

The journey to sustainable employment
for persons with disabilities

INTERNATIONAL CONFERENCE

Zagreb, Croatia.
November 25th,26th 2019.

Between social services and full labour inclusion.

The promotion of employment for people with
disability in Spain.

Antonio. B. García Sabater

Secretary of Fundació Espurna

Lecturer at UCV (Catholic University of Valencia)

Two important ideas to define:

- Who is considered a person with disability?

Special difficulties to access to open labour market or not.

- Differences between work and employment.

Employees have contracts, payroll and social security.

Main scheme of Spanish system:



SOCIAL SERVICES

Day Care Centres

- For persons with high needs of care (intellectual and mental health).
- Mandatory: 1 carer for 4 users.
- Family support, facilitate maintenance at home.
- Comprehensive care, personal and social rehabilitation and social relationships.

Occupational centres

- For people who need a certain degree of support.
- Mandatory: 1 carer for 8 users.
- The same purpose as day care and also carrying out working activities, and empowerment for employment. Pre-labour.
- Can develop vocational training courses.

PROTECTED EMPLOYMENT

Special employment centres.

- Lucrative and non lucrative.
- At least 70% of workers with disabilities.
- Mandatory to compete in open labour market.
- Should provide personal and social adjustments.
- Should be a way to integrate in open labour market.

Employees:

- All persons with disabilities, no specialities, no special certificates.
- At least minimum wage*.
- Same rights as in ordinary companies (pensions ...).
- Special status, but very few special clauses.

LABOUR ENCLAVES

- It is a contract between a Special Employment Centre and a regular company.
- To work in the core business of the regular company in its facilities with its equipment.
- At least, 60% of the workers, who go to regular company, have to have special needs to be included in open labour market.
- If they want to extend the contract more than three years is mandatory to make the transition of some workers with special needs of support to ordinary company.
- No considered as “illegal assignment of workers” for its purpose.

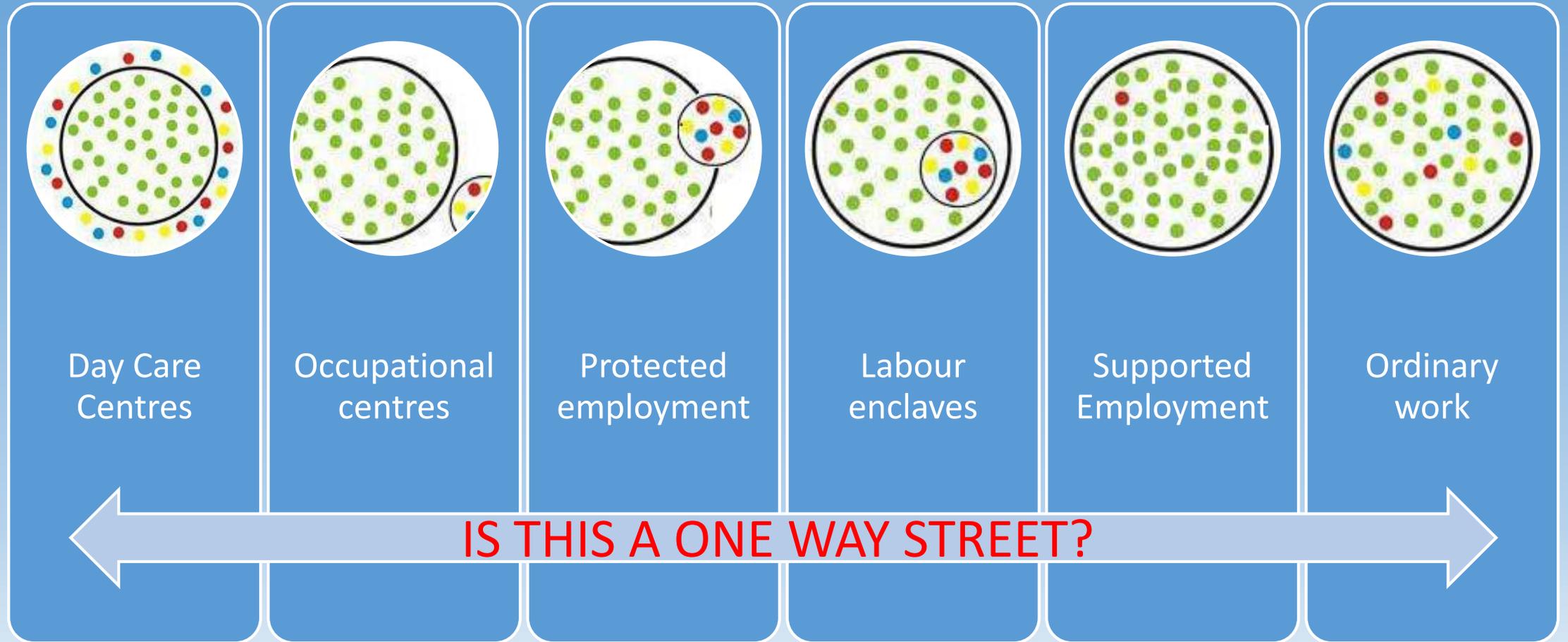
OPEN LABOUR MARKET

- Quota system of 2% in companies of more than 50 workers. Can be substituted by other measures. In case of non-compliance no fees, sanction.
- Mandatory minimum wage.
- No differences in rights with other workers. No special status.
- Hiring and maintaining work is promoted with tax reductions, grants, and social security reductions. Variations depending on age, sex, type and degree of disability of the worker.

SUPPORTED EMPLOYMENT

- In open labour market. Worker hired by the company, with at least minimum wage.
- Entities which promote it, have to be public or non profit.
- Activities: seek employment opportunities, orientation, personalised accompaniment and support on the job.
- Only for workers with disabilities with special needs of employability in open labour market (intellectual and mental health with more than 33% and physical and sensorial with more than 65%).
- Duration of 6 months, with two years limited.
- No possibilities of no paid supported employment.

Is this the way to achieve labour inclusion?
Also, is it the way to social inclusion?



UNCRPD

Art. 26 Habilitation and rehabilitation

- States Parties shall organize habilitation and rehabilitation services and programmes, in employment and social services,
- begin at the earliest possible stage, and are based on individual needs and strengths,
- support participation and inclusion in the community

Article 27: Work and employment

- Right to work,
- 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.

Thank you, for your attention.

Antonio B. García Sabater