



International Conference: Evidence in Global Disability and Health

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Preferred presentation format:	<ul style="list-style-type: none"> • Oral • Poster • Oral or poster

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ABSTRACT

Title:

Introducing disability-oriented public employment services in Peru

Abstract text (limited to 300 words, should include background, methods, results and conclusions):

The right of employment for persons with disabilities is one of the Sustainable Development Goals, recently approved by the United Nations Assembly. This presentation will briefly show how the Peruvian employment services are being adapted for persons with disabilities, by introducing a disability-oriented approach, in order to promote employment of persons with disabilities.

A number of challenges are currently being faced in this endeavour. When the first National Disability Survey: ENEDIS results were released, in 2012, it was brought into light that approximately 5.2% of the Peruvian population (1.5 million) had some kind of disability, and 8 out of 10 persons with disabilities were inactive (neither working nor seeking a job). Unemployed persons with disabilities form 24% of the overall population with disabilities. In the same year, a new disability legal framework levied on private employers, employing more than 50 employees, a new obligation to hire persons with disabilities in a number not less than 3% of the workforce of the employer.

The social model of disability was the basic method followed to formulate a disability approach, to be introduced into the employment services. Accordingly, we sought to identify the barriers to participation in employment that persons with disabilities faced in Peru. Four main barriers were found: i) High percentage of inactivity of persons with disabilities; ii) employers' lack of information regarding how and where to find people with disabilities to hire and employers' prejudices about their productivity; iii) lack of experience of people with disabilities; and iv) lack of academics qualifications among people with disabilities (8 out of 10 disabled persons only finish elementary education).

Intending to address these barriers, the disability approach in employment services formulated four strategies which include: i) a shift to a proactive employment service that addresses the issue of inactivity; ii) a shift from the system of experience and academic degrees requirements to an ability profile, to deal with low experience and literacy; iii) a match of abilities required for the position and abilities of the person with disability, to place them in a job and to deal with employers' prejudices and; iv) services offered to employers: analysis of job positions to include persons with disabilities, disability awareness at the work centre, and a follow up system after the job placement, to deal with lack of information of employers.

It has been less than a year since these strategies are being implemented under the systemic disability approach introduced in employment services. However, some valuable results might be highlighted. First, it stresses the importance of overcoming inactivity of persons with disabilities, encouraging the presence of disability in the workplace. Second, as a combined result of quota and public employment services, the number of various positions offered exclusively to persons with disability have been increased 4 times the average number reached last year. These facts demonstrate that employers' prejudices can be changed and they could be able to offer jobs for persons with disabilities, if they find an institutional platform to do so. Third, the number of persons with disabilities who have gotten a job have been progressively increasing, due to the success of employment services with a disability approach.

Promoting employment for persons with disabilities has been easily related to sheltered employment or forced quotas demanding employers to hire them. However, we firmly believe that simple changes within the state can demonstrate to private employers how productive and beneficial it is for them to bring disability into their workforces. We found this approach is a good evidence and it is most likely to fulfill one of SDG, encouraging productive employment and decent work for persons with disabilities.

Deadline for abstract submission: November 30, 2015

Please submit your abstract to: disabilitycentre@lshtm.ac.uk

Restricted to one first author abstract per participant.

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