

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

- 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: **Coproduction**

- 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?

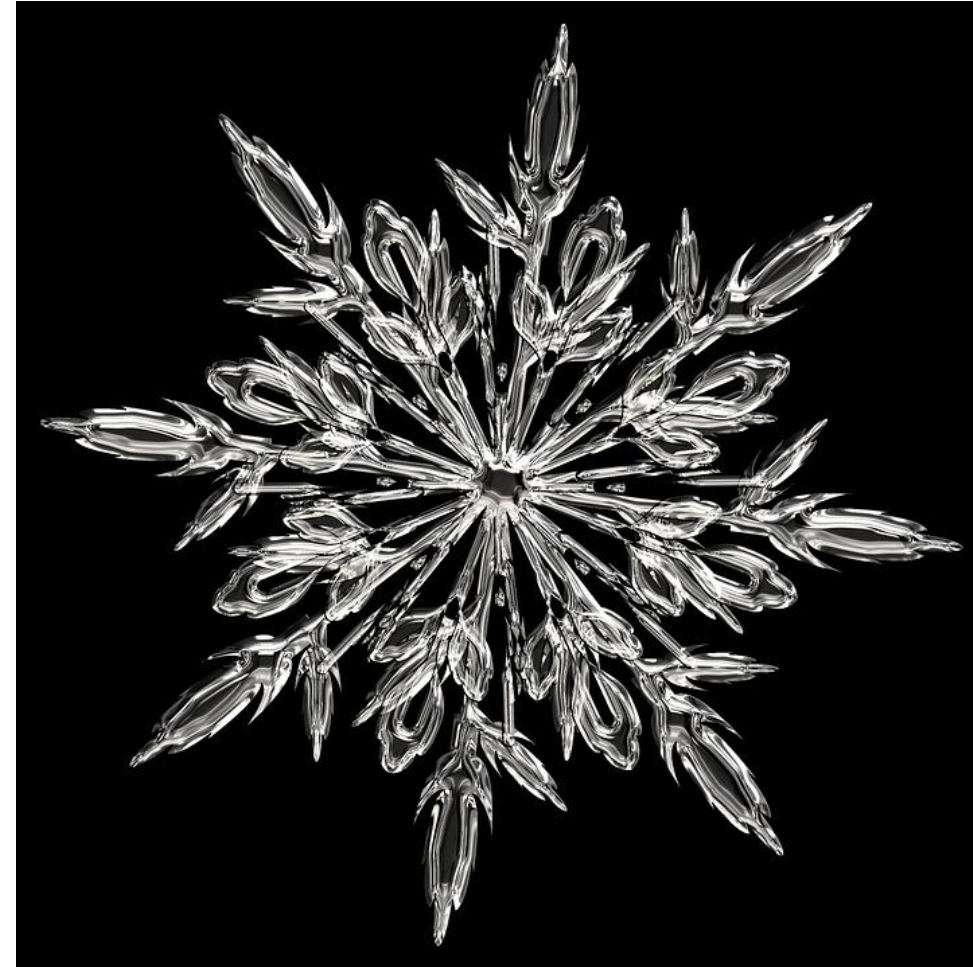
States Parties must ensure:

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

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: Inclusive Strategies to Employment



Now

1. Place

2. Train

3. Maintain

Past

1. Train

2. Retrain

3. Place

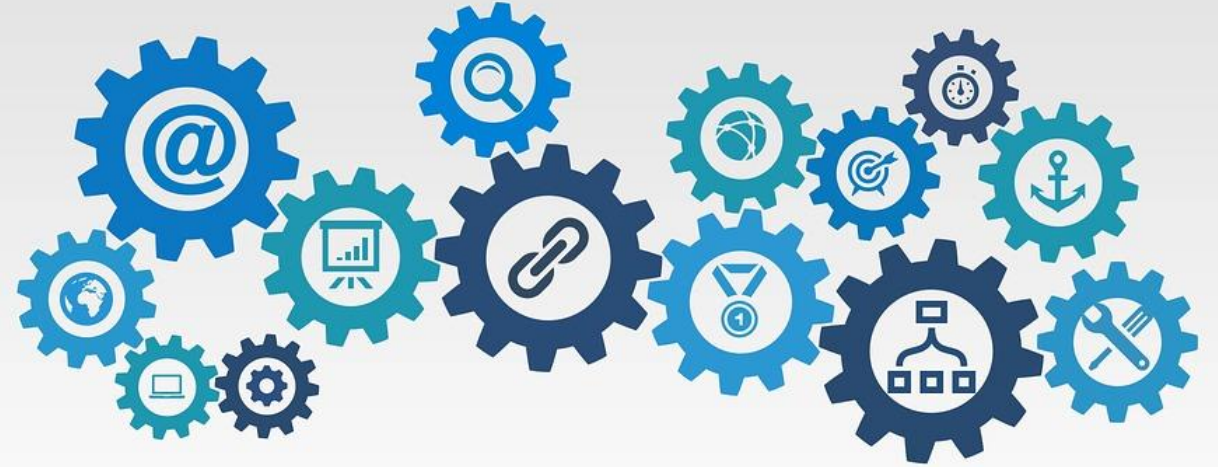


Challenges: Supporting Employers

- 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: Other Aspects

- Education
- Housing
- Transport
- Social Life
- ...

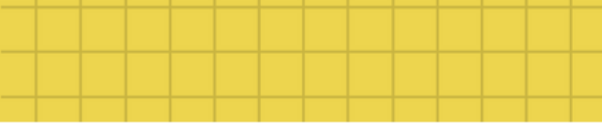


Employment for All Award 2017

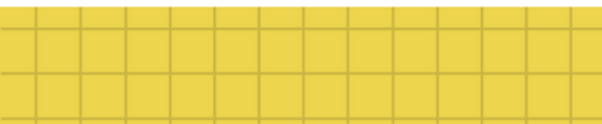
- Carrefour: All Labour Integration, Spain
- Discovering Hands, Germany
- City of Oslo: trainee programme for persons with disabilities
- Access: supported employment and career management, Germany
- Inclusive Vocational Training, Germany



Employment for All Award 2020



- To be added



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: successful interventions

THANK YOU FOR YOUR ATTENTION
ANY QUESTIONS?



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