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
1. Overview of the global situation: disability & population ageing
2. Public Employment Services: Promoting diversity and inclusion
4. Take away
1. Overview of the global situation
Demographics

Disability and population ageing are rising...
Population ageing

<table>
<thead>
<tr>
<th>901</th>
<th>2.1</th>
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<tbody>
<tr>
<td>MILLION PEOPLE</td>
<td>BILLION PEOPLE</td>
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<tr>
<td>aged +60 years in 2015</td>
<td>people aged +60 by 2050</td>
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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
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


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)

- Young people (< 25 years) 60
- Persons with disabilities 52
- Women 50
- Vocational rehabilitation 31
- Long-term unemployed 43
- Aging workers (> 50 years) 36

(WAPES; IDB; OECD, 2015).
PES offering programmes and services for diversity and inclusion

Policy concerns for inclusion...

- Funding
- Specialised staff
- Service coordination
- Assessment tools
- Data collection
Directing people to the right back to work pathway

- **Help to chose, get and keep a job**
  - Information services
  - Needs assessment
  - Referral to specialised providers
  - Specialized job data banks & job fairs
  - Assist to write job applications and create a CV, handling job interviews
  - Post-placement services

- **Skills development and training**
  - Peer learning
  - Soft skills training
  - On-the-job training
  - Vocational training

- **Remove barriers to employment**
  - Transportation facilities
  - Adaptations to the work place
  - Assistive devices
  - Job profiles adaptation
  - Flexible work modalities

- **Promote jobseekers skills to employers and advocacy**
  - Internships
  - Job coach
  - Sheltered employment
  - Job design for people with disabilities
  - Awareness training

Job market
Effective active labour market polices for inclusion…

Increase employability and autonomy

Help jobseekers to choose, 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

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
avila@ilo.org