“Trade unions and vulnerable groups in the context of the Post-COVID-19 crisis: Focus on workers with disabilities”
Foreword:

“A disability-inclusive response means a better response for us all” ILO Director General Guy Ryder

https://youtu.be/9-52k36cBFA
1. “Workers with disabilities” or “Persons with disabilities”
2. The challenges in this time of Covid 19
3. Trade unions do need to engage on decent work for PWD
4. ILO Key instruments for an inclusive recovery based on decent work
5. To go further…
Workers with disabilities (and their family) or “Persons with disabilities”
Are trade unions actions only for «workers with disabilities»?

▪ Trade unions work for all workers and their families: the labour institutions system goes beyond the place of work, beyond the labour market.. Workers with dependents with disabilities …

▪ Definition of disability : "Disability is the result of the interaction between people with disabilities (impairment) and the barriers that prevent their full participation in society." UN Convention on the Rights of Persons with Disabilities (UNCRPD) 2006.Disability can affect everyone at any time in life, from birth even from conception to old age : workers employers, government.. Man women and child with disabilities

▪ In a life time role may change : «worker with disabilities» «employer with disabilities» or «government» official or «retirees» with disabilities.

Conclusion :the use of «persons with disabilities» is better reflecting the impact of the role of trade unions on the entire society not only on work place…and labour markets
Challenges in this time of covid 19 and disability
COVID-19: inequalities, violence against women, isolation, discrimination, impairments may be not visible.

The labour relations absent and or broken for PWD: Individuals, institutions, and systems?

Actions are generally developed in silo, in a profoundly divided social and economic environment?

ILS 87 and 98 enabling instruments «forgotten» in developing the recovery for all?

OHS not yet a fundamental right…?

Universal social protection?

New social contract including PWD?
Why do Trade Unions need to engage on decent work for PWD?
Important role on the rebuilding the PWD’s absence or broken labour relation: principles SDGs «No one left behind» and UNCRPD «Nothing for us without us»: membership, partnership

Need to work on the workers perception, need to change organisations, and systems of institutions, need to get inclusive nations, difficult to get social cohesion on disability inclusion without the participation of trade unions

ILO Decent work SDG 8: not business as usual, need of strategic innovations, importance of a coordinated, systemic and integrated actions may have impact on institutions and the relations between them:E/SP/SD/ILS

Conclusion: TU are critical actors in this exercise of changing individual institutions and systems for disability inclusion.
ILO key instruments?
HOW? ILO key instruments for an inclusive recovery based on Decent Work

2019 ILO Centenary Declaration for the Future of Work
Adopted by the Conference at its 108th session, 21 June 2019.
II A(viii) ensuring equal opportunities and treatment in the world of work for persons with disabilities, as well as for other persons in vulnerable situations;

2008 Declaration on social justice for a fair globalization
Adopted by the International Labour Conference at its Ninety-seventh Session, Geneva, 10 June 2008. The Declaration expresses the universality of the Decent Work Agenda: all Members of the Organization must pursue policies based on the strategic objectives – employment, social protection, social dialogue, and rights at work. At the same time, it stresses a holistic and integrated approach by recognizing that these objectives are “inseparable, interrelated and mutually supportive”, ensuring the role of international labour standards as a useful means of achieving all of them.
Decent work is composed of four strategic objectives

If trade union action is focusing on one of the DW objectif – the ILS is it enough?

Example: ILO convention on violence and harassement 2019?
Is it ratified?
When it is ratified is it applied ?:
Is social dialogue organised on the way to apply it?
Does the unions members/groups discriminated mobilised in all sector to obtain the application and respect of the ILS?
Are existing services to enforce the convention? Is the ILS applied in work places or employment?
Are the «capital» human, social and finance available and decisions to their use? Do we have labour tribunals that are competent for non respect of Labour legislation (collective)? Do we have Social security for all? Social Protection
1998 Declaration on Fundamental Principles and Rights at Work (Annex revised 2010)
Adopted in 1998, the Declaration commits Member States to respect and promote principles and rights in four categories, whether or not they have ratified the relevant Conventions. These categories are: freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation.

The MNE Declaration is the only ILO instrument that provides direct guidance to enterprises on social policy and inclusive, responsible and sustainable workplace practices. Its principles are addressed to MNEs, governments, and employers’ and workers’ organizations and cover areas such as employment, training, conditions of work and life, and industrial relations as well as general policies. All principles build on international labour standards (ILO conventions and recommendations).

Advancing social justice, promoting decent work
To go further?
1. Getting workers’organisations / women commitee disability inclusive (communication, staff/services/accessibility/members recruitment.)
2. Building up one voice/action on disability inclusion : easier to analyse the situation and identify the gaps, avoid redondances and save on human and finances ressources when actions is organised and propely distributed …
3. Promoting partnership with social partners, DPO, CSOs : importance of having guide lines on these partnerships. How the inputs of external actors to the labor of work may be capture in the social dialogue?
4. Calling for social dialogue as instrumental in achieving an inclusive and human better rebuilding up
5. Identifying key ILS that support actions on employment and social protection
6. Analizing the gaps in social protection systems that prevent the inclusion of PWD
7. Analysing the gaps in economic sectors that prevent the inclusion of PWD
1. No one left behind, not now, not ever Persons with disabilities in the COVID-19 response

2. COVID-19 and the World of Work: Ensuring the inclusion of persons with disabilities at all stages of the response

3. Trade Union action on Disability and Decent Work A Global Overview

4. Expert Meeting on Trade Union Actions to Promote Decent Work for Persons with Disabilities
THANK YOU And … Questions?