



Breaking down prejudices in employment for persons with disabilities

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www.easpd.eu



- Nonprofit NGO in the disability sector, established in 1996, representing over 15,000 support services for persons with disabilities in Europe
- EASPD plays a **key role at European level** as a representative of disability service providers, working for an inclusive Europe and the full implementation of **UN CRPD through high quality service systems**
- **Principles:**
 - ✓ **User participation** in the development and delivery of services
 - ✓ The implementation of **good governance principles**
 - ✓ Focus on **accessibility, availability, affordability** and **adaptability** of services

Scene Setting



- ≈ 80 mil persons with disabilities (PwD) in Europe
- 1/6 EU citizens between 16 and 64 is reported to have a long-standing health problem or disability
- 1/3 of those persons do not experience any restriction in their working abilities
- Disabled people are two to three times more likely to be unemployed than non-disabled persons
- Unemployment of persons with disabilities is estimated at around 20-30% (EASPD & EDF)
 - Eurostat figures of 47.3% do not include persons considered as unable to work

Unemployment and inactivity affects persons with a disability much more than the general public.

Setting the scene A Changing Society



- Shift in paradigm with regard to persons with disabilities –
Implementing the UN CRPD
- Demographic change
- Economic change
- Role of public authorities
- Knowledge society and ICT



What does the UN CRPD mean for services?

Past

- Institutional & segregating
- Services targeting persons with disabilities
- Professionals receiving persons with disabilities in their « centres »
- Public funding going straight to service providers

Future

- Community based
- Services targeting persons with disabilities & mainstream stakeholders (businesses, schools, authorities, etc)
- Persons with disabilities receiving professionals in their homes
- Public funding going to persons with disabilities who then choose service provision

Other changes & services



Past

- Stable and important role by public authorities in financing, monitoring and provision
- Front line staff predominantly women, with men often in management positions
- Inexistent or weak social dialogue structures
- More mono-cultural staff and clients/users

Future

- Withdrawing role by public authorities
- Better gender balance among staff and management
- Strong social dialogue structures
- More multi-cultural and diverse staff and clients/users

Why invest in Employment for All?



- Economic reasons
 - Reintegration rate
 - More than 3 years unemployed =<10%
- Social and Human Rights reasons
 - Cohesion in society= ± balanced income
- Personal reasons
 - work = part of your ID



- Europe 2020: Smart, Sustainable, Inclusive Growth
 - Agenda for new skills and jobs
 - European platform against poverty
- European employment strategy
- Employment package
- Youth employment package- Youth employment initiative- Youth on the move
- Entrepreneurship and self-employment
- Long-term unemployment
- Employment Equality Directive



Work & Employment

States Parties must ensure that

- That persons with disabilities have equal rights to work and to gain a living;
- Ensuring equal access for persons with disabilities to the open labour market is to be a priority in this regard.

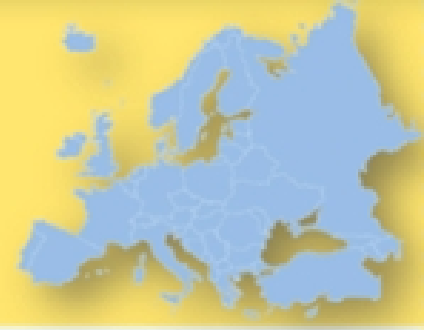
Past

- Protected settings
- Not a real working contract, with no wages, etc
- Support provider is the employer

Future

- Open labour market and/or inclusive settings
- Real contracts with real wages
- Support provided to employers and persons with disabilities

UNCRPD & Art. 27 II



- Facilitated by specific measures
- Equal treatment of all workers
- Positive actions
- Ensure reasonable accommodation
- Promote vocational & professional rehabilitation



- Focus on disabilities instead of abilities
- Low quality education and VET: inclusive education is key!
- Accessibility : Public transport
 - Recruitment procedures/Information
 - Working methods
 - Working environment
- Work must pay: benefit trap
- Lack of holistic support
- Blaming language: People far away from the labour market or...labour market far away from the people



- Support available in all phases of work-life
 - Transition from school to employment
 - Educational programmes : inclusive, accessible and tailored
- Accessibility and Universal Design
- Positive attitudes
- Support for employers
- Reduce digital divide



Support measures may help overcome structural and functional hindrances for employment of PwD:

- Mainstreaming
- Legal frameworks
- Cross-sectorial cooperation
- Support of social cooperatives and social economy actors

Study on economic impact of inclusion in the open labour market for persons with disabilities



Dr. Stephen Beyer Study: « **the economic impact of inclusion in the open labour market for persons with disabilities** »

- Disabled people, government & taxpayers are likely to benefit financially from greater investment in employment in the open labour market
- Methods such as supported employment and Individual Placement & Support are most effective in doing so; although this can vary on national context.
- There is much variability in methods, model comparisons, national contexts and relative levels of benefits to these key stakeholders across studies. The weight of evidence is still positive in favour of inclusive employment.





- **Stakeholder cooperation**
 - All actors at the table
 - Coordinating role for employment agencies
 - Including knowledge and knowhow

- **Targeted actions**
 - Third generation of policies
 - Individualised support ...one at a time
 - Benefit trap ...decent pay and career path
 - Job fairs



- **Availability of support**

- Employer: information on state aid, modification of the workplace, administration and job carving.
- Employee: specific training, accessible information, administration

[Symbiosis Foundation, Hungary](#): training for persons with disabilities and support for both employee and employer

- **Research based**

- Reliable data collection (comparability)
- Success factor analysis: what works
- Reasonable accommodation? !



Now

1. Place
2. Train
3. Maintain

The story of Ward Reynaerts: Job-link, Belgium

Past



1. Train
2. Retrain
3. Place

Models of good practice



- Carrefour: All Labour Integration, Spain
- Discovering Hands, Germany
- City of Oslo: trainee programme for persons with disabilities
- Access: supported employment and career management, Germany
- Inclusive Vocational Training, Germany
- Druga violina: restaurant, Slovenia

- Employment as part of one's identity
- Employment is crucial to combat poverty and aim at the full inclusion of persons with disabilities in society

Druga violina: restaurant, Slovenia

The story of Blaž Kužnik: the transition from unwanted dependence to a full, productive and independent life through employment.

Conclusion



- Move away from a protective approach towards an empowerment-oriented approach
 - *Individualised support, person-centred planning, co-produced services and empowerment of individuals*
- Ensuring that mainstream services fully include persons with disabilities; whilst setting up appropriate support schemes and services and readapting existing ones; according to principles of the UN CRPD
- Reaching out to Stakeholders is key to building a more inclusive society



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Thank you

EASPD

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