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**Action Plan on Accelerating and Monitoring  
the G20 Principles for the Labour Market  
Integration of Persons with Disabilities**



# **Action Plan on Accelerating and Monitoring the G20 Principles for the Labour Market Integration of Persons with Disabilities**

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## **Action Plan on Accelerating and Monitoring the G20 Principles for the Labour Market Integration of Persons with Disabilities**

Persons with disabilities often face obstacles in accessing services in health, employment, education, and vocational training which put them at risk of being trapped in severe poverty and being excluded from socio-economic activities

The COVID-19 pandemic has deepened existing inequalities and increased the difficulties persons with disabilities are facing in finding new employment opportunities, and remaining in or returning to the labour market. Therefore, and bearing in mind the current economic situation, it is imperative that efforts to create and expand quality employment opportunities, including the plans to address the socio-economic impact of the pandemic, specifically focus on the needs of persons with disabilities, in particular youth and women with disabilities.

Persons with disabilities may have less access to social protection than persons without disabilities also because of a higher risk of working in low-paid, informal, and precarious jobs. They may also face difficulties in obtaining education and training without sufficient access to assistive devices. In addition, participation in online delivered education and training is particularly challenging due to often inaccessible platforms and materials.

The digital and green economies provide great opportunities for the employment of persons with disabilities if their access to the relevant skills and training is being ensured including access to assistive devices and if Government support to the initiatives in these areas promotes the inclusion of persons with disabilities. Therefore, the initiatives in these areas ensuring the access of persons with disabilities to skilling, upskilling, and reskilling opportunities must be supported.

Employment for persons with disabilities must be supported by the governments, non-governmental organisations, private sector, employers' organisations, and trade unions. Social dialogue and an innovative multi-stakeholder collaboration including organisations of persons with disabilities are keys to recover from the pandemic, face the current economic situation and increase inclusive work participation that would allow persons with disabilities access to the labour market.

A key to better policy for promoting labour market participation of persons with disabilities is the collection and analysis of disability disaggregated data. We see data collection on the labour market participation of persons with disabilities as an integral part of our action plan in pushing for progress towards the G20 Principles for the Labour Market Integration of Persons with Disabilities (Mendoza, 2018).

These principles focus on promoting employment in the public and private sectors according to national circumstances; ensuring the skills supplied match the needs of the labour market according to national circumstances; and developing inclusive legislation and social protection schemes. To push forward their implementation and monitor progress, we endorse an action plan to accelerate and monitor the G20 Principles for the Labour Market Integration of Persons with Disabilities. In this Action Plan, we consider to take the following steps in close cooperation with social partners to accelerate the implementation of the G20 Principles for the Labour Market Integration of Persons with Disabilities and to monitor progress, in line with national circumstances:



## **1. Accelerating the Participation of Persons with Disabilities in the labour market.**

- Strengthen public employment services and other employment support measures to address the needs of persons with disabilities from an intersectional perspective, with special attention to youth and women with disabilities and those located in rural areas.
- Ensure the availability, and accessibility of high quality education and training programs for persons with disabilities to equip them with the skills they need to participate in an ever-changing labour market including for the digital and green economy.
- Encourage and support both the public and private sectors to recruit persons with disabilities by providing appropriate incentives, advice and technical assistance, including to guarantee equal treatment and tackle preconceptions, with a particular focus on small and medium enterprises.
- Promote entrepreneurship opportunities for persons with disabilities through accessible and inclusive training programs and business development services and incentives.
- Ensure the access of persons with disabilities to adequate and comprehensive social protection systems and public employment services that encourage and facilitate employment, allowing the compatibility between disability benefits and income from work and support 'return to work' programs for people who acquire a disability, including by engaging proactively in vocational rehabilitation.
- Promote effective anti-discrimination policies in the workplace, covering all stages of employment, including initial recruitment, career development opportunities, and employee retention.
- Encourage the public and private sectors to provide reasonable adjustments for persons with disabilities in the workplace in order to ensure that persons with disabilities have equal opportunities in employment.
- Develop, according to national circumstances, necessary legal and technical framework to support workers who have family members with disabilities to ensure a right balance between their care responsibilities and work and provide inclusive education and training opportunities for their family members to better equip them with skills.
- Incorporate specific employment support measures aimed at persons with disabilities in comprehensive care programs
- Ensure occupational safety and health policies are inclusive and tailored also on the needs of persons with disabilities.

## 2. Monitoring of G20 Principles for the Labour Market Integration of Persons with Disabilities

- Share voluntarily recent policy initiatives to implement the G20 Principles for the Labour Market Integration of Persons with Disabilities as part of the G20 annual Employment Plan Self-Reports.
- Subject to the availability of data, we agree on the following framework of indicators, covering the dimensions of employment, job quality, social protection, and skills, to measure progress with the implementation of the G20 Principles for the Labour Market Integration of Persons with Disabilities. We call on the ILO and OECD to report periodically on developments in the labour market situation of persons with disabilities based on these indicators, drawing on data provided voluntarily by G20 Members including by gender and taking into account national circumstances.

Table 1. Framework for suggested indicators to measure progress with the implementation of the G20 Principles for the Labour Market Integration of Persons with Disabilities<sup>1</sup>

<b>Domain and indicator</b>	<b>Definition</b>
<b>Employment (EM):</b>	
EM1. Disability gap in employment rate	Difference in the employment rate between persons aged 15-64 without and with disabilities. The employment rate is defined as the percentage share of persons who are in employment.
EM2. Disability gap in unemployment rate	Difference in the unemployment rate between persons without and with disabilities
EM3. Disability gap in hiring rate	Difference in the hiring rate between persons aged without and with disabilities. The hiring rate is defined as the percentage share of all employed people with job tenure of less than one year.
<b>Job quality (JQ):</b>	
JQ1. Disability gap in earnings	Difference in mean (hourly or full-time equivalent) earnings between workers without and with disabilities as a percent of the value for workers without disabilities.
JQ2. Disability gap in low-pay	Difference in the percentage share in low-paid work between employees without and with disabilities. The share in low-paid work is defined as the share of employees earning less than 2/3 of median hourly earnings for all workers.

<sup>1</sup> These are suggested indicators and each G20 member may adapt the indicators, including the use of alternative indicators, and their definition in accordance with their national data.

JQ3a.Disability gap in temporary work	Difference in the percentage share of employees without and with disabilities who are in temporary work. This indicator is more suited to G20 economies with a small share of employees who are working informally but where fixed-term contractual work arrangements are prevalent.
JQ3b.Disability gap in informal work	Difference in the percentage share of employees without and with disabilities who are working informally. This indicator is more suited to G20 economies with a substantial share of workers who are working informally.
JQ4. Disability gap in managerial and leadership positions	Difference in the percentage share of workers in managerial and leadership positions (ISCO-08 group 1) between persons without and with disabilities.
<b>Social protection and poverty (SP):</b>	
SP1. Disability gap in receipt of social protection benefits broadly defined	Difference in the percentage share of non-employed persons aged 15-64 who receive an income replacement benefit (sickness/disability/work injury, unemployment, pension or social assistance) without and with disabilities.
SP2. Disability gap in receipt of social protection benefits narrowly defined	Share of non-employed persons with disabilities aged 15-64 who receive a health-related income replacement benefit (sickness, disability or work injury).
SP3. Disability gap in poverty rate	Difference in poverty rate between persons aged 15-64 without and with disabilities. The poverty rate is defined as the share of persons living in households with equalised income below 60% of the mean income of all households.
<b>Skills (SK):</b>	
SK1. Disability gap in low education	Difference in share with an educational attainment of ISCED-2 or lower between persons aged 25-64 without and with disabilities.
SK2. Disability gap in high education	Difference in share with an educational attainment of ISCED-5 or higher between persons aged 25-64 without and with disabilities.
SK3. Disability gap in youth not in employment, education or training (NEET) rate	Difference in NEET rate between persons aged 15-29 without and with disabilities. The NEET rate is defined as the share of persons

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	aged 15-29 who are not in employment; education or training.
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Notes:

- The monitoring of the implementation of persons with disabilities participation in the labour market will be conducted every 4 years by the ILO and the OECD based on countries' voluntarily presented data.
- The report would be presented to the G20 Employment Working Group.