

Raising society awareness: the need for change in disability inclusion








MODUL I

Ocupare și Dizabilitate: cadrul general



Article 27 UNCRPD

It recognizes the right of persons with disabilities to work on an equal basis with others, in a labour market and work environment that is open, inclusive and accessible.



Across Europe, the labour market participation of persons with disabilities **remains lower** than that of persons without a disability.

The evaluation of Disability Strategy 2010-2020 identified **EMPLOYMENT** as one of the 5 top priorities for **FUTURE** actions!

Eurostat statistics:

Employment rate: PwD 50,8%; people without disabilities
75%

Key obstacles to the employment of people with disabilities



1

- disability-related stereotypes
- bureaucratic difficulties in accessing the available services



2

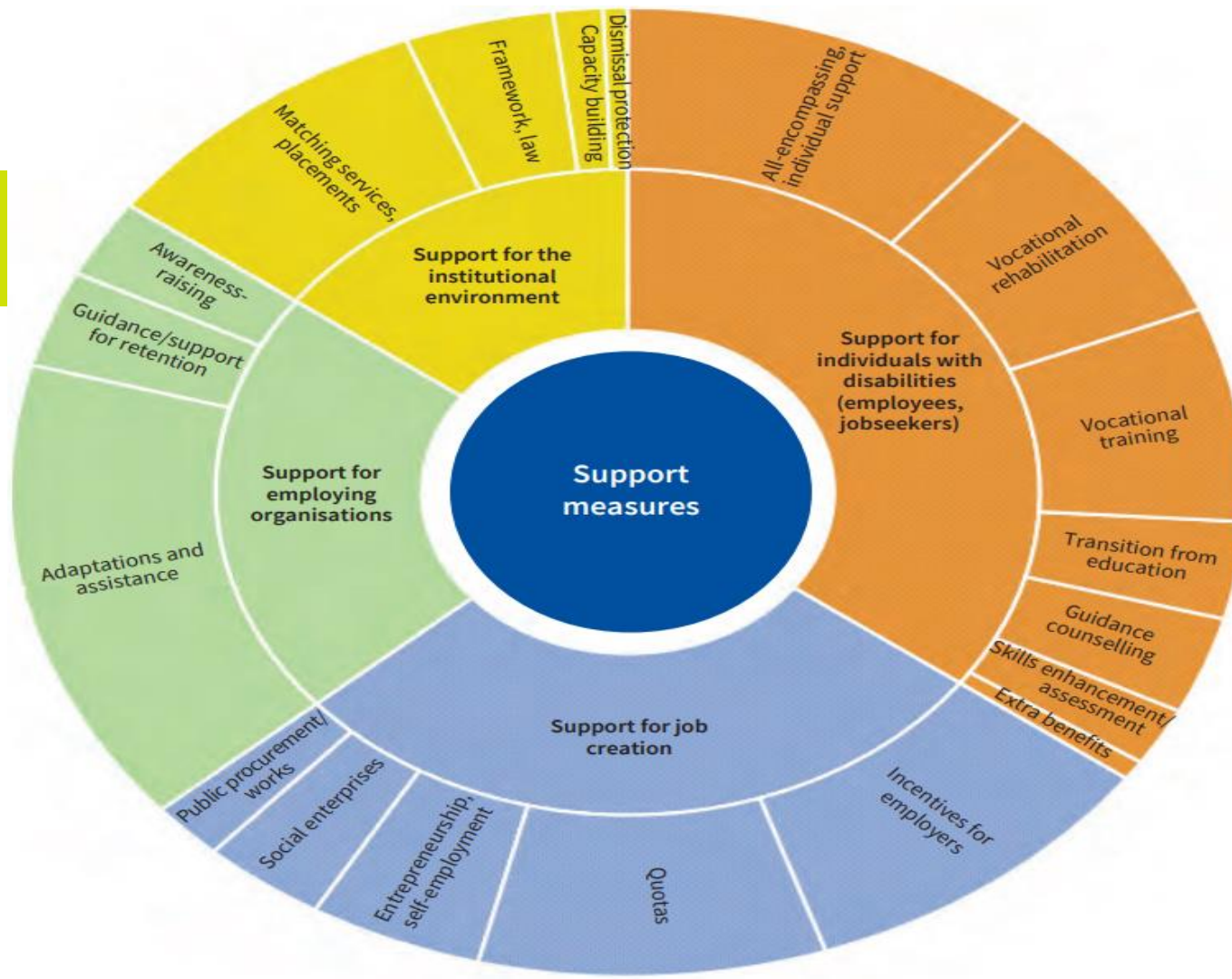
- lack of strategic vision in governance
- insufficient monitoring of policy implementation



3

- limited training resources for employers
- lack of specialist support

Source: EUROFOUND,
(2021), Disability and
labour market integration:
Policy trends and support
in EU Member States



Country	PES	Other government actors	Trade unions	Employer organisations	NGOs/civil society organisations
Austria	1	1	2	2	1
Belgium	1	1	1	1	2
Bulgaria	1	1	2	2	1
Croatia	1	2	2	2	1
Cyprus	2	1	4	3	1
Czechia	1	1	3	2	2
Denmark	1	1	3	3	2
Estonia	1	1	2	2	1
Finland	1	1	2	2	1
France	1	2	2	2	2
Germany	1	1	1	2	1
Greece	1	1	2	2	1
Hungary	1	2	4	1	1
Ireland	1	1	2	2	1
Italy	1	1	1	1	1
Latvia	1	2	2	2	2
Lithuania	1	3	4	2	2
Luxembourg	1	1	2	2	2
Malta	1	2	2	2	1
Netherlands	1	1	2	2	2
Poland	1	1	3	3	1
Portugal	1	1	3	3	1
Romania	1	1	3	4	1
Slovakia	1	4	4	3	2
Slovenia	1	2	3	3	3
Spain	1	1	3	2	1
Sweden	1	2	3	1	1

Perceived role of different actors in EU Member States regarding the integration of people with disabilities into the open labour market

Source: EUROFOUND, (2021), Disability and labour market integration: Policy trends and support in EU Member States



Information and awareness-raising for mainstream services, employers and trade unions

Certain countries run information and awareness raising campaigns aimed at:

- ✓ the population in general - to combat prejudices by means of media campaigns and specific activities such as simulated situations;
- ✓ employers - to highlight the abilities and skills of people with disabilities;
- ✓ trade unions - through training on the induction of people with disabilities into the workplace.



1) Internships and vocational programmes and pathways

Croatia: The 'Experience is the best teacher' measure supports cooperation with companies to provide a first working experience for young people with disabilities. Participants acquire knowledge and practical skills, which strengthens their employability. At the same time, this programme increases general awareness of the problems facing people with disabilities in the labour market and broadens possibilities for their social integration. Sustainability has been identified as its key shortcoming

Cyprus: The 'Scheme for the subsidisation of organisations for vocational training programmes for people with disabilities' financially supports organisations representing different groups of people with disabilities for tailored vocational education and training. This covers the remuneration of trainers, rental of training equipment and spaces, and reproduction of training material. Despite its small scale, allowing only limited effectiveness and reach, the programme has a strong focus on the relevance of the training provided

2) Work assistance and personal budget initiative

Good practices

Germany: In the 'Work assistance' scheme, staff provided systematic support to employees to compensate for any disability-related functional limitations. Strict eligibility criteria ensure the relevance of the measure: employees must have a severe disability and be able to adequately perform work only with substantial support, which needs to be regular and permanent. The person with disabilities receives a personal budget to hire a work assistant, a strategy that supports employees' performance and increases their chances of securing employment. The main shortcomings relate to the restricted budget and duration of the support alongside the complex procedures, low visibility and limited sustainability of the results without continued assistance. The 'personal budget' measure creates autonomy for people, who can organise their own benefits and services. This freedom of choice increases beneficiaries' independence and solves a bureaucratic triangle between funding agencies, beneficiaries and service providers.

3) Facilitating employment retention

Portugal: The 'Post-placement follow-up' measure provides professional specialised rehabilitation for workers with disabilities and their employers, in order to retain jobs and promote career progression. The assistance ranges from technical support, including adaptation or reorganisation of job tasks, to social integration into the work environment, the development of social and personal skills and support for accessibility.

Ireland: The 'Employee Retention Grant' assists employers to retain employees who acquire a condition that impacts on their ability to carry out their job by exploring their continuing capacity to operate as a productive member of the workforce. Employers are enabled to buy in the external specialist skills and knowledge needed to develop an individualised 'written retention strategy' for an employee who acquires a disability. Funding is then provided to implement the strategy, including for retraining, job coaching or hiring an external coordinator. Although it can assist employers to enable employees with a newly acquired disability to get back to work, the measure has been criticised for not supporting productivity shortfalls and for being rarely used

A story – TEDx Talks

Disability vs the Workplace | Lesa Bradshaw | TEDxLytteltonWomen:

A local entrepreneur and HR consultant, Lesa Bradshaw, a partner at Bradshaw Le Roux Consulting, recruitment and assessment specialists and disability integration consultants – she was born with Spinal Muscular Atrophy.

https://www.youtube.com/watch?v=W3_RjJtd6Eo





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<https://www.awareness4change-project.org>

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