

## Model promoting decent work for persons with all kinds of disabilities

Peru / Ministry of Women and Vulnerable Populations (MIMP)

By involving employers and disabled people's organizations in skills development and employment services, and by accompanying and monitoring their placement and adaptation in the work environment, Peru's "I Am Capable Model" has resulted in more than 3,000 new workers with disabilities joining the labour force and in a national labour policy that is responsive to the demands and needs of the disabled.

### IN BRIEF

Based on a capability approach, Peru's "I Am Capable Model" is a nationwide pilot model that promotes skills training and labour intermediation for persons with disabilities in order to enhance their employment opportunities in the open labour market both in the private and public sector. To date, the model has facilitated the hiring of 3,015 persons with disabilities. As of July 2016 it has been placed under the Ministry of Labour and Employment Promotion, and is now planned to become a national programme.

### FACTS & FIGURES

- The "I Am Capable" model was launched in 2012.
- Of those 2,800 currently working, 63 per cent had a physical disability, 18 per cent a hearing impairment and 10 per cent a visual impairment, 6 per cent an intellectual disability, 3 per cent a mental health problem.
- As of 2016, 81 public and private-sector employers were recognised as being inclusive, including Clothing Lancaster SA, Monark Perú SA, Industrial Gorak SA, and the Metropolitan Municipality of Lima.

### INNOVATIVE ASPECTS

#### Rights-based approach

The work among the various stakeholders is focused on capabilities and rights, and is coordinated in a way that awareness-raising about labour inclusion is not based on charity.

#### Market-relevant skilling

Labour competency training also transmits a set of behaviours, enhances the ability to analyse and make decisions, and facilitates the transmission of information – all of which improve the employability of the worker.

#### State-business dialogue

The model is also a coordination tool between the public and private sector, facilitating training in competencies that are suitable to the demand.

## CONTEXT

In Peru there are few equal opportunities to access the labour market, especially for persons with disabilities, who tend to suffer from discrimination and often have limited qualifications. To strengthen their labour inclusion, the “I Am Capable Model” was developed through the Department of Promotion and Social Development of the National Council for the Inclusion of Persons with Disabilities (CONADIS), which is part of the Ministry of Women and Vulnerable Populations. Importantly, it was initiated in strategic collaboration with the business sector under Peru’s Equal Opportunities of Persons with Disabilities Plan (2009–2018). In 2012 it was launched with the goal to employ 1,000 people with disabilities in both the private and public sector, and CONADIS adopted the programme by means of Presidential Resolution No. 107.

## QUOTE

"It makes me happy that, through my work, I am able to support my family." – Jeny Rivera Cuña, Call Center IBT

## KEY FEATURES

Peru’s “I am Capable Model” is composed of three steps: first, coordination with persons with disabilities (selection and training of beneficiaries); second, coordination with companies and public institutions (advice, studies of the workplaces, etc.); and third, the monitoring and accompaniment of the new workers, including a follow-up process. Training on entrepreneurship, technical production careers, and other employment areas, is provided by educational institutions, NGOs, and state programmes. An awareness campaign informs employers about the model’s benefits and usefulness. Inclusive companies are then recognized by the government by identifying them at an annual ceremony in Lima as having good employment practices.

## OUTCOME, IMPACT AND EFFECTIVENESS

- The model promotes the economic independence of employees with disabilities, fiscal benefits for companies, and tax contributions for the government.
- By 2016–2017 there will be approximately 5,000 beneficiaries, and the Government Plan 2016–2021 seeks to increase that number by 10 per cent annually.

## TRANSFERABILITY, SCALABILITY AND COST-EFFICIENCY

At its inception the “I Am Capable Model” had only a small budget, essentially for merchandising. However, strategic partnerships, such as with business groups, has allowed it to have a far wider reach. It is now planned to be transformed into a national programme of the Ministry of Labour and Employment Promotion, even though this process has not yet been formalized.

## **CONTACT**

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## **POLICY**

I am Capable Model of 2012

National Council for the Inclusion of Persons with Disabilities (CONADIS), Ministry of Women and Vulnerable Populations (MIMP); Ministry of Labour and Employment Promotion (MINTRA, since July 2016)

## **SOURCES**

CONADIS: *<http://www.conadisperu.gob.pe>*; Government, General Disability Law No. 29973, 2012: *<http://bit.ly/2dAkQAL>*; Government, Plan de Gobierno. Peruanospor el Cambio, 2016-2021: *<http://bit.ly/1VVd6tx>*