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Pathways to Employment: analysing policy and practice



"Pathways to Employment: recommendations and good practices for pathways to the mainstream labour market"

Key findings, analysis & links to UN CRPD General Comment on Article 27

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About the publication

Aim: identify success factors of policy & models supporting transition of people with disabilities into the open labour market

Target audience

- ❖ Service providers
- ❖ Policy & decision makers
- ❖ Employers

Methodology

- ❖ Literature review (EPR Secretariat)
- ❖ Discussion, identification success factors & practices - EPR Taskforce Pathways to Employment
- ❖ Present at seminar
- ❖ Incorporate reflections & feedback into final version

UN CRPD General Comment 8 on Art. 27 1/2

- Importance of right to work, barriers, changes in labour market
- Human rights model of disability; ableism
- Right to work in international documents
- “segregated employment”
- Discrimination, reasonable accommodation
- Right to just & favourable conditions of work on an equal basis with others
- Labour & trade union rights
- Right to choose their work
- Measures for the public and private sector
- Reasonable accommodations

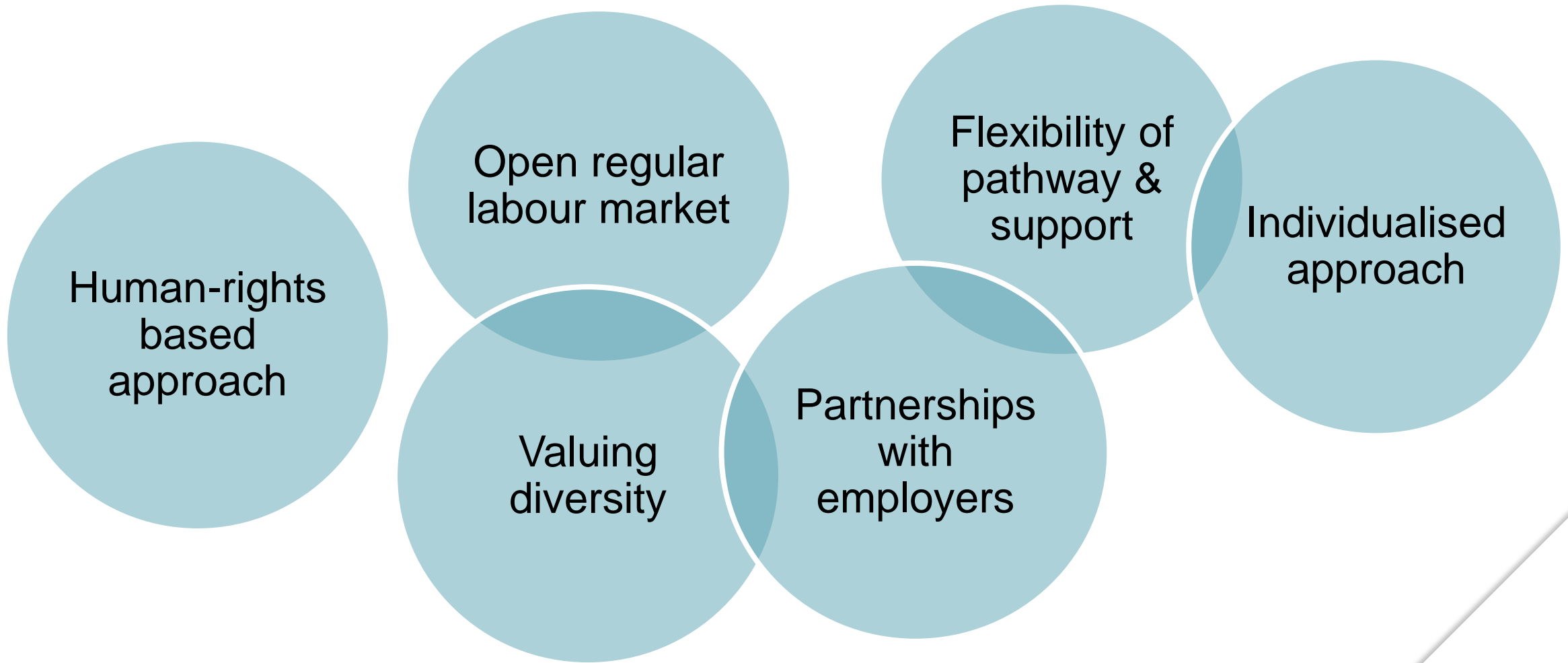
General Comment on Art. 27 2/2

- Models of work experience
- Rehabilitation, retention & return to work
- Obligations of states parties – work towards the right; specific recommendations
- Relationship with other articles of the Convention, incl women with disabilities
- Implementation includes:
 - Study to determine ableism impact
 - National strategy
 - Phasing out “segregated employment”

General Comment 8: inputs & issues related to EPR's publication

- Impairment as a "valued aspect of human diversity and dignity"
- Facilitate transition to open labour market
 - ∅ Affirmative actions to be implemented by States: quotas, tax deductions, wage subsidies, funding for workplace adjustments
 - ∅ Support in/out of employment: benefits combined with work
 - ∅ Ensure measures promote "real employment"
 - ∅ Freedom of choice
 - Disability perspective incorporated in companies: universal design approaches & reasonable accommodation
 - Sheltered settings must promote transitions
 - Supportive social protection

Overarching success factors



Policy frameworks & legislation (1/2)

Quota systems

- Widespread in EU
- Different parameters (sectors, beneficiaries)
- Voluntary / compulsory with / without sanctions

Focus on anti-discrimination legislation

- Anglo-Saxon & Scandinavian countries
- Logic of incentive vs sanction
- Focus on reasonable accommodation
- Hybrid model with quotas

Financial incentives for employers

- Costs compensated
- Wage subsidies, tax exemption, workplace adjustment aid
- Duration and retention success vary

Policy frameworks & legislation (2/2)

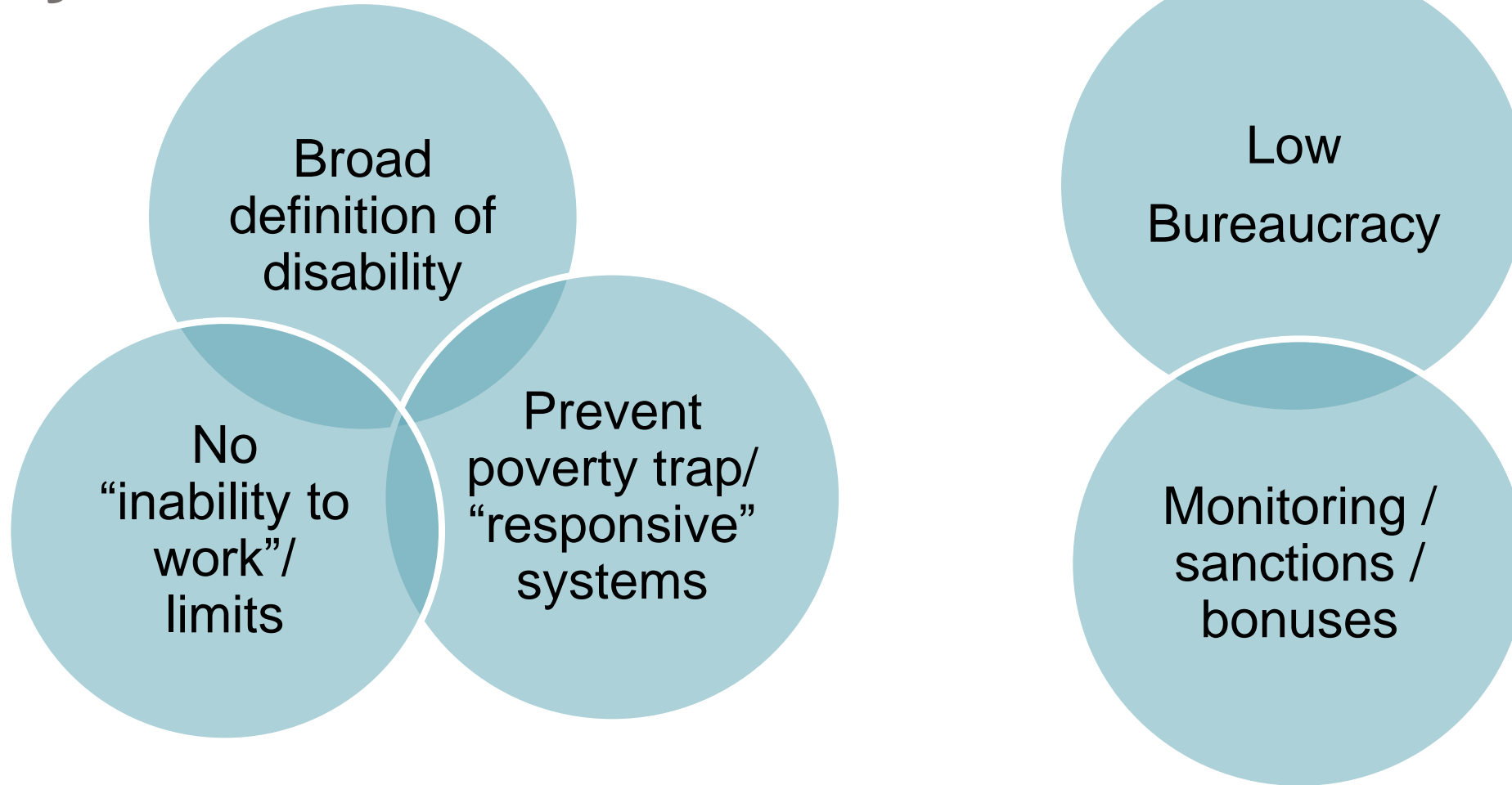
Benefits for people with disabilities

- Sickness leave, rehabilitation subsidies, disability pension
- Definition of disability as cut-off point
- Risk of poverty trap

Incentives for inclusive entrepreneurship

- Loans, income support and subsidies for workplace adaptation
- Training

Key success factors identified



Examples of reflection questions

- What are the challenges with disability assessment that you see in your country? Does it create more barriers or opportunities?
- Are you able to effectively advise people about their benefits?
- Are service providers in your country aware of the possibilities or options to combine disability benefits and employment?
- Is the poverty trap a concrete challenge in your country? What could you do to raise more awareness of this issue and contribute to address it?

Service approaches and employment models

Early
Intervention

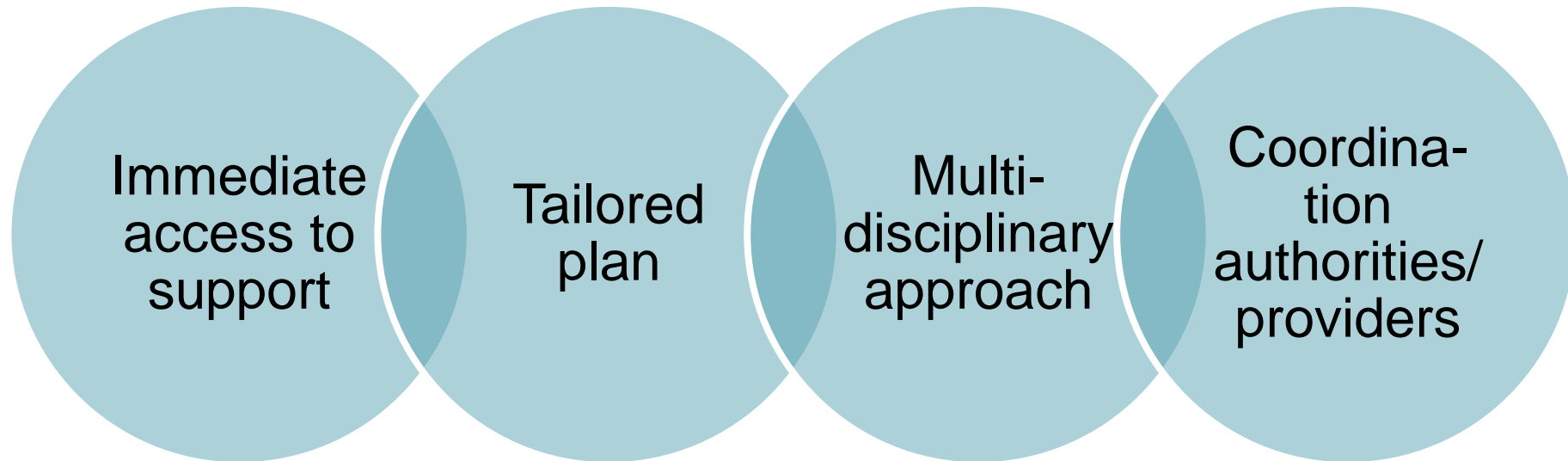
Supported
Employment
IPS

Job carving &
job crafting

WISEs &
hybrid
models

Early intervention

- Both approach & cross-cutting factor
- Clients: people with acquired disability, employees with physical and coping disabilities, unemployed people



Supported Employment

- Core idea: anyone can be employed if willing to and supported
- Tailor-made approach, paid work, ongoing support
- Job coaching
- Partnership strategy with employers
- Individual Placement and Support (IPS): focus mental health issues; rapid job search, cooperation with clinical staff

Supported Employment

Supportive
legal
framework &
funding

Place-then-
train

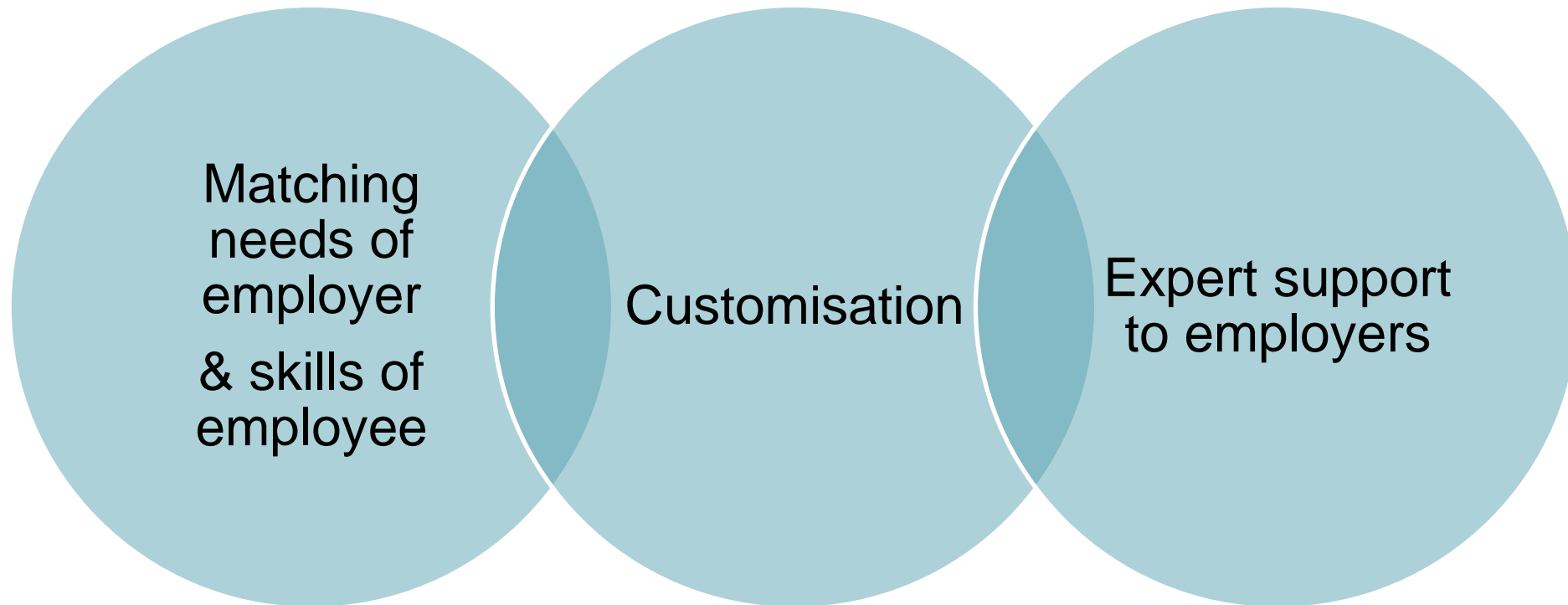
Well-trained
job coaches

Long-term
support

Accessible
services

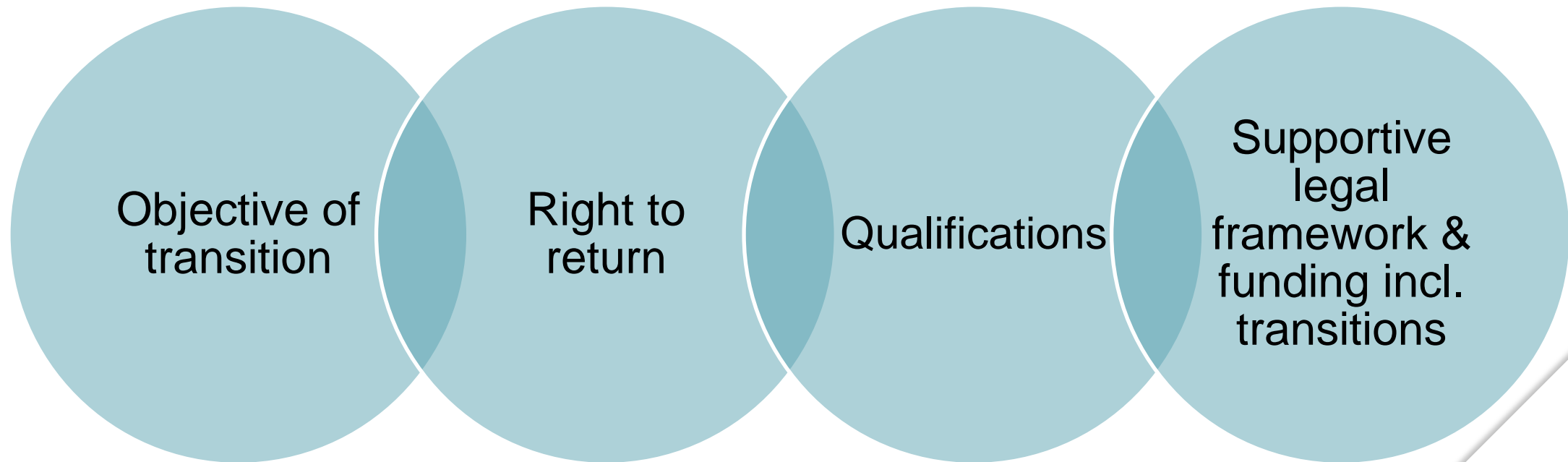
Job crafting and job carving

- **Crafting:** bottom-up (employee redesigns)
- **Carving:** top-down (employer with job design expert)



Work Integration Social Enterprises

- Work integration through productive activity
- Equal/comparable pay to that of other workers
- Different modus operandi & integration models



Examples of reflection questions

- If you have job coaches, are they working within a broad framework taking into account other relevant elements of supported employment?
- Is your organisation aware of the national regulations regarding job coaches? (e.g. need for official qualification). Do regulations need to be changed to better support them?
- Do job seeker's wishes and needs direct the “vocational profiling” process? Does your organisation have specific tools or programmes to assess their skills directly on the ground?

Main recommendations and next steps

Comprehensive national frameworks

- Harmonised, non-exclusionary
- Monitored

Public funding and supporting legislation

- Standards, equal access, incentives
- Status and operation of WISEs

Openness in labour market

- Awareness raising/tackling prejudice
- Partnerships with employers
- Knowledge of support available

Person-centred approach

- Vocational profiling
- Inclusive job design

Long-term, on-the-job support

- Job coaching
- Technical assistance

Thank you!

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