

Towards an inclusive labour market



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European Association of Service providers for Persons with Disabilities

- Based in Brussels, Not for Profit Organisation
- Established in 1996
- Objective: Equal opportunities for people with disabilities through effective and high quality service systems in Europe, which are affordable, available and adaptable.
- EASPD represents over 15,000 service providers in 33 European countries covering all disabilities.

EASPD IN BRIEF



Setting the Scene

- The employment rate of people with basic activity difficulties in the EU-28 in 2011 was 47.3 % almost 20 percentage points below that of people without such difficulties.
- Many are underemployed and not visible
- Austerity measures due to economic crisis: most innovative 
- Changing Society: demographic and economic change, role of public authorities, knowledge society and ICT
- Which measures and actions are needed to implement article 27 of the UN CRPD?



Why invest in Employment for All?

➤ Economic reasons

- Protection from Poverty
- Reintegration rate
- More than 3 years unemployed =<10%

➤ Social and Human Rights reasons

- Active participation = right
- Cohesion in society= \pm balanced income

➤ Personal reasons

- Self-realisation
- work = part of your ID



Article 27 of UN CRPD

Article 27: Work and employment

« State Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. » [...]

Article 27 of UN CRPD

- Employment for all
- On the open labour market
- Facilitated by specific measures
- Real contracts, real salaries
- Equal treatment of all workers
- Positive actions
- Ensure reasonable accommodation
- Promote vocational & professional rehabilitation



UN CRPD for service providers

Joint Declaration on Support Services of Tomorrow:

- Move away from a protective approach towards an empowerment-oriented approach
- Individualised support, person-centred planning, co-produced services and the 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 CRPD
- Reaching out to Stakeholders is key to building more inclusive society



UN CRPD for service providers

- Shifting the balance of power & responsibility solely from professional support services & authorities
- Recognition that every individual with support needs should be fully, structurally and meaningfully and in an ongoing manner involved in service, policy or activity related to them
- An innovative and inclusive working practice ensuring that all stakeholders actively rethink and reassess how they are operating

What does the UN CRPD mean for services?

Past	Future
<ul style="list-style-type: none">- Institutional and Segregating- Services targeting persons with disabilities- Professionals receiving persons with disabilities in their “centres”- Public funding going straight to service providers	<ul style="list-style-type: none">- 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

What does the UN CRPD mean for services?

Past	Future
<ul style="list-style-type: none">- 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	<ul style="list-style-type: none">- 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

What does the UN CRPD mean for services?

States Parties must ensure:

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

Past	Future
<ul style="list-style-type: none">- Protected Settings- Not a real working contract, with no wages etc,- Support provider is the employer	<ul style="list-style-type: none">- Open labour market and/or inclusive settings- Real contracts with real wages- Support provided to employers and persons with disabilities

Employment Equality Directive: EU Legislation

- Prohibits discrimination on grounds of religion and belief, age, disability and sexual orientation in the fields of employment and occupation, vocational training and membership of employer or employee organisations.
- Article 5 of the Directive provides that employers are required to take appropriate measures to enable a person with a disability to have access to, participate in, or advance in employment, or to undergo training, unless such measures would impose a disproportionate burden on the employer.



Main Barriers to inclusive employment

- Focus on disabilities instead of abilities
- Low quality education and VET
- 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



Employment Services for PwD

- 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



Employment Services for PwD

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



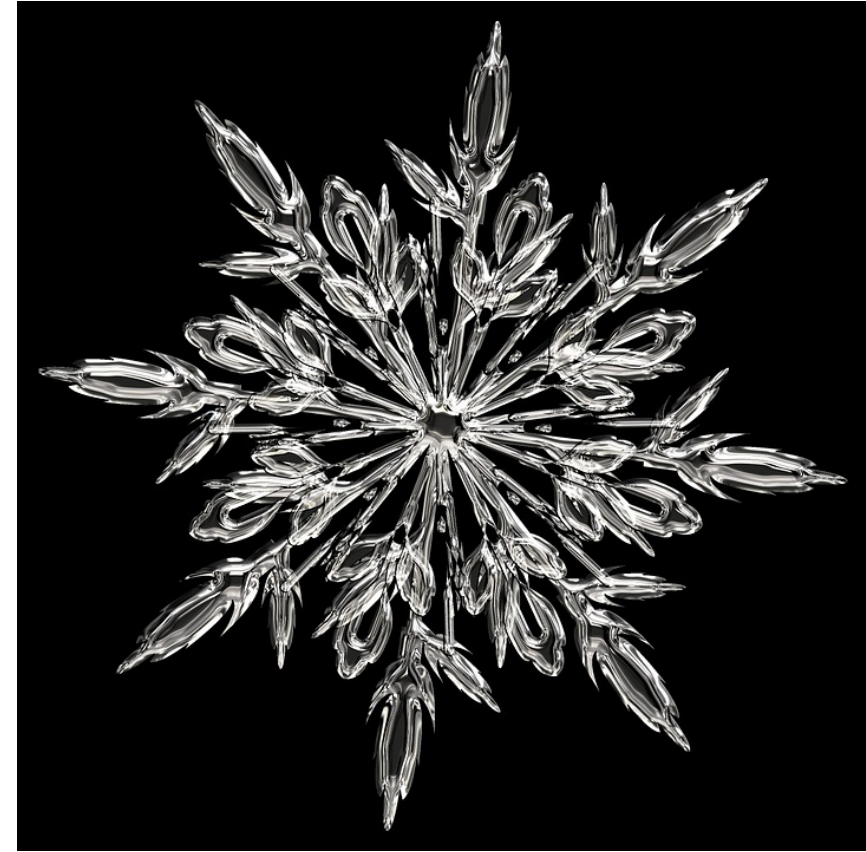
Successful Interventions: STAR

- Employment is crucial to combat poverty and aim at full inclusion of PwD in society
- A multifaceted approach is needed
- Policies should be built around the STAR areas



Successful Interventions: STAR

- **Stakeholder cooperation**
 - All actors at the table
 - Coordinating role for employment agencies
 - Including knowledge and knowhow
- **Targeted actions**
 - Third generation of policies
 - Individualised supportone at a time
 - Benefit trapdecent pay and career path
 - Job fairs



Successful Interventions: STAR

- **Availability of support**
 - Employer: information on state aid, modification of the workplace, administration and job carving.
 - Employee: specific training, accessible information, administration
- **Research based**
 - Reliable data collection (comparability)
 - Success factor analysis: what works
 - Reasonable accommodation? !



Successful Interventions: Towards Employment



Now

1. Place

2. Train

3. Maintain

Past

1. Train

2. Retrain

3. Place



Good Practices

- 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



Challenges: Inclusive Education as key to work

Challenges:

- Shortage of qualified staff
- Lack of appropriate accessible buildings, facilities and equipment
- Prejudice about the skills and potential of persons with disabilities
- .

To do:

- 1) a shift of economic support from segregated to mainstream education providers;
- 2) teacher and staff training to raise awareness and understanding of the concepts and advantages of inclusive education and universal design;
- 3) a reform of the education system based on more flexible curricula leading to more flexible certifications adapted to the needs of each individual.

Challenges: Supporting Employers

- Social and health service providers should establish a strong dialogue with trade unions and employers to create a more inclusive and accessible labour market.
- There is a need for more efficient and concrete resources to organise trainings
- The expertise of sheltered workshops as employers should be scaled up in “training” employers in the open labor market
- Better incentives and models should be made available to employers to accommodate the needs of Persons with disabilities
- Service providers should play a bigger role in their efforts to establish job services and in providing guidance and expertise to public and private job services

Success Factors: Employment in open labour market

- In some cases, social security benefits act as locking mechanisms which do not promote the shift towards open labour market participation
- Persons with disabilities should be entitled to receive adequate individualised support in order to participate to open labour markets on a non-discrimination basis.
- Positive actions such as the adoption of specific measures targeting persons with disabilities should be included and applied to the open labour market and should be monitored, evaluated and adapted if needed
- The EU should promote more working opportunities for persons with disabilities in the open labour market

Success Factors: Other Aspects

- Housing
- Transport
- Social Life
- ...



CONCLUSIONS

- From a protective approach towards an empowerment-oriented approach
Individualised support, person-centred planning, co-produced services and empowerment of individuals
- Ensuring 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
- STAR: succesful interventions

THANK YOU FOR YOUR ATTENTION
ANY QUESTIONS?



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