



Final Regional Meeting of the Project "Inclusion of Persons with Disabilities in the Labour Market in the Arab Countries"

16 Nov. 2023

Session II: ILO interventions

- Results of the analysis of ILO models on barriers and attitudes

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Policy questions

- How large is the disabled population and what is their social-demographic profile?
- How many of these people are economically active/ employed?
- Do they have equal employment opportunities?
- What are the obstacles PWD face in the labour market?
- How many people with disabilities could be integrated into the work force should the obstacles be removed?
- Is there a difference between countries in the percentage of people with disabilities in employment and, if so, why?

Requirements

UN CRPD 2006

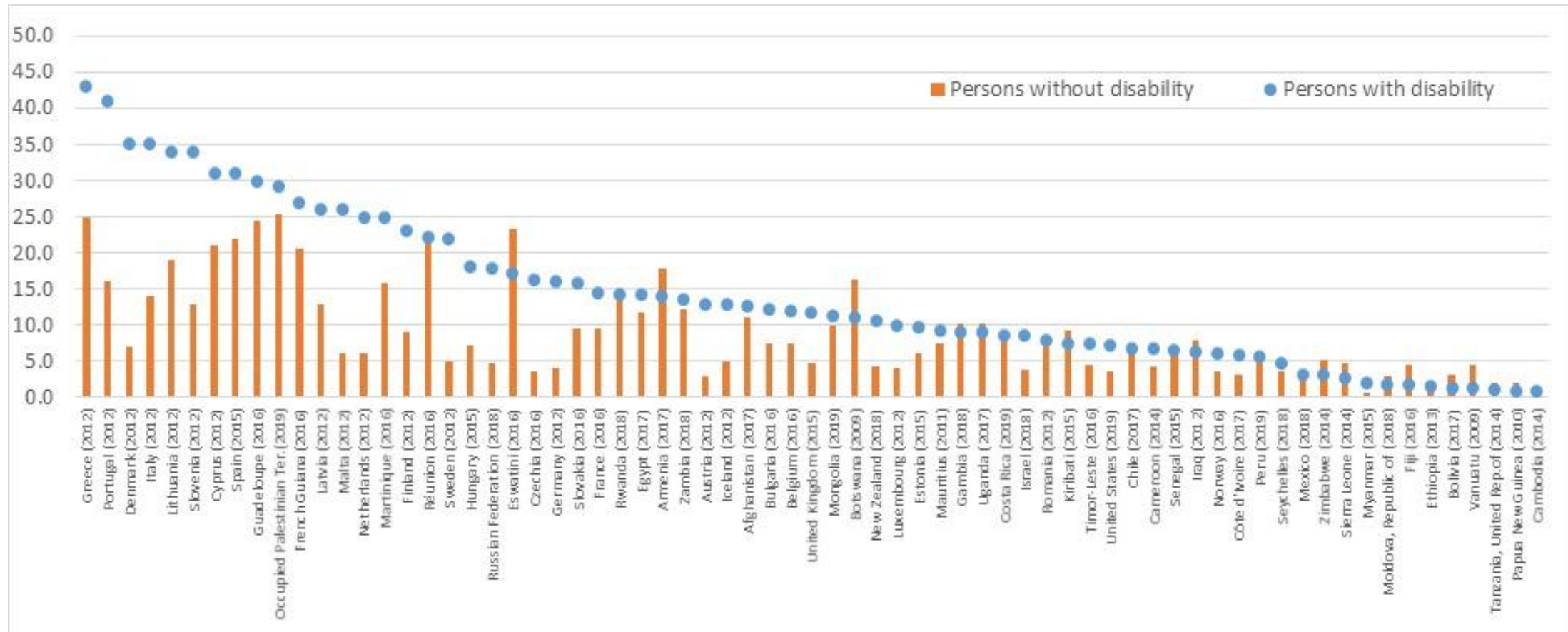
- Art.27: right to work on an equal basis with others
- Art.28: adequate standard of living and social protection
- Art.31: collection of statistical data

2030 Agenda for Sustainable Development

- *SDG target 1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable*
 - 1.3.1 Proportion of population covered by social protection floors/systems, ..., **persons with disabilities**, ...
- *SDG target 8.5: By 2030 achieve full and productive employment and decent work for all and equal pay for work of equal value*
 - 8.5.1 Average hourly earnings of female and male employees, by occupation, age and **persons with disabilities**
 - 8.5.2 Unemployment rate, by sex, age and **persons with disabilities**

Disability data for policy making and interventions

SDG 8.5.2. Unemployment rate by disability status





Recommendations

- Inclusion of disability questions in LFS and other hhs based surveys (allow identifying PWD and disaggregation of SDG labour related indicators by disability status)
 - ✓ Include the **minimum set of disability questions** (developed by WG) in regular survey(s)
 - ✓ Cross-tabulate labour force characteristics against disability status
 - ✓ Disseminate and analyse the data

Washington Group Short Set on Functioning (WG-SS)

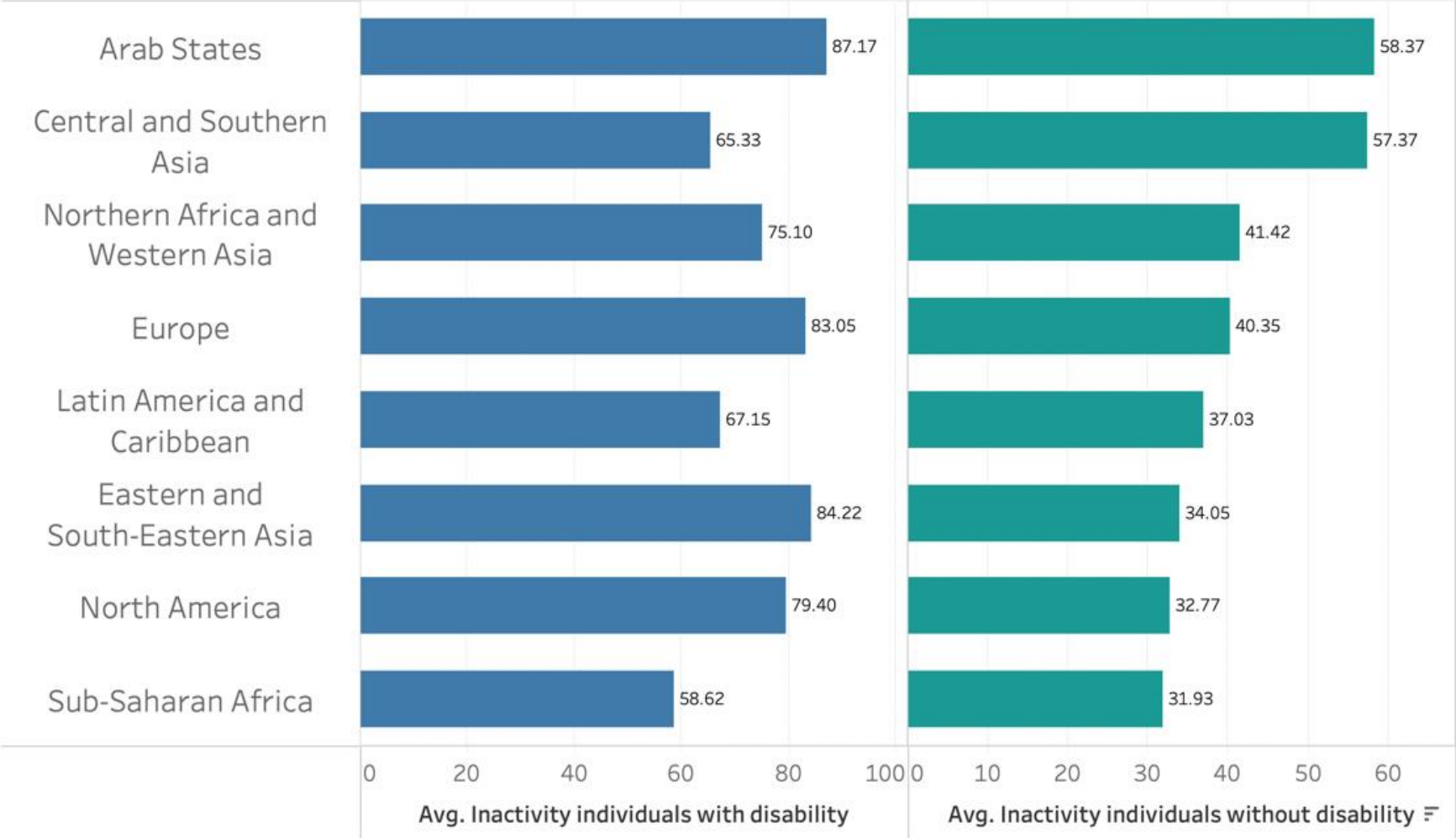
Because of a health problem:

- 1) Do you have difficulty **seeing** even if wearing glasses?
- 2) Do you have difficulty **hearing** even if using a hearing aid?
- 3) Do you have difficulty **walking** or **climbing** stairs?
- 4) Do you have difficulty **remembering** or **concentrating**?
- 5) Do you have difficulty with (**self-care** such as) washing all over or dressing?
- 6) Using your usual language, do you have difficulty **communicating** (for example understanding or being understood by others)?

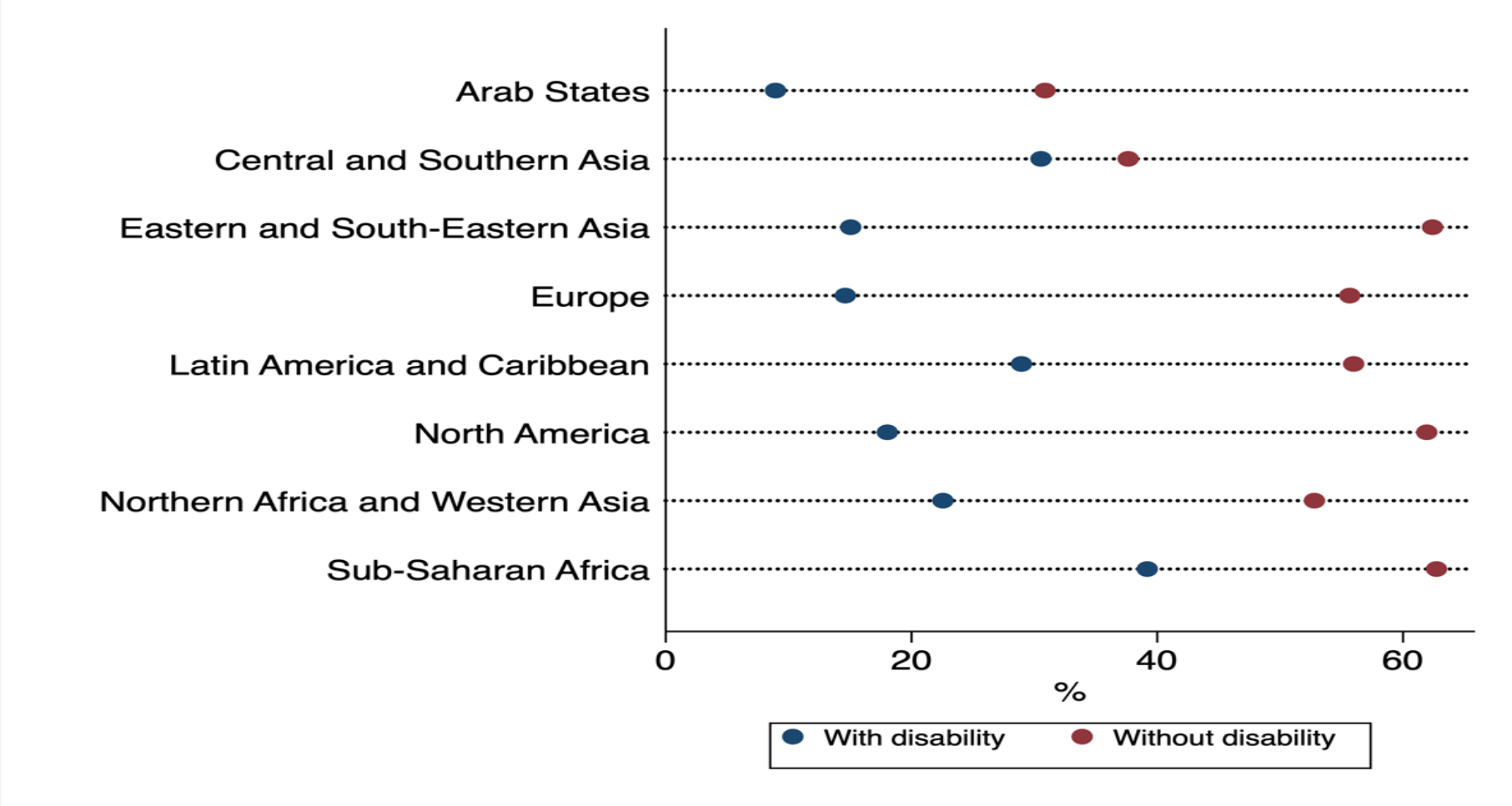
Response categories:

No difficulty; Some difficulty; A lot of difficulty; Cannot do at all

Inactivity rate, 2020

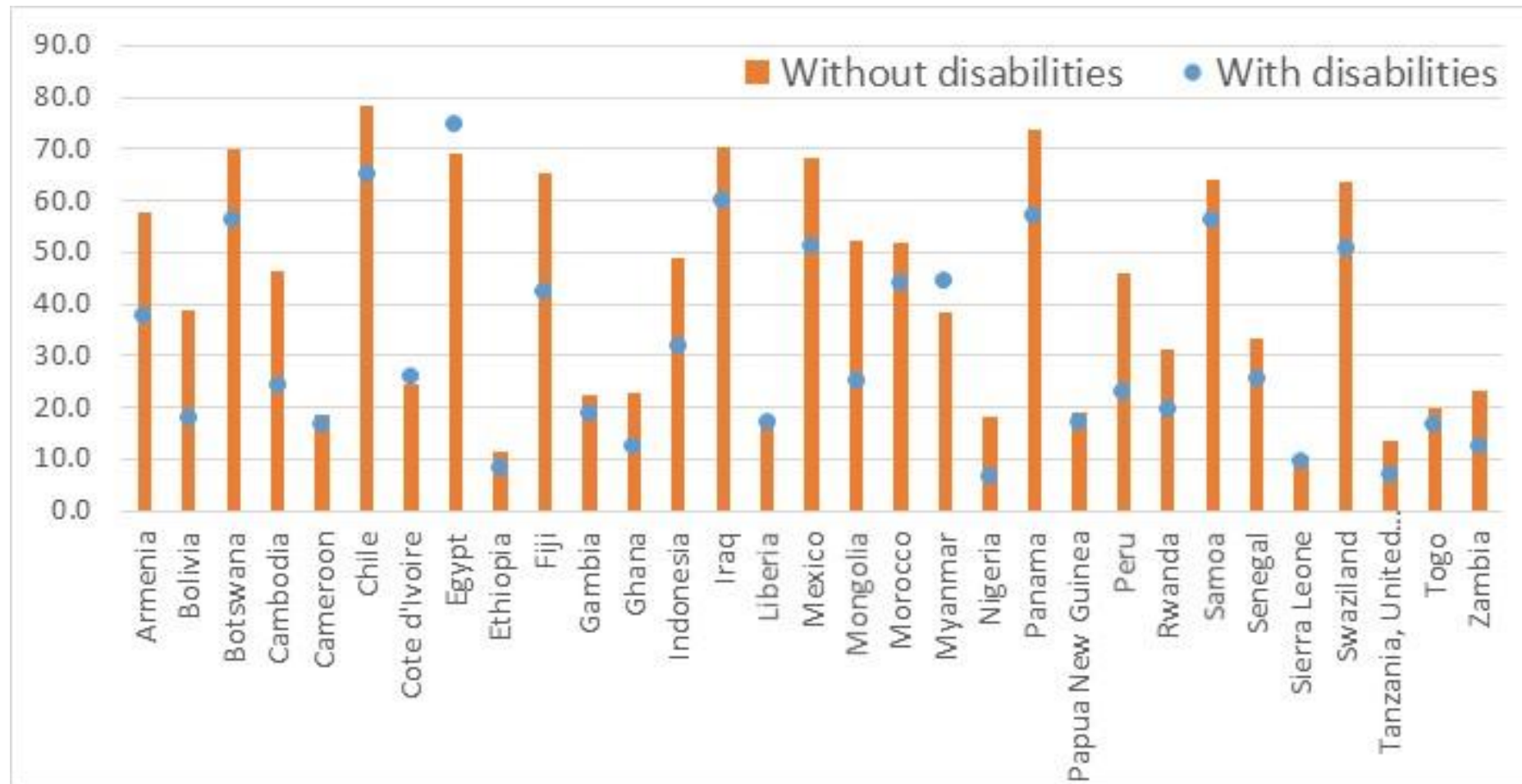


Employment-to-population ratio, 2020



PWD are less likely to be in paid employment

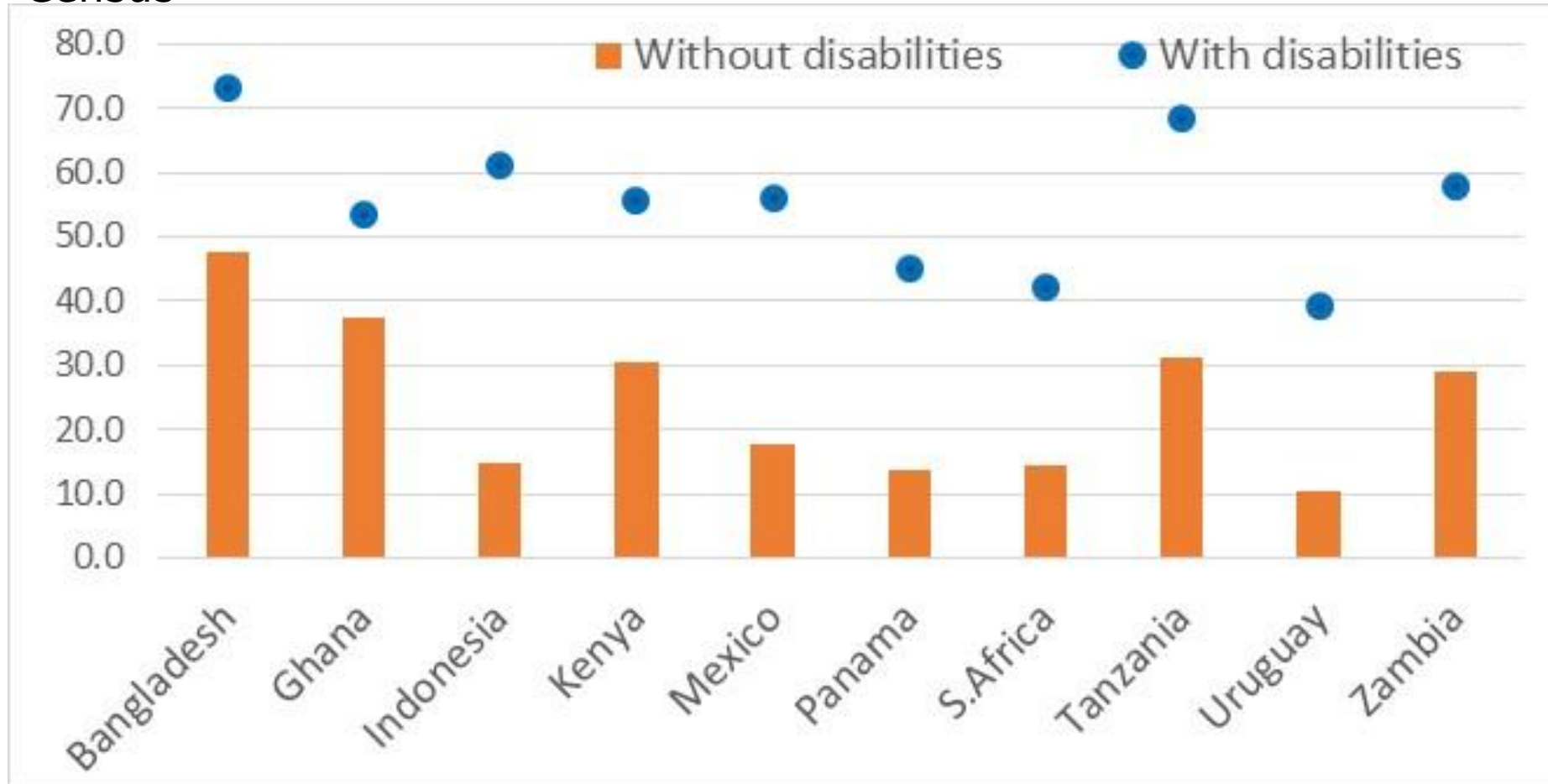
Share of employees: Most recent data close to year 2020



Source: ILO Department of Statistics

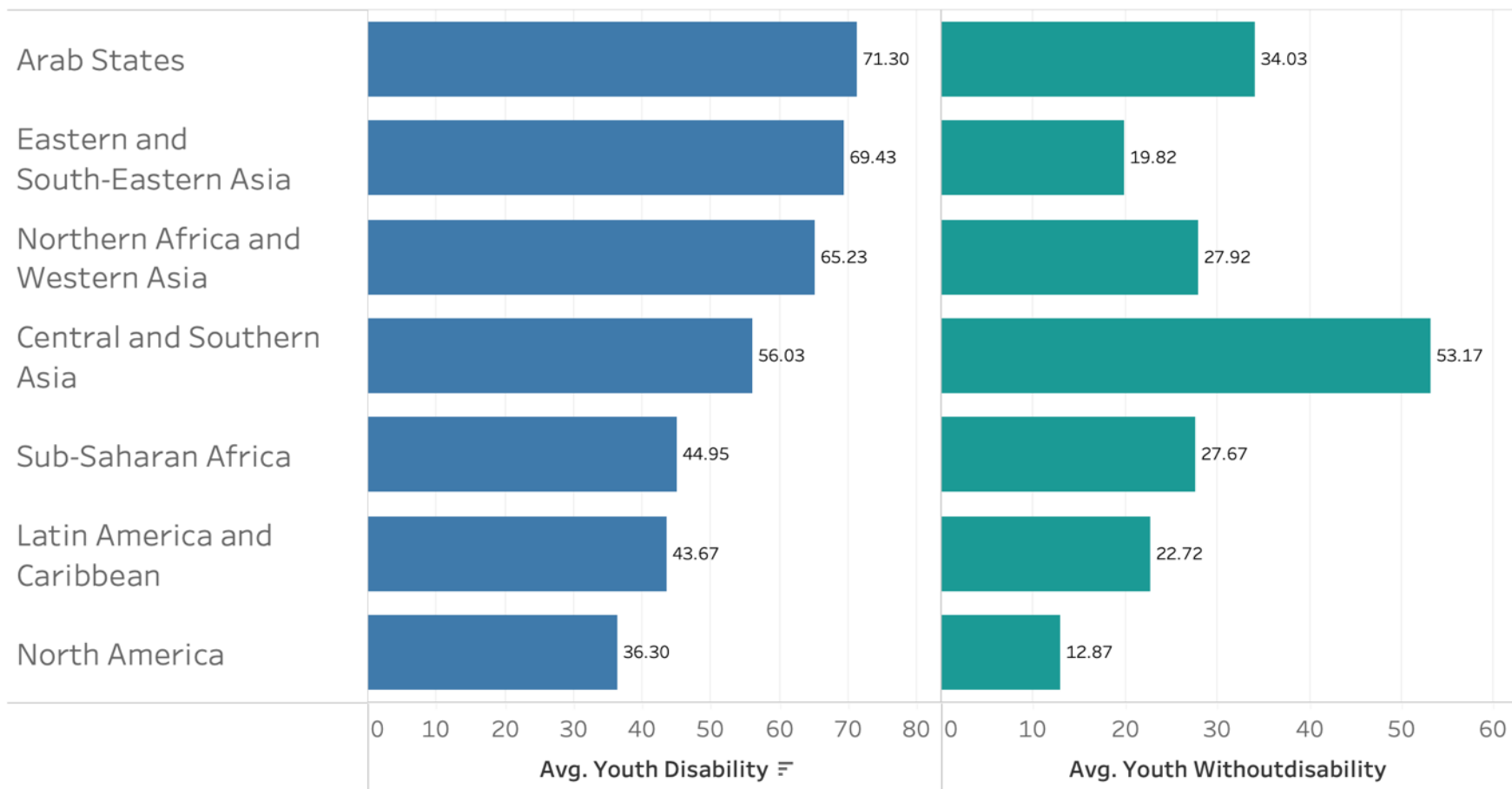
PWD have lower levels of education

Percentage of employed with less than **primary** education, Population Census



Source: ILO Department of Statistics

Share of youth not in employment, school or training by disability status (%), 2020



Disability data for policy making and interventions

Disaggregation by disability status

- Disaggregating existing indicators may not provide sufficient evidence for designing policies for disability inclusion
- Reasons for gaps in labour market outcomes between persons with and without disabilities are unknown

LFS disability module

Module developed in partnership with the WG on Disability Statistics

Purpose:

- (i) Disaggregation of standard labour market indicators by disability status
- (ii) Identification of barriers persons with disabilities face in the labour market, needs/use of workplace accommodations, and attitudes at the labour market

Module can be included in any data collection with employment module, at least every 5 years.

Age coverage: All household members of working age

LFS disability module

Structure

- ❖ Disability identification questions (WG)
For all who have at least "a lot of difficulty"
- ❖ Social protection
- ❖ Attitudes
- ❖ Barriers (for those not in employment)
- ❖ Accommodations in the workplace (for those in employment)

1. Which of the following factors would make it more likely for you to seek and/or find a job?

- Getting higher qualifications/training/skills
- Availability of suitable transportation to and from workplace
- Help in locating appropriate jobs
- More positive attitudes towards persons with disabilities
- Availability of assistive devices, such as a wheel chair, or special technology to help with my disability
- A work place/a work schedule that is more accommodative
- Other: *Please specify* _____

2. How supportive would your family members be if you decide to work?

- Very supportive
- Somewhat supportive
- Not supportive

LFS disability module

Accommodations (*for those in employment*)

1. Is your work schedule arranged to account for difficulties you have in doing certain activities?

- Yes, fully
- Yes, partially
- Not at all
- I do not have difficulties that require accommodation

2. Has your workplace been set up in a way to account for difficulties you have in doing certain activities?

- Yes, fully
- Yes, partially
- Not at all
- I do not have difficulties that require accommodation

1. How willing are employers to hire people with disabilities?

- Unwilling
- Somewhat willing
- Very willing

2. How willing are people to work alongside people with disabilities?

- Unwilling
- Somewhat willing
- Very willing



DRAFT disability module

Social Protection

9. Have your disability been officially recognized (certified)?

- Yes
- No

10. Have you received in the last 12 month any cash benefits from the government linked to your disability?

- Yes
- No

11. Have you received in the last 12 month any in-kind benefits from the government linked to your disability?

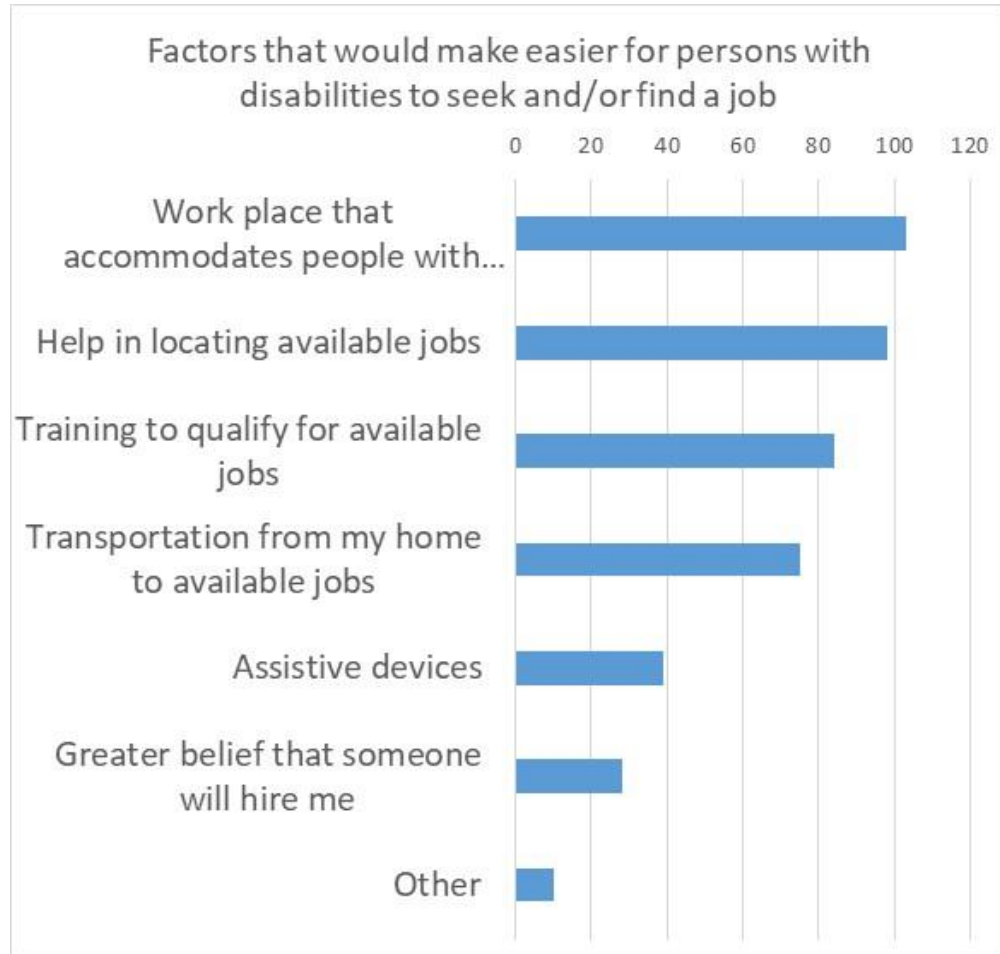
- Yes
- No

LFS disability module

Integration of the disability module in the ILO
Model LFS questionnaires
(<https://ilo.org/LFSresources>)

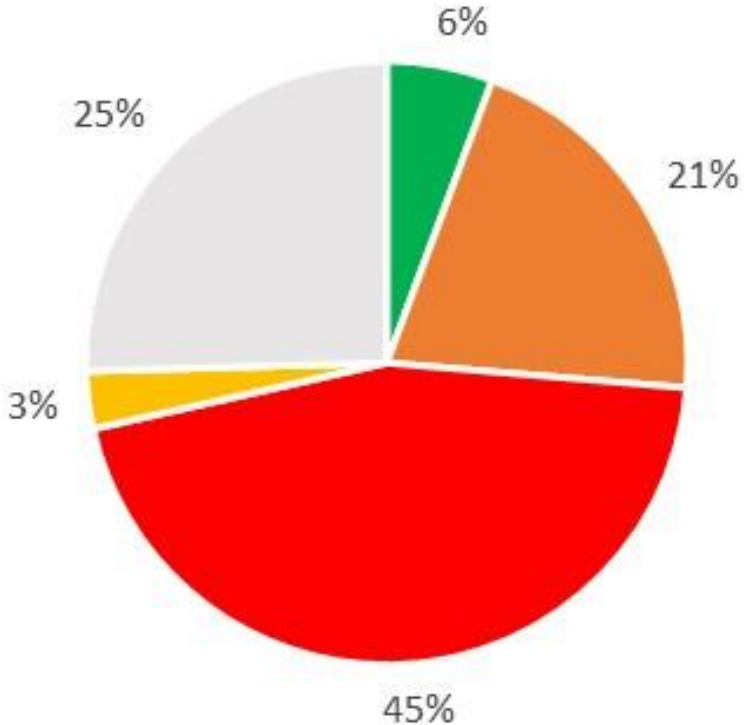
Implementation of the module in ESCWA:
Tunisia, Iraq

Disability module: Mongolia, LFS 2018 Q2, population 15+, persons with a lot of difficulties/cannot do, in at least one domain

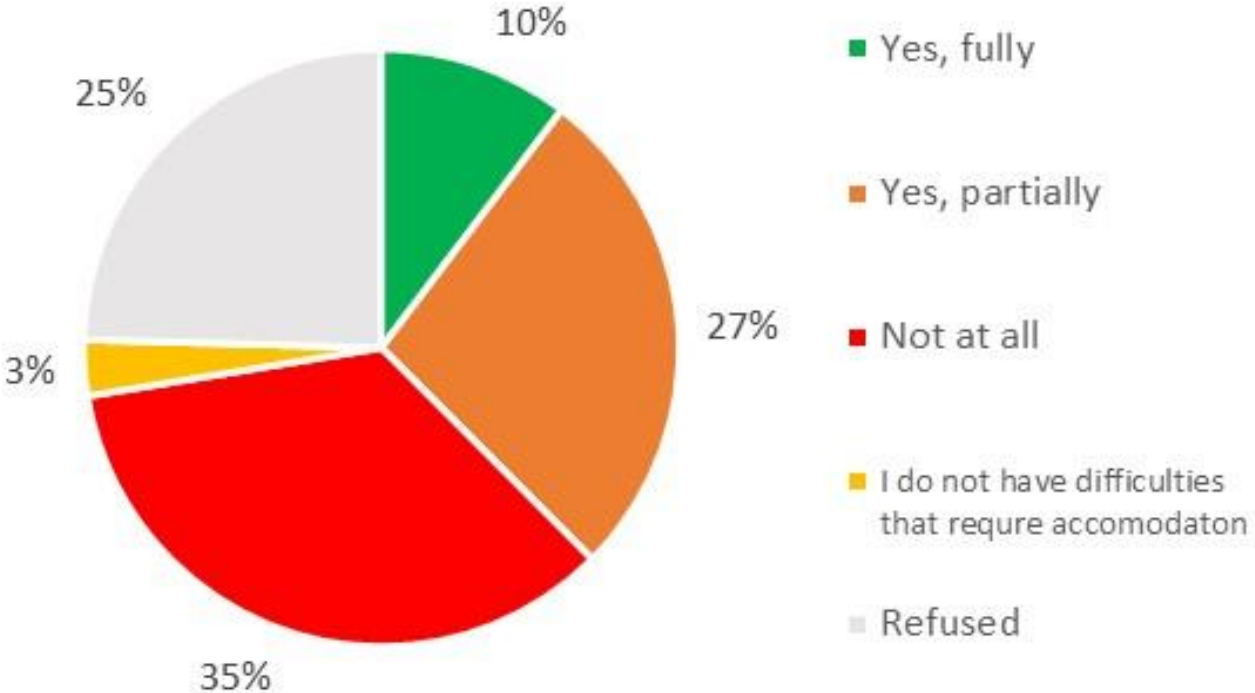


Disability module: Mongolia, LFS 2018 Q2, population 15+, persons with a lot of difficulties/cannot do, in at least one domain

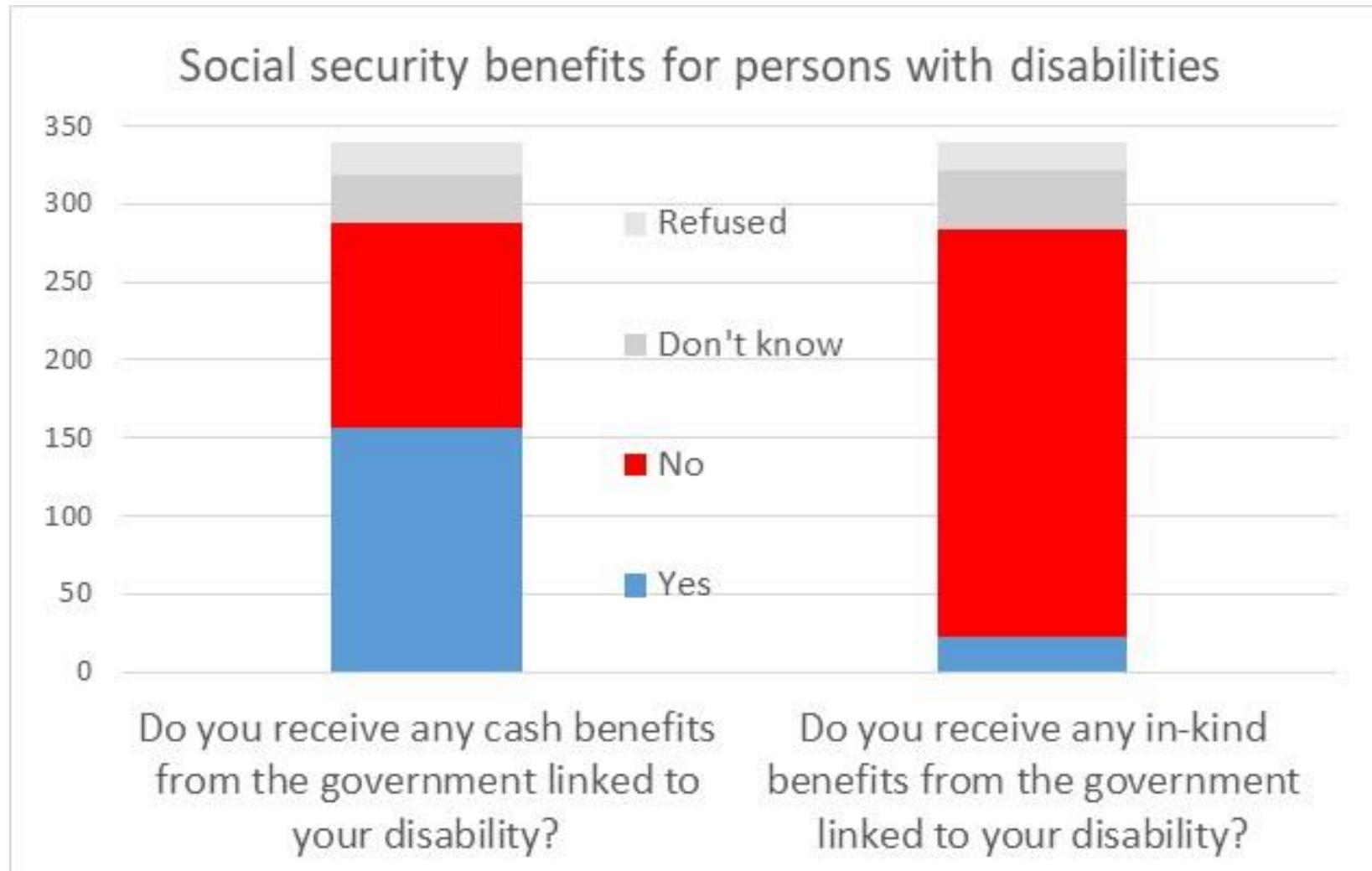
Is your work schedule arranged to account for difficulties ..?



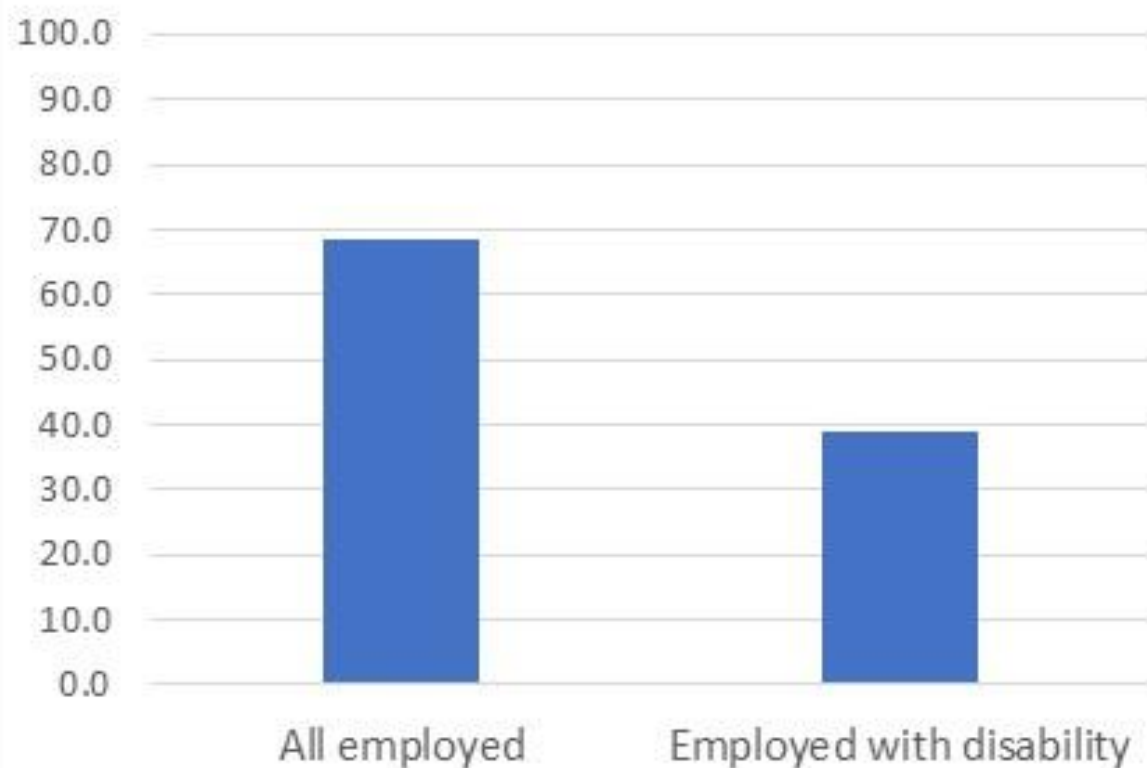
Has your workplace been set up to account for difficulties ...?



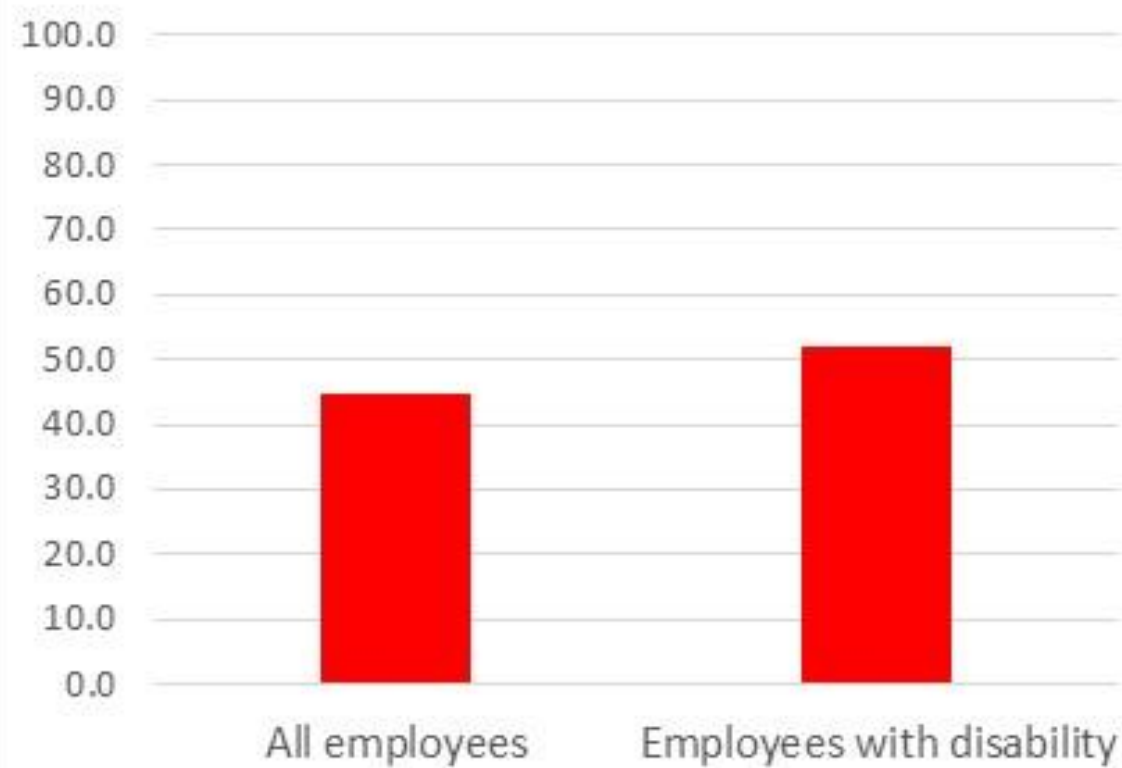
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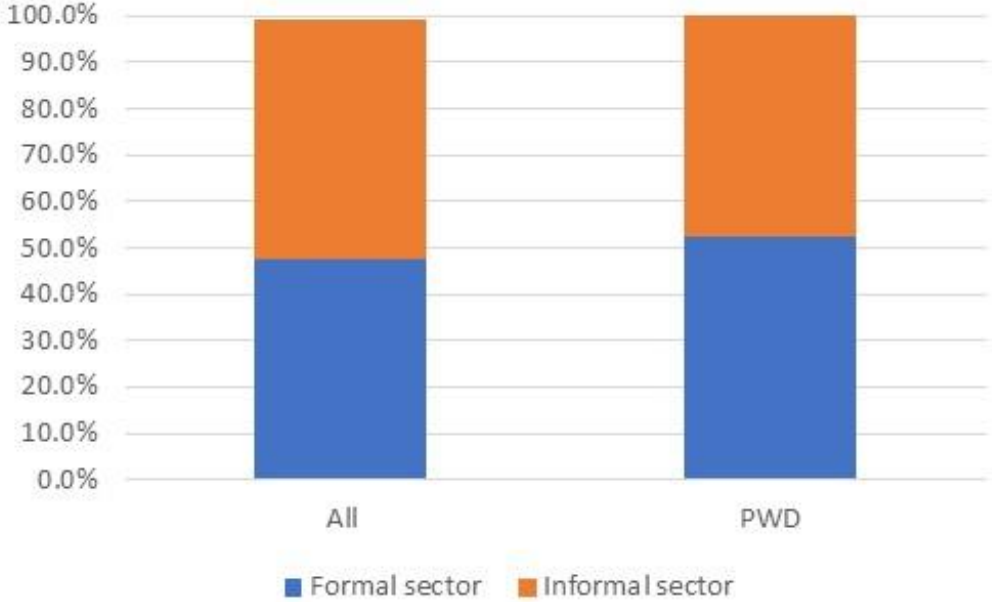
% of employed in paid employment by disability status, Iraq LFS 2021



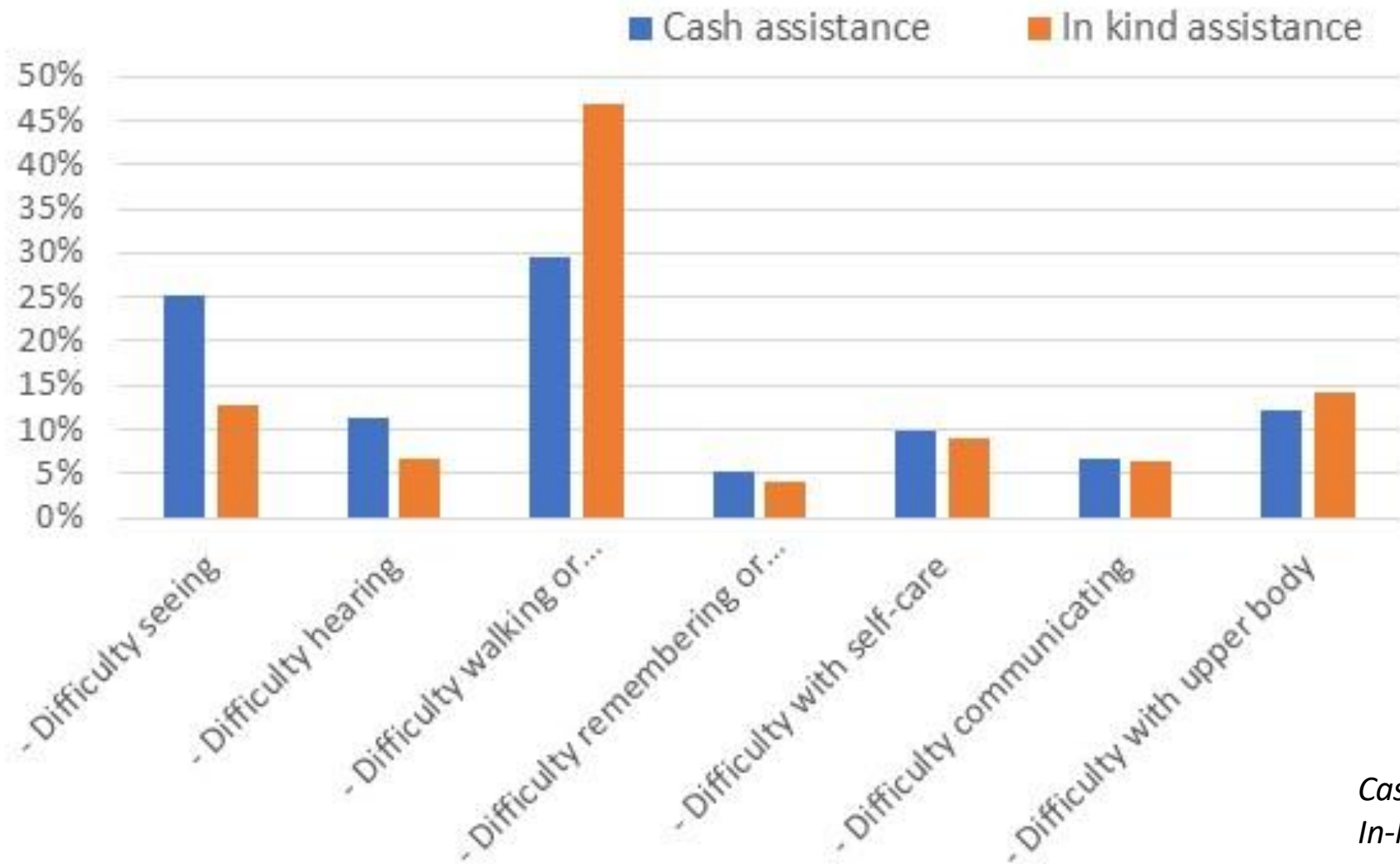
% of paid employees with social security coverage, by disability status, Iraq 2021



Employment in formal and informal sector, by disability status, Iraq LFS 2021



Households with disability members receiving cash assistance by type of disability, Iraq LFS 2021 (42'000)



*Cash: Social Safety Net Programmes
In-kind: Public Distribution System*



Thank you!