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Promoting Rights of People with Disabilities in the Workplace

Understanding ILO Regulations and Standards

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Introduction

An overview of promoting rights and opportunities for people with disabilities in the workplace.

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The Convention on the Rights of Persons with Disabilities (CRPD)

Key Aspects and Implications

Ensuring equal rights and opportunities for persons with disabilities.

CRPD emphasizes non-discrimination and accessibility.

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ILO Convention No. 159 on Vocational Rehabilitation and Employment (Disabled Persons)

Facilitating Employment for Persons with Disabilities

Establishing vocational rehabilitation and employment opportunities for disabled persons.

Focuses on promoting skills and employment for persons with disabilities.

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ILO Recommendation No. 168 on Employment Policy (Disabled Persons)

Guidelines for Inclusive Employment Policies

Encouraging inclusive employment policies for persons with disabilities.

Emphasizes removing barriers and promoting equal opportunities in the workplace.

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ILO Code of Practice on Managing Disability in the Workplace

Guidance for Managing Disability at Work

Providing guidance on managing disability-related issues at work.

Focuses on creating an inclusive and supportive work environment.

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ILO Guidelines on Decent Work for Persons with Disabilities

Promoting Decent Work for All

ILO 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 equal opportunities and non-discrimination in the workplace.

Emphasizes creating an inclusive and equitable work environment for persons with disabilities.

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Promoting Equal Opportunities and Non-Discrimination

Ensuring Inclusive Workplace Practices

Eliminating discrimination and promoting equal opportunities for persons with disabilities.

Fostering a culture of inclusivity and diversity in the workplace.

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Ensuring Vocational Rehabilitation and Employment Opportunities

Creating Pathways to Employment

Facilitating vocational rehabilitation and employment opportunities for persons with disabilities.

Empowering individuals with disabilities through skill development and employment support.

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Managing Disability in the Workplace

Creating Inclusive Workplace Practices

Guidelines for effectively managing disability-related issues in the workplace.

Promoting a supportive and accessible work environment for all employees.

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- **ILO Global Business and Disability Network (GBDN)**:
- This initiative brings together multinational companies,
- employers' organizations, and disability networks to
- promote the inclusion of people with disabilities in the
- workforce. The GBDN provides guidance, resources,
- and best practices to companies on recruiting, retaining,
- and advancing employees with disabilities

ILO and disability

The International Labour Organization (ILO) promotes equality of opportunity of work. Access of persons with disabilities to decent work is important advantages it brings. To achieve this goal, the ILO works to increase the employers becoming more inclusive and to promote enabling legislative and policy environments.

People with disabilities in the world of work

There are an estimated one billion persons with disabilities globally, with about 80 per cent of them living in developing countries. Despite major gains in recent years, people with disabilities are still at higher risk of poverty and social exclusion around the world. Largely overlooked in data collection and policy formulation, people with disabilities are often rendered socially invisible.

Around 800 million people with disabilities are of working age, and many of them face significant obstacles to equal opportunities in the world of work, ranging from attitudinal and physical to informational barriers.

Consequently, the right of people with disabilities to work and employment is frequently denied. Disabled persons, particularly disabled women, experience higher rates of unemployment, economic inactivity and a lack of social protection in comparison to their non-disabled peers. Alongside the importance of ensuring persons with disabilities attain their right to work, there are economic a inclusion. These include the to economies as a whole, businesses that adopt diverse practices and the persons with disabilities themselves.

Employee with a disability in Bogor, Indonesia

UNDERSTANDING THE RIGHTS-BASED APPROACH TO DISA

The United Nations Convention on the rights of Persons of 2006 marked a major shift away from the perspective on disability towards a right The Convention reaffirms that people with rights and recognises that "...disabili disability results from the interactio and attitudinal and environmen and effective participation in so

- **ILO Disability Inclusion Strategy**:

The ILO has developed a comprehensive Disability Inclusion Strategy to mainstream disability inclusion across its policies, programs, and operations. The strategy aims to ensure that people with disabilities have equal access to decent work opportunities, social protection, and rights at work.

Technical Assistance and Capacity Building: The ILO provides technical assistance and capacity-building support to member states, employers' organizations, and workers' organizations to implement disability-inclusive policies and practices. This includes training programs, workshops, and advisory services tailored to the needs of different stakeholders.

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Programme Objective

The Employment Intensive Investment Program (EIIP) in Jordan Phase VI is contributing to provide short term employment opportunities to refugees and host communities that will support in providing critical income support to help families to cope with economic difficulties, building Social Cohesion , Peace and Stability through green jobs and sustainable Infrastructure projects.

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Project Components

Capacity Building Of stakeholders

The project support building the capacity of **220** stakeholders including public and private sector on EIIP and Women Inclusion.
The project will provide policy level support and guidelines.

Agroforestry

175 Hectar of Area of afforestation supported (land preparation, plantation, protection etc.).
87,000 number of trees planted (on site / saplings in nursery).

Community Infrastructure

15 Municipality supported through community Infrastructure EIIP Projects in projects that will help local communities.

Skills and Enterprise Development

Skills Development for around **1,300** EIIP workers including Youth, Women and Persons with Disability.

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ILO's Policy on Inclusion of People with disability

ILO's mandate to advance social justice and promote decent work and informed by the United Nations Disability Inclusion Strategy, the ILO reaffirms that persons with disabilities have the same universal human rights and fundamental freedoms, including labour rights, as all persons. Economic security and equal opportunity" and follows the human-centred approach set out in the ILO Centenary Declaration for the Future of Work, which includes "ensuring equal opportunities and treatment in the world of work for persons with disabilities". This is also in line with the interrelated four pillars of decent work – promoting jobs and enterprises, guaranteeing rights at work, extending social protection, and promoting social dialogue.

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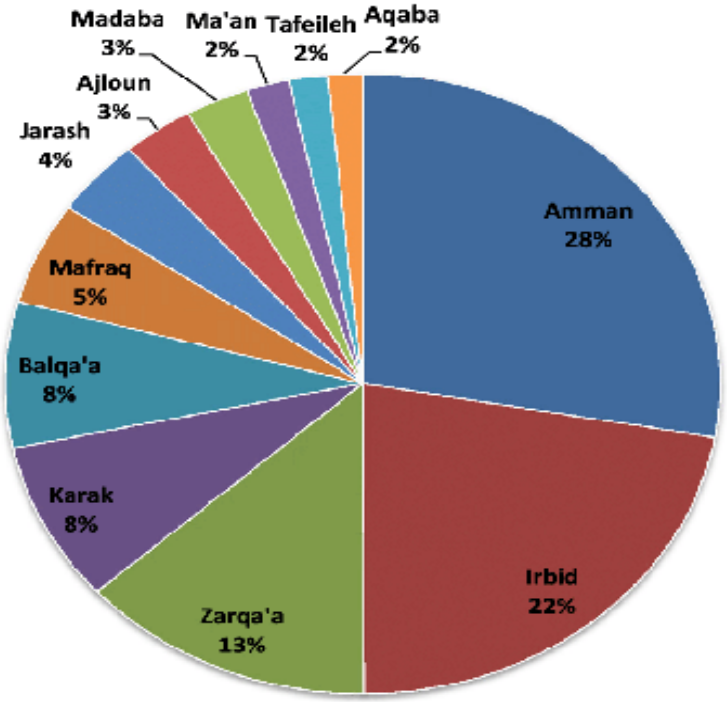
PWD IN JORDAN

Persons with disabilities (PWDs) in Jordan are defined as those who have a physical, sensory, or mental impairment that substantially limits one or more major life activities. According to the World Health Organization, PWDs make up 15% of the global population, and this number is expected to rise due to aging and population growth. According to the Jordanian Department of Statistics, there are around 1 million PWDs in Jordan, representing 10% of the population of these, 57% are male and 43% are female. The most common types of disabilities are physical disabilities (49%), followed by sensory disabilities (23%) and intellectual disabilities (17%).The majority of PWDs in Jordan (62%) live in urban areas.



Distribution of disabled people in Jordanian governorates

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Challenges for PWDs in Jordan

- Discrimination: PWDs are often discriminated against in employment, education, and access to public services.
- Accessibility: PWDs often face challenges in accessing public and private buildings, transportation, and other facilities.
- Lack of support services: There is a lack of support services available to PWDs in Jordan, such as rehabilitation services, assistive technology, and support for independent living.

Opportunities

PWDs in Jordan are making significant contributions to society. Many PWDs are employed in a variety of sectors, education, healthcare, and business, also active in the civil society sector, advocating for their rights and promoting inclusion.
The National Disability Strategy, which was adopted in 2017. The strategy outlines several goals, including:

- Access to education and employment for PWDs
- Accessibility of the physical and social environment for PWDs
- Capacity of organizations that support PWDs
- Raising awareness of the rights of PWDs

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Selection of Workers - The Balloting System

To ensure a fair and transparent recruitment process, a balloting system has been used to select workers for the project. This system will build trust between workers and municipal leaders, and help to identify and implement new suitable and more productive activities for women, men, and PWDs (Special Box for PWD).The balloting system will be a central instrument to promote community stability and social cohesion from the very beginning. When workers are selected randomly, it reduces the perception of favoritism and corruption. This can help to create a more inclusive and equitable society

Employment for PWD in EIIP/KFW project

Since 2016, the EIIP/KFW project has effectively managed the reassignment of 828 workers, both male and female, from the Persons with Disabilities (PWD) sector across all governorates. This initiative has been impactful in various sectors, including Agroforestry, Road construction, Nursery operations, and other related fields. The total number of working days amounts to 54.1 thousand, involving a workforce of 18 thousand individuals.

Moreover, civil society organizations are playing a crucial role in assisting PWDs in securing and sustaining employment. These organizations actively contribute by offering job training, facilitating job placement services, and providing ongoing support to individuals with disabilities in their work environments.

The project's policy focuses on integrating persons with disabilities across all main project dimensions, including employment, training, Skills / Enterprise, Capacity Building and creating investment opportunities through rehabilitation. This has contributed to the integration of 5% of persons with disabilities from both genders and Jordanian as well as Syrian nationalities

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Thank you

Any question? !?