Public Employment Services
promoting inclusive labour markets

The Role of Public Service Trade Unions in achieving
Decent Work for Persons with Disabilities

Zulum AVILA
8-9 December 2016 – ILO Geneva,
Public Employment Services

- Unemployment benefits
- Job matching
- Counselling services
- Labour Market information
- Employability: skills development and training, mobility, employment preservation
- Access to complementary services and supports
- Unemployment benefits

Clients with different needs

Labour market transitions
National Employment Policy: Public Employment Services

Levels

**Macro**
*National level*
- Public finances
- Economic Policy
- Social Protection
- Education Policy

**Meso**
*Regions and sectors*
- Sectorial strategies and policies
- Skills development / Training strategies
- Regional development and investment

**Micro**
*People, enterprises, local labour market*
- Employment services
- Active labour market policies
Upcoming policy brief...

Objective
To collect evidence on services delivery by PES people with disabilities

Joint effort
GED + CEPO

Outcome
Policy recommendations for action to deliver inclusive services and programmes

Scope
A focus on emerging and low-income economies
PES offering programmes and services for the inclusion in the labour market of target groups (2014-16)

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

- Sub-Saharan Africa
- Latin-America
- Central and Eastern Europe
- EU & OECD countries
- Asia
Connecting people to the job market

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
What is working for disability inclusion?

**Increase employability and autonomy**
Help jobseekers to chose, prepare and keep a job through providing access to mainstream services to reduce stigmatisation

**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

**Partnership-based delivery**
Facilitate coordination and pooling resources to expand the job opportunities for the disabled
Thank you
avila@ilo.org