

ILO Module on Disability and Employment

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History of Module

- Draft module submitted to ILO for discussion at Geneva meeting at ILO June 16-17
- Meeting participants
 - ILO staff
 - Other UN and international agencies
 - DPOs
- Revised module based on feedback
- Re-circulated to working group for additional comments and revisions

Labor Force Module: Purpose

- Disaggregate standard labor force indicators
- Generate additional indicators that reflect barriers that people with disabilities face in employment

Disaggregation of Standard Indicators

- To be based on WG questions
- Core questions plus
 - Upper body question from WG Extended Set
 - Two anxiety questions from WG Extended Set
 - Frequency and degree
- Also added question on **date of onset**

Additional Sections

- Barriers
- Accommodations
- Attitudes
- Social Protection

Barriers

For people who are not in the labor force ask EW_1a and b.

- EW_1a Which of the following things would make it more likely for you to look for work. Check all that apply.
 - Better education and training
 - Better transportation
 - Fewer family responsibilities
 - Access to assistive devices, like a wheelchair, prosthesis, or hearing aid
 - Access to personal assistance
 - Other: *Please specify*
 - None of the above
 - Refused
 - Don't know
- EW_1b (If more than one reason is checked in EW_1a) What is the main thing that would make it easier to work]

- ***For people who are unemployed ask EW_2a and b.***
- EW_2a Which of the following things would make it easier for you to find work? Check all that apply.
- EW_2b (If more than one reason is checked in EW_2a) What is the main thing that would make it easier for you to find work?

- ***For people who are working part-time ask EW_3a and b.***
- EW_3a Which of the following things would make it more likely for you to work more hours? Check all that apply.
- EW_3b (If more than one reason is checked in EW_3a) What is the main thing that would make it easier for you to work more hours?

Same response categories

Accommodations: For people who are working

- WA_1 Has your workplace been set up in a way to account for difficulties you have in doing certain activities?
 - Yes, and no more modifications are needed
 - Yes, but more modification are needed
 - No, but I need them
 - No, but I do not need them
 - *Refuse*
 - *Don't Know*

- WA_2 Is your work schedule arranged to account for difficulties you have in doing certain activities?
 - Yes, and no more arrangements are needed
 - Yes, but more arrangements are needed
 - No, but I need my schedule changed
 - No, but I do not need my schedule changed
 - *Refuse*
 - *Don't Know*

- WA_3 Are your work tasks arranged to account for difficulties you have in doing certain activities?
 - Yes, and no more arrangements are needed
 - Yes, but more arrangements are needed
 - No, but I need my tasks to be changed
 - No, but I do not need my tasks to be changed
 - *Refuse*
 - *Don't Know*

Attitudes: Asked of All People

- ATT_1 How willing are employers to hire people with disabilities?
- ATT_2 How willing are people to work alongside people with disabilities?

Response categories:

Unwilling

Somewhat willing

Very Willing

Refused

Don't Know

Attitudes: Asked of People with Disabilities

- ATT_3 How supportive are your family members of your decisions about working?

Very supportive

Somewhat supportive

Not supportive

Refused

Don't Know

Social Protection

For working age people with a disability

- SP_1 In the week ending [date], were you receiving any government disability benefits?

Yes

No

Refused

Don't Know

Note: Skip patterns for the SP questions are left out of this presentation

For people who are not working

- SP_2a When did you start receiving benefits?

Before my last job began

During the time I had my last job

After my last job ended

I have never had a job

Refused

Don't know

For people who are working

- SP_2b When did you start receiving benefits?

Before my job began

During the time I have had my job

Refused

Don't know

For people working age people with disabilities who are not receiving benefits

- SP_3 Have you ever received government disability benefits?

Yes

No

Refused

Don't know

- SP_4 When did you stop receiving those benefits?

Before my last job began

During my last job

After my last job ended

Refused

Don't know

Next Steps

- NCHS has agreed to undertake cognitive testing of these questions
- Based on testing, module will be revised
- Hopefully, then tested in other countries before being piloted

Thank You