

The 9<sup>th</sup> ASEAN & Japan High Level  
Officials Meeting on Caring Societies

# Employment Creation for Older Persons and Disabled Persons at Community Level

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# Outline

- ILO, Social Justice, Decent Work
- Employment Creation at Community Level
- Older Persons
- Disabled Persons
- Welfare to Work



ILO Headquarters, Geneva



# ILO at a Glance

- Created in 1919, as part of the Treaty of Versailles
- In 1946 became the first specialized agency associated with the newly formed United Nations
- Working with its 183 member States (UN: 193 member states)
- Only “tripartite” UN agency; representatives of governments, employers and workers jointly shape policies and programmes
- The headquarters is located in Geneva, Switzerland
- ILO was awarded the Nobel Prize (1969)

# Mission



## Realization of Social Justice

- “Universal and lasting peace can be established only if it is based upon social justice” “failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries” (**ILO Constitution, 1919**)
- “Labour is not a commodity” “Freedom of expression and of association are essential to sustainable progress” “Poverty anywhere constitutes a danger to prosperity everywhere.” (**Philadelphia Declaration, 1944**)
- Decent Work for All



# Activities

- 1. Formulation of international policies and programmes** to promote basic human rights, improve working and living conditions, and enhance employment opportunities
- 2. Creation of international labour standards and its unique system of supervision of the application of standards**
- 3. An extensive programme of international technical cooperation**, developed and implemented in active partnership with member states' social partners
- 4. Training, education, research, and publishing**



## The Significance of Work

**“Every day we are reminded that, for everybody, work is a defining feature of human existence. It is the means of sustaining life and of meeting basic needs. But it is also the activity through which individuals affirm their own identity, both to themselves and to those around them. It is crucial to individual choice, to the welfare of families and to the stability of societies.”**

(Reducing the Decent Work Deficit: Report of the DG, ILC 2001)



# Decent Work

*“The primary goal of the ILO today is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.”* Juan Somavia, ILO Director-General

Quantity of Employment – Unemployment

Quality of Employment – Decent Work Deficit





## Decent Work Deficit

- Underemployment
- Low-quality, unproductive work
- Dangerous work
- Work with insecure income
- Work with rights unrecognized
- Work with gender inequality





## Decent work four strategic objectives:

- Employment and income opportunities
  - Fundamental principles and rights at work and international labour standards;  
Basic labour rights, elimination of forced labour and child labour, non-discrimination
  - Social protection and social security;  
Social security, occupational safety and health, working time, etc.
  - Social dialogue and tripartism
- \*Cross-cutting objectives= gender equality



## New Era of Social Justice: (DG Report at 100<sup>th</sup> ILC in June 2011)

“The World needs a new era of social justice inspired by a vision of sustainable development.”

- Universal respect for basic rights and principles at work
- Sound macro-economic policies with full and productive employment at its core
- Well-designed social protection mechanisms
- Sustainable enterprises as the basis of a productive real economy
- Recognition that employment and social policies are essential for sustainable and balanced growth

# Principles for Promoting Recovery and Development



We set out here a framework for the period ahead and a resource of practical policies for the multilateral system, governments, workers and employers. It ensures linkages between social progress and economic development and involves the following principles;

1. devoting priority attention to protecting and growing employment through sustainable enterprises, quality public services and building adequate social protection for all as part of ongoing international and national action to aid recovery and development. The measures should be implemented quickly in a coordinated manner;
2. enhancing support to vulnerable women and men hit hard by the crisis including youth at risk, low-wage, low-skilled, informal economy and migrant workers;
3. focusing on measures to maintain employment and facilitate transitions from one job to another as well as to support access to the labour market for those without a job

(“Global Jobs Pact”, June 2009)

# Employment Creation at Community Level – Decent work and Social inclusion for Vulnerable people



ILO has developed policy instruments in various areas including;

1. Training and skills development
2. Investing in jobs and the community
3. Micro and small enterprises
4. Microfinance
5. Cooperatives

# (1) Skills Development for Sustainable Livelihoods



## Community-based training (CBT) methodology:

It consists of a set of procedures for systematically identifying employment- and income-generating opportunities at the local level, designing and delivering appropriate training programmes, and providing necessary post-training support services, including credit, technical assistance and market information.

Local training committees in the selected areas are key to identifying opportunities and needs, and provide the best means of organizing delivery. In the implementation phase, flexibility is essential. Training should be delivered as close to the clients as possible, with particular attention to ensuring that women benefit fully from programmes. Important aspects in this respect are training of trainers, selection of trainees and finding sources of credit to make up lost income during training and help start up small businesses based on the new skills.

## (2) Investing in Jobs and the Community



### Employment-intensive infrastructure investment:

ILO emphasizes community-based approaches to infrastructure investment by developing the organizational and negotiating capacities of local communities, producers and service providers. Community organizations formed around infrastructure projects remain in place for their management and maintenance and have often prompted other collective initiatives, such as health insurance.

By improving the infrastructure of communities, labour-intensive infrastructure investments boost the growth of the local economy and enhance access to social services. For example, the economic benefits of a rural road linking a village to a local market town are savings in transport time and costs, which translate directly into higher farm incomes. Water supply or drainage schemes, schools and health posts lead to an improvement in the health and skills of the whole area.

### (3) Supporting entrepreneurship in micro and small enterprises



For micro and small businesses, acquiring the management skills to survive and grow is vital. The ILO assists partners in building national and local capacity in cost-effective and sustainable business development services, such as management training, access to finance, information on technologies, export and domestic market access, and inter-firm linkages. The ILO “Start and improve your business” (SIYB) methodology is used in more than 80 countries.



## (4) Microfinance

Microfinance makes as an important contribution to the ILO's decent work approach to poverty reduction in three ways:

- *Job creation*: Small investments in fixed assets and the provision of working capital to micro and small enterprises facilitate the creation of jobs in poor communities.
- *Enhanced security*: Saving, emergency loans and insurance products stabilize income levels and reduce the vulnerability of people living near the subsistence level.
- *Empowerment*: Group formation and other delivery techniques in microfinance develop a sense of responsibility, strengthen social capital and empower the poor , especially women.



## (5) Cooperatives



Cooperatives mainly operate in agricultural marketing and supply, finance, wholesale and retailing, health care, housing and insurance.

Cooperatives empower people by enabling even the poorest segments of the population to participate in economic progress; they create job opportunities for those who have skills but little or no capital; and they provide protection by organizing mutual help in communities. Furthermore, by creating a platform for local development initiatives they bring together a range of community institutions to foster opportunities for decent work and social inclusion. Cooperative members learn from each other, innovate together and, by increasing control over livelihoods, restore the dignity that the experience of poverty destroys .

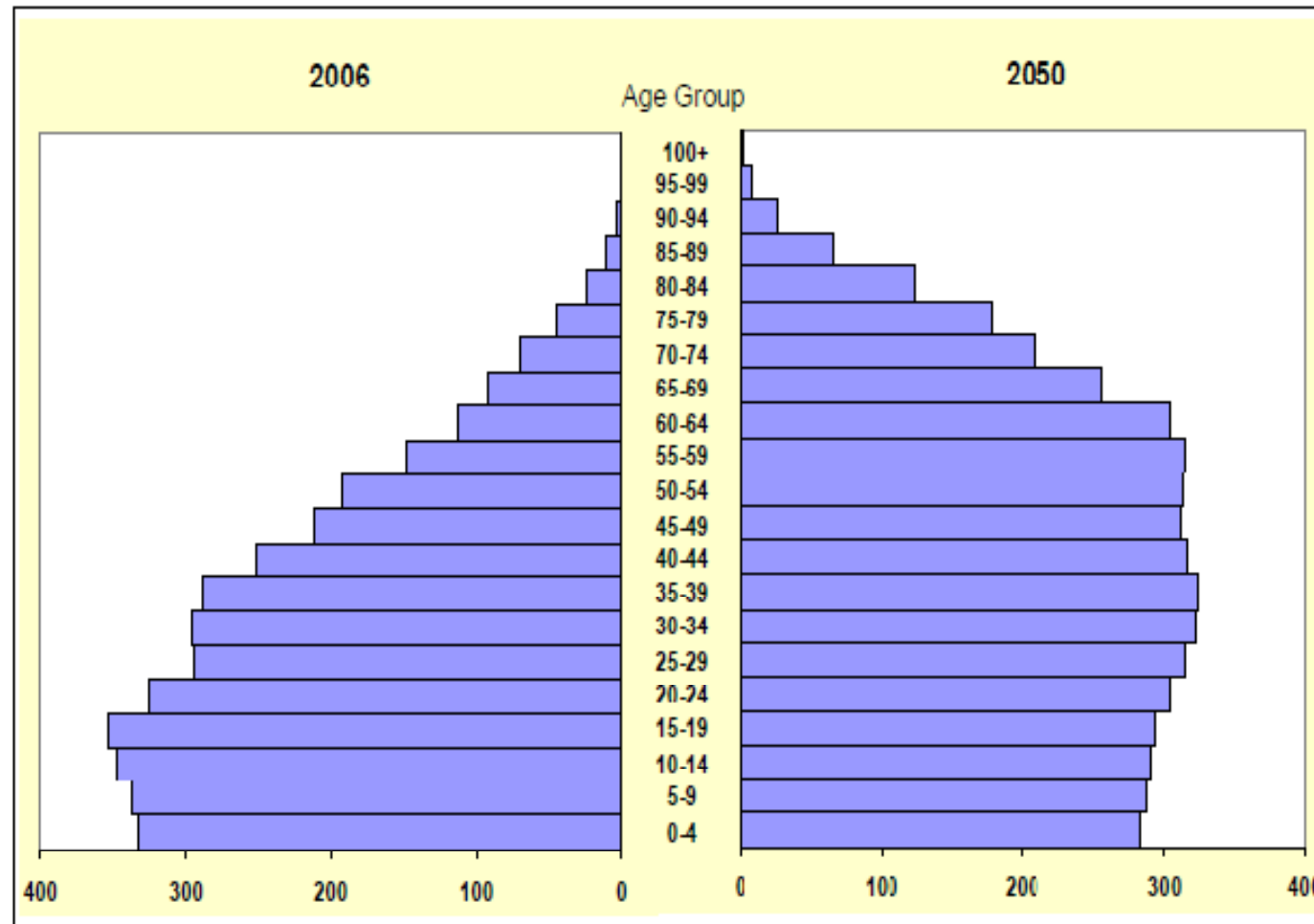
# Approach

(for vulnerable people. e.g. older persons)



1. To move older workers out of labour force in order to solve the problems of youth employment (inadequate)
2. To remove legal barriers to older people retaining their jobs by anti-discrimination legislation.
3. To improve the ability of older people to work and/or to encourage employers to hire or keep them.

# Composition of population in Asia (2006 – 2050)



(United Nations Population Division: *World Population Prospects, The 2006 Revision Population Database*, UN, N.Y. 2006)

# 1980 Older Workers Recommendation (R162) (1)



## I General Provision

2. Employment problems of older workers should be dealt with in the context of an over-all and well balanced strategy for full employment and, at the level of the undertaking, of an over-all and well balanced social policy, due attention being given to all population groups, thereby ensuring that employment problems are not shifted from one group to another.

# 1980 Older Workers

## Recommendation (R162) (2)

### II Equality of Opportunity and Treatment



5. Older workers should, without discrimination by reason of their age, enjoy equality of opportunity and treatment with other workers as regards, in particular-
- (a) access to vocational guidance and placement services;
  - (b) access, taking account of their personal skills, experience and qualifications, to--
    - (i) employment of their choice in both the public and private sectors: Provided that in exceptional cases age limits may be set because of special requirements, conditions or rules of certain types of employment;
    - (ii) vocational training facilities, in particular further training and retraining;
    - (iii) paid educational leave, in particular for the purpose of training and trade union education;
    - (iv) promotion and eligibility for distribution of tasks;
  - (c) employment security, subject to national law and practice relating to termination of employment and subject to the results of the examination referred to in Paragraph 22 of this Recommendation;
  - (d) remuneration for work of equal value;
  - (e) social security measures and welfare benefits;
  - (f) conditions of work, including occupational safety and health measures;
  - (g) access to housing, social services and health institutions, in particular when this access is related to occupational activity or employment.

# 1980 Older Workers Recommendation (R162) (3)



## III Protection

13. Where the reasons for the difficulties in adaptation encountered by older workers are mainly related to advancement in age, measures in respect of the type of activity in question should to the extent practicable be applied so as to—

- (a) remedy those conditions of work and of the working environment that are likely to hasten the ageing process;
- (b) modify the forms of work organization and working time which lead to stress or to an excessive pace of work in relation to the possibilities of the workers concerned, in particular by limiting overtime;
- (c) adapt the job and its content to the worker by recourse to all available technical means and, in particular, to ergonomic principles, so as to preserve health, prevent accidents and maintain working capacity;
- (d) provide for a more systematic supervision of the workers' state of health;
- (e) provide for such supervision on the job as is appropriate for preserving the workers' safety and health.

# 1980 Older Workers Recommendation (R162) (4)



## III Protection

14. Among the measures to give effect to Paragraph 13, clause (b), of this Recommendation, the following might be taken at the level of the undertaking, after consulting the workers' representatives or with the participation of their representative organizations, or through collective bargaining, according to the practice prevailing in each country:
- (a) reducing the normal daily and weekly hours of work of older workers employed on arduous, hazardous or unhealthy work;
  - (b) promoting the gradual reduction of hours of work, during a prescribed period prior to the date on which they reach the age normally qualifying workers for an old-age benefit, of all older workers who request such reduction;
  - (c) increasing annual holidays with pay on the basis of length of service or of age;
  - (d) enabling older workers to organize their work time and leisure to suit their convenience, particularly by facilitating their part-time employment and providing for flexible working hours;
  - (e) facilitating the assignment of older workers to jobs performed during normal day-time working hours after a certain number of years of assignment to continuous or semi-continuous shift work.

# Disabled persons



- People with disabilities still face discrimination and other barriers to full participation in social, economic, political and cultural life.
- Excluding disabled persons from the world of work has costs for societies.
- ILO concern with disability issues is based on its commitment to social justice and achieving decent and productive work for all.



# ILO Approach



The ILO takes a twin-track approach to promoting equal opportunity, equal treatment and mainstreaming of persons with disabilities.

**Track one** allows for disability-specific programmes or initiatives aimed at overcoming particular disadvantages or obstacles.

**Track two** seeks to ensure that disabled persons are included in general skills development as well as in enterprises – and employment-related services and programmes on vocational training and employment.

# 1983 Vocational Rehabilitation and Employment (Disabled Persons) Convention (C159) (1)



PART II. Principles of vocational rehabilitation and employment policies for disabled persons

## **Article 2**

Each Member shall, in accordance with national conditions, practice and possibilities, formulate, implement and periodically review a national policy on vocational rehabilitation and employment of disabled persons.

## **Article 3**

The said policy shall aim at ensuring that appropriate vocational rehabilitation measures are made available to all categories of disabled persons, and at promoting employment opportunities for disabled persons in the open labour market.

## **Article 4**

The said policy shall be based on the principle of equal opportunity between disabled workers and workers generally. Equality of opportunity and treatment for disabled men and women workers shall be respected. Special positive measures aimed at effective equality of opportunity and treatment between disabled workers and other workers shall not be regarded as discriminating against other workers.

# 1983 Vocational Rehabilitation and Employment (Disabled Persons) Convention (C159) (2)



## PART III. Action at the national level for the development of vocational rehabilitation and employment services for disabled persons

### **Article 7**

The competent authorities shall take measures with a view to providing and evaluating vocational guidance, vocational training, placement, employment and other related services to enable disabled persons to secure, retain and advance in employment; existing services for workers generally shall, wherever possible and appropriate, be used with necessary adaptations.

### **Article 8**

Measures shall be taken to promote the establishment and development of vocational rehabilitation and employment services for disabled persons in rural areas and remote communities.

### **Article 9**

Each Member shall aim at ensuring the training and availability of rehabilitation counsellors and other suitably qualified staff responsible for the vocational guidance, vocational training, placement and employment of disabled persons.

# Community Based Rehabilitation (CBR) :Concept of CBR



CBR is a strategy within general community development for the rehabilitation, equalization of opportunities and social inclusion of all people with disabilities.

CBR is implemented through the combined efforts of people with disabilities themselves, their families, organizations and communities, and the relevant governmental and non-governmental health, education, vocational, social and other services.

In 1994, the ILO, UNESCO, WHO produced a “Joint Position Paper on CBR” in order to promote a common approach to the development of CBR programmes.

## CBR: Major objectives



1. To ensure that people with disabilities are able to maximize their physical and mental abilities, to access regular services and opportunities, and to become active contributors to the community and society at large.
2. To activate communities to promote and protect the human rights of people with disabilities through changes within the community, for example, by removing barriers to participation.

# CBR: Support for the Employment and Labour Sector (1)



Productive and decent work is essential for the social and economic integration of individual women and men with disabilities.

A gainful livelihood provides an individual with income, self esteem and a sense of belonging and a chance to contribute to the larger community.

Collaboration between a CBR programme and the employment and labour sectors is essential to ensure that both youth and adults with disabilities have access to training and work opportunities at community level. The employment and labour sectors promote vocational training, employment and good working conditions.

## CBR: Support for the Employment and Labour Sector (2)



Employment services organized by the sector help job seekers with disabilities to find employment opportunities in the open labour market.

The civil service can set a good example by employing workers with disabilities.

## CBR: Support for the Employment and Labour Sector (3)



At community level, informal apprenticeships with master trainers or local businesses can provide individuals with disabilities opportunities to learn employable skills and gain practical experience.

The business community can provide valuable support to CBR by providing on-the-job training, hiring workers with disabilities, mentoring entrepreneurs with disabilities and providing advice on current and emerging skills requirements to vocational training centres. Micro and small enterprise development programmes can provide business skills training and advisory services.





## Welfare to Work

Living with Support → Self-reliance → Work  
(Welfare) (Contribution to the Society)

Empowerment Support (mainly by Welfare Administration)      Empowerment Support (mainly by Labour Administration)

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Eliminating Social Exclusion



“Balanced and Inclusive Development (Growth)”





Thank you for your attention  
(Arigatou Gozaimashita)

ILO Website: <http://www.ilo.org>