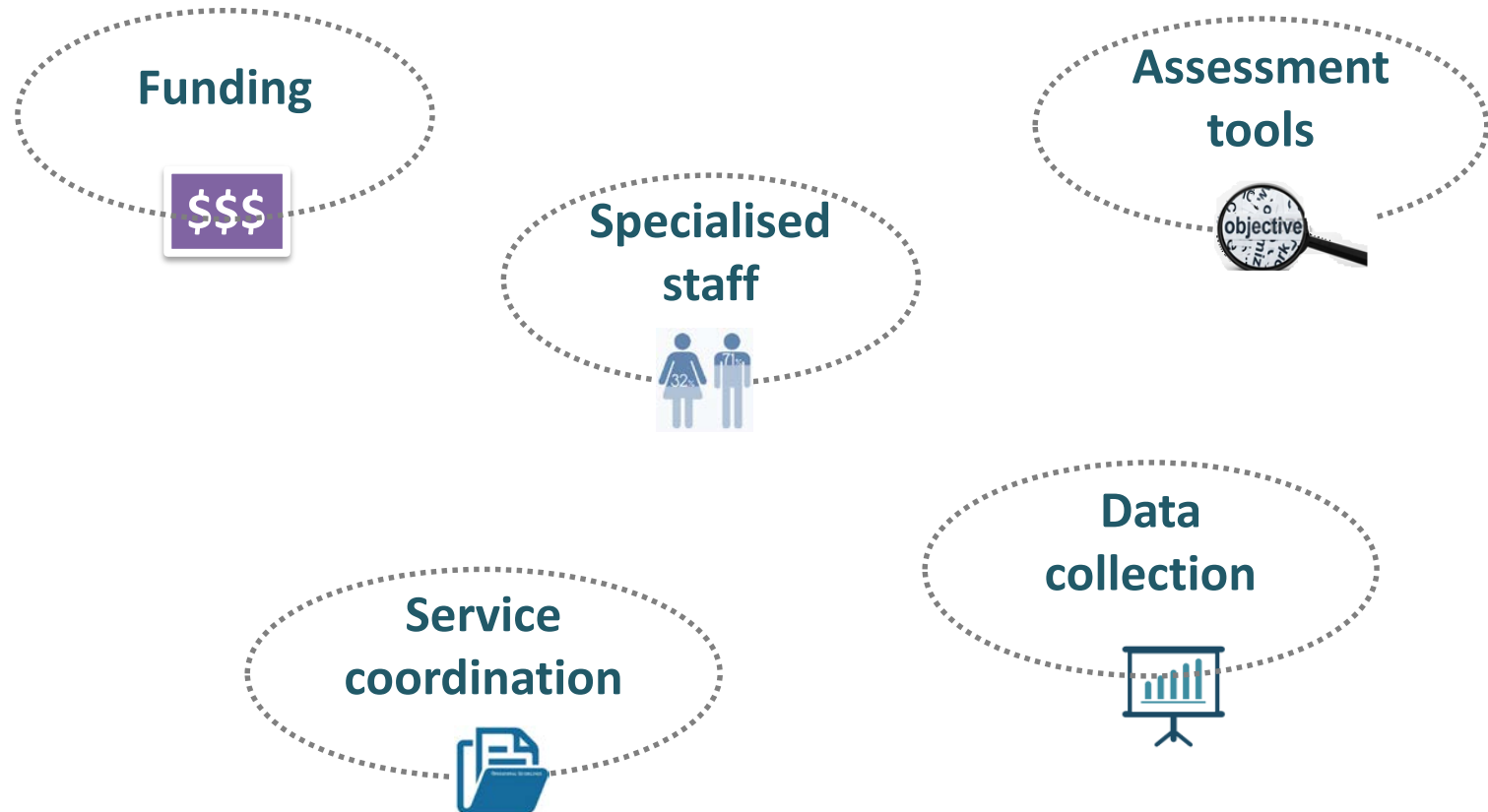
73 responding PES



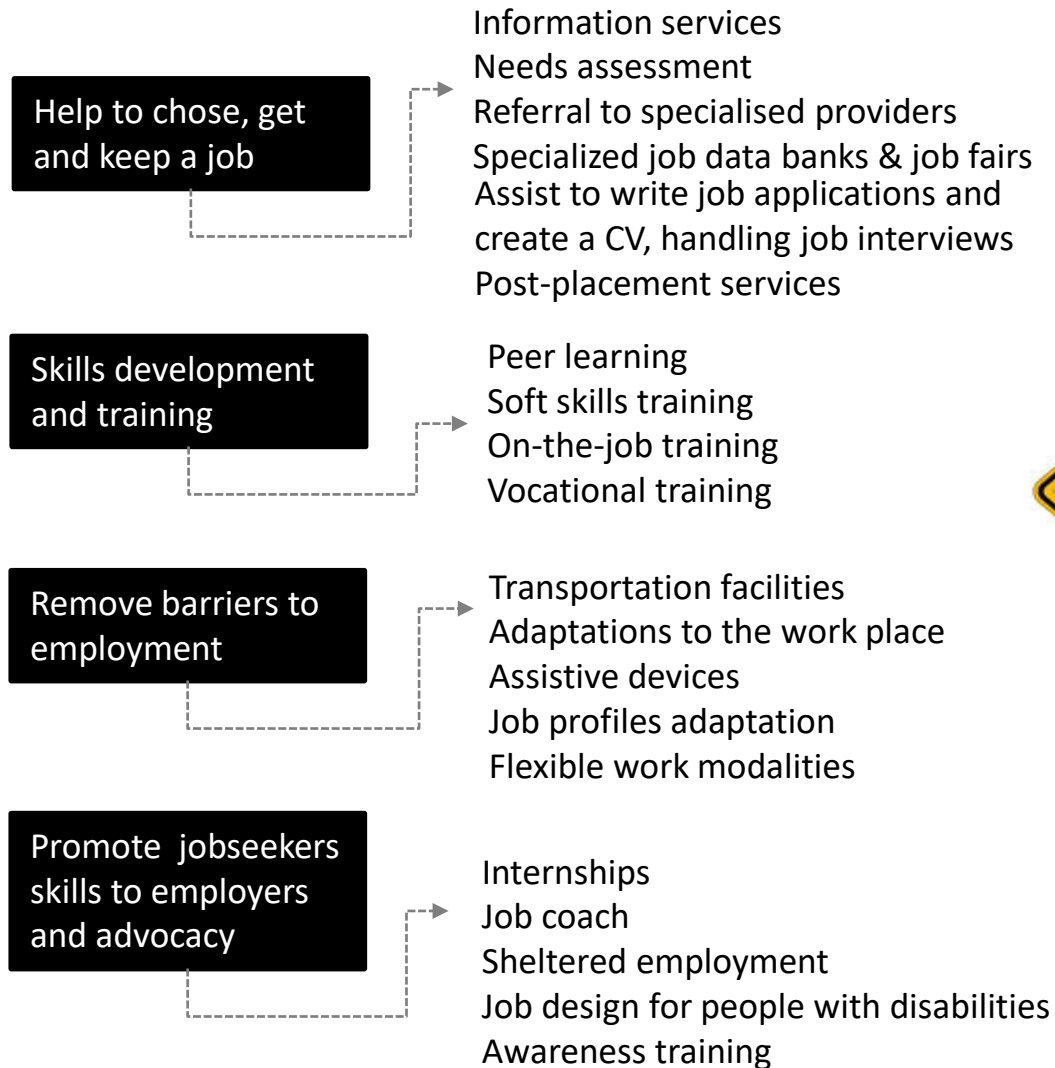
PES offering programmes and services for diversity and inclusion



Policy concerns for inclusion...



Directing people to the right back to work pathway



**Job
mark
et**

Effective active labour market polices for inclusion...

Increase employability and autonomy



Help jobseekers to chose, prepare and keep a job, including through providing access to training and entrepreneurship development

Support employers and jobseekers in parallel



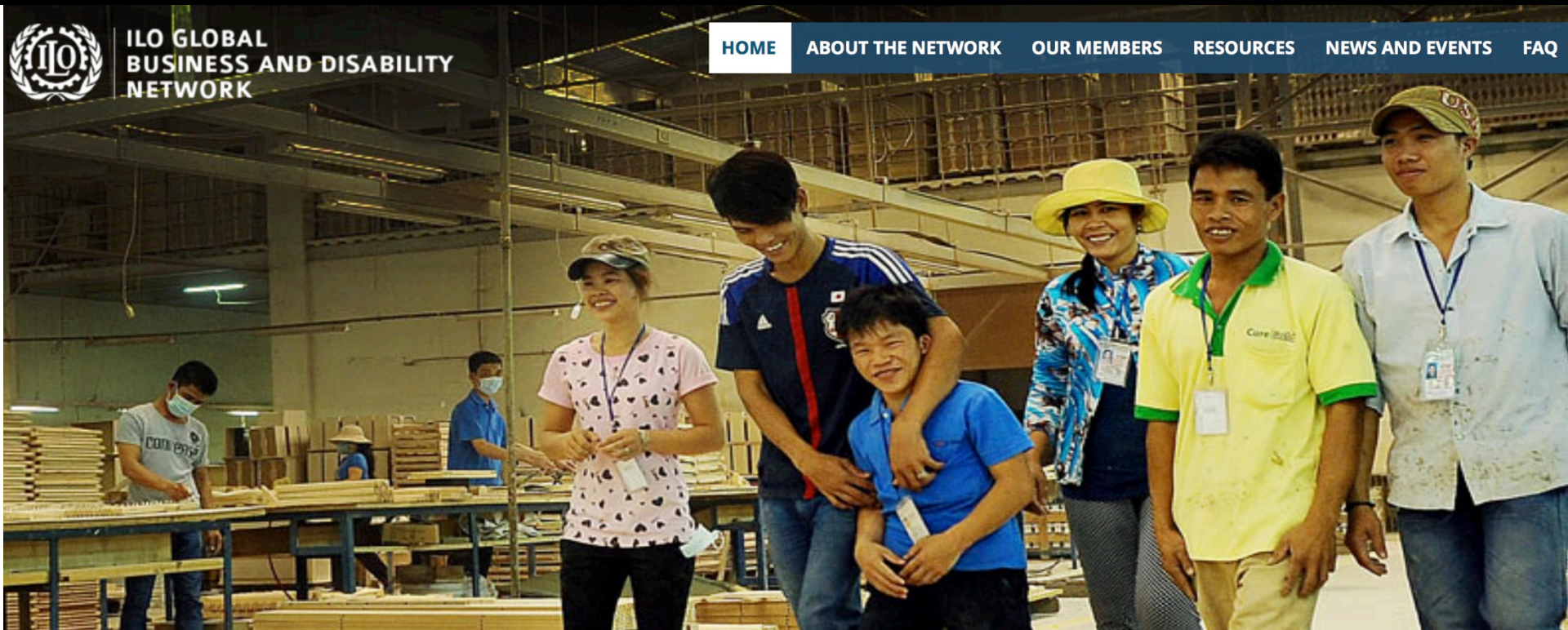
Work with enterprises and networks of employers to promote the business case for the employment of persons with disabilities and exploring the possibilities for prolonging working life for older workers

Partnership-based delivery



Facilitate coordination and pooling resources and expanding job opportunities for the disabled and older workers

ILO Global Business and Disability Network



ILO GLOBAL
BUSINESS AND DISABILITY
NETWORK

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OUR MEMBERS


RESOURCES

NEWS AND EVENTS


FAQ

<http://www.businessanddisability.org>


3. To take away



The future of work is not only about providing jobs but also about promoting a diverse workforce and inclusive labour markets



Ensure that the active labour market measures and services available to help people to choose, get and keep a job are inclusive and target the groups at risk



Promote employability, personal autonomy and employer's satisfaction



Thank you
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