CRB Guidelines – Livelihood Component

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Overview

• Changing policy approaches to persons with disabilities
• CBR Guidelines – Livelihood component
• Working Group Sessions
• Broadening the scope – general trends in employment and training opportunities
New Policy Approach to Disability
From the Rehabilitation of Disabled Persons
to the Rehabilitation of Society

<table>
<thead>
<tr>
<th>Rehabilitate Disabled Persons</th>
<th>Rehabilitate Society</th>
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<tbody>
<tr>
<td>Charity</td>
<td>Rights</td>
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<td>Adjustment to the norm</td>
<td>Acceptance of differences</td>
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<tr>
<td>Exclusion</td>
<td>Inclusion, participation and citizenship</td>
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Changing Concepts of Disability

Moral definition: focus on sin, wrong-doing

Medical definition: focus on individual impairment

Social definition: focus on social context
Shifts in Policy

Care by Family: keep at home, hide away

Care in Institutions: custodial approach, ‘protect’ society

Community Care: integration, inclusion

Livelihood Options

Moral definition:
• Beg, Rely alms, or family support

Medical definition:
• Work in sheltered workshops, special programmes

Social definition:
• Seek employment with supports if required; set up enterprise, cooperative
The CRPD and the Right to Work
Shift in focus

- Segregated employment → Open Labour Market
- Petty trading → Small enterprises
- No legal provisions → Coverage by employment laws
- Limited choice → Work freely chosen or accepted

Important to bear in mind:
People with disabilities – very diverse group

- Mild, moderate or severe
  - physical disabilities
  - sensory disabilities
  - intellectual disabilities
  - mental health disabilities
- Disability dating from
  - birth
  - childhood/teenage
  - adulthood

➤ GENDER MAKES A HUGE DIFFERENCE! ➤
CBR Guidelines – Livelihood component

- Skills Development
- Self-employment
- Wage employment
- Financial Services
- Social Protection

Skills Development (1)

- Different types of skills
  - Foundation skills
  - Technical, vocational and professional skills
  - Business skills
  - Core life skills
Skills Development (2)

• Different ways of acquiring skills
  – Self effort
  – Learning skills in the family
  – At school
  – Vocational training centres
  – Community-based training
  – On-job training
  – Further education centres and universities
  – Enterprise and entrepreneurship development programmes

Skills Development (3)

• Role of CBR practitioners
  – Promote home-based training
  – Enable access to basic education opportunities
  – Facilitate participation in vocational training at school
  – Encourage training in the community
  – Assist in the development of business skills
  – Facilitate training in mainstream institutions, specialized institutions
Self-Employment

• **What form can this take?**
  – Economic activities in formal and informal economies
  – Owned, operated and managed by individual or group
  – Includes
    • ‘sole traders’
    • Small and medium enterprises
    • Self-help groups, group enterprises

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Self-Employment

• **Role of CBR practitioners**
  – Assist in identifying viable market opportunities
  – Support individuals in making choices based on interests, skills and resources
  – Encourage and support women with disabilities
  – Build partnerships with local government, mainstream organizations
  – Facilitate access to credit, start-up capital
**Wage-Employment**

- **May include:**
  - Mainstream employment
    - Public and private sectors
    - Formal and informal economies
  - Supported employment
    - Involves job coaching, on-going support
    - Can take form of individual placement, work teams, mobile work crews
  - Sheltered employment
    - Sheltered workshops employing people with disabilities only

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**Wage-Employment**

- **Role of CBR practitioners:**
  - Raise awareness of work potential, right to work of persons with disabilities
  - Enable and assist people with disabilities to find, retain jobs through, for example,
    - Links to referral and support services
    - Job matching
    - Job seeking skills
  - Build partnerships and networks
    - Employers organizations
    - Trade unions
    - Civil society
Financial services

• Include savings, credit, grants, insurance, money transfer services

• Provided through
  – Cooperatives
  – Village banks
  – Savings and credit associations
  – Traditional Money-lenders
  – Commercial banks
  – Informal financial assistance

Financial services

• Role of CBR practitioners:
  – Promote habit of saving
  – Help tackle self-exclusion, low self-esteem, self-confidence
  – Identify role-models
  – Facilitate access to mainstream financial services
Social protection

• Formal schemes:
  – Poverty reduction schemes
  – Social assistance schemes
  – Employee and worker compensation schemes

• Informal schemes
  – Family support
  – Community support groups or associations
  – Self-help groups
  – Micro-insurance schemes
Working group questions

• Working group 1:
  • Accessing skills development services for landmine victims, using a CBR approach: What advantages? What challenges?

• Working group 2:
  • Promoting self employment among landmine victims using a CBR approach. What advantages? What challenges?

• Working group 3:
  • Accessing wage employment for landmine victims, using a CBR approach: What advantages? What challenges?

Working group questions (cont)

• Working group 4:
  • Accessing financial services for landmine victims, using a CBR approach: What advantages? What challenges?

• Working group 5:
  • Accessing social protection services for landmine victims using a CBR approach. What advantages? What challenges?
New Strategies to Promote Integration: Trends in Employment Opportunities

- Sheltered Employment/Sheltered Work
  - Social Firms
  - Open Employment
  - Supported Employment
  - Self Employment

New Strategies to Promote Integration: Changed policy - sheltered workshops

- Required to
  - Increase relevance, marketability of work undertaken
  - Improve working conditions (sometimes in line with labour laws)
  - Ensure opportunities for transfer to other forms of employment
New Strategies to Promote Integration: Supported Employment

• Involves
  – On-job training or work experience
  – Personal supports
  – On-going follow-up

New Strategies to Promote Integration: Supported Employment

Takes the form of:
• Enclaves in regular enterprises
• Small businesses
• Mobile work crews
• Individual supported jobs
New Strategies to Promote Integration: Social Enterprises 1

- **Involve**
  - Economic activities with social goals
    - sustainable development,
    - inclusion of disadvantaged people and civil society.
  - Democratic management
  - Equal opportunities
  - Reinvestment of surplus

New Strategies to Promote Integration: Social Enterprises 2

- **Take many forms:**
  - Social Firms
  - Workers and Social Cooperatives
  - Community enterprises
  - Mutual companies
  - Associations
  - Credit Unions
  - Microcredit and mutual guarantee societies
New Strategies to Promote Integration: Open Employment

• Measures involving obligation
  – Quotas/ targets
  – Non-discrimination
  – Affirmative action requirements
  – Job retention

• Measures involving persuasion
  – Business case
  – Corporate Social Responsibility
  – Codes of Good Practice
  – Employer awards

New Strategies to Promote Integration: Supports to Employers

• Financial Measures
  – Wage Subsidies
  – Tax Concessions
  – Social Insurance Relief
  – Workplace Adaptation Grants

• Support Services
  – Technical advice
  – Job analysis
  – Job coach services
  – Problem-solving
New Strategies to Promote Integration: Supports to Workers

• Personal assistance services
• Communications services
• Assistive devices
• On-going support

New Strategies to Promote Integration: Entrepreneurship Development 1

• Training in
  – specific skills
  – business development
  – management
  – book keeping
  – marketing
New Strategies to Promote Integration: Entrepreneurship Development. 2

• Access to
  – Credit
  – Raw materials
  – Markets

• Support through
  – Technical Advice
  – Marketing Support

Building Strategic Alliances

Universities
Research Institutes

Mainstream
Placement Services

Non-
Governmental
Organizations

Employers

Employers’
Organizations

Disabled Peoples’
Organizations

Job-Seekers
with Disabilities

CBR
Practitioners

Education
Ministry

Skills Training
Centres

Media

Social
Workers

Counsellors

Families

Other Ministries

Buildings

Transport

Mainstream
Placement Services