

CRB Guidelines – Livelihood Component

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Tenth Meeting of the States Parties to the Anti-Personnel Mine Ban Convention
Parallel Programme for Victim Assistance Experts
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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

Rehabilitate Disabled Persons

Charity

Adjustment to the norm

Exclusion



Rehabilitate Society

Rights

Acceptance of differences

Inclusion, participation and citizenship

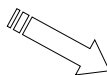


Changing Concepts of Disability

Moral definition:
focus on sin, wrong-doing



Medical definition:
focus on individual impairment



Social definition:
focus on social context

Shifts in Policy

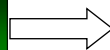
Care by Family:
keep at home, hide away

Care in Institutions:
custodial approach, 'protect' society

Community Care:
integration, inclusion

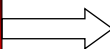
Livelihood Options

Moral definition:



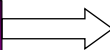
- Beg, Rely alms, or family support

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
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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
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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



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
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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
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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?

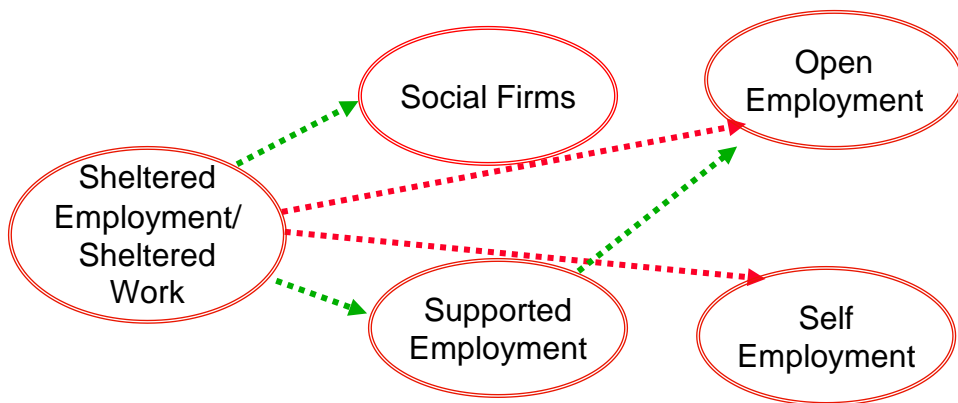


Working group questions (cont)

- **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



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

