

JOINT D-WISE NETWORK & EPR WEBINAR

22 October, 2021



WELCOME & INTRODUCTION TO THE D-WISE NETWORK

Sabina Lobato

D-WISE network representative & Director of Training, Employment, Operations and Transformation, Fundación ONCE

Members and partners

National member organisations



European network partners



European/global observers



**GLOBAL BUSINESS
AND DISABILITY
NETWORK**

Vision, Aim and Objectives

Vision:

- To build a European partnership gathering work integration social enterprises employing persons with disabilities (D-WISE)

Aim:

- Analyse how D-WISE employ and include workers with disabilities into the European labour market and overall society

Objectives:

- Explore challenges and opportunities faced by D-WISE to ensure that they fulfill their mission
- Map commonalities and differences among European D-WISE
- Identify best practices across Europe
- Explore policy needs and provide recommendations



Preliminary steps and launch



Belgium, December 2018: Kick-off meeting of the D-WISE Network

2017/ Madrid ⇒ Preliminary meeting

2018 / Brussels ⇒ D-WISE Network launch (initially called the European Observatory for Inclusive Employment and the Sustainable Development Goals)



Progress and Achievements

2019 ⇒ Site visits at the 6 national members' locations: Presentations at members' headquarters on their model and country's employment system and visits of the production facilities

Sweden / September 2019 ⇒ Samhall, Grönsakshallen, IKEA & Arlanda Airport



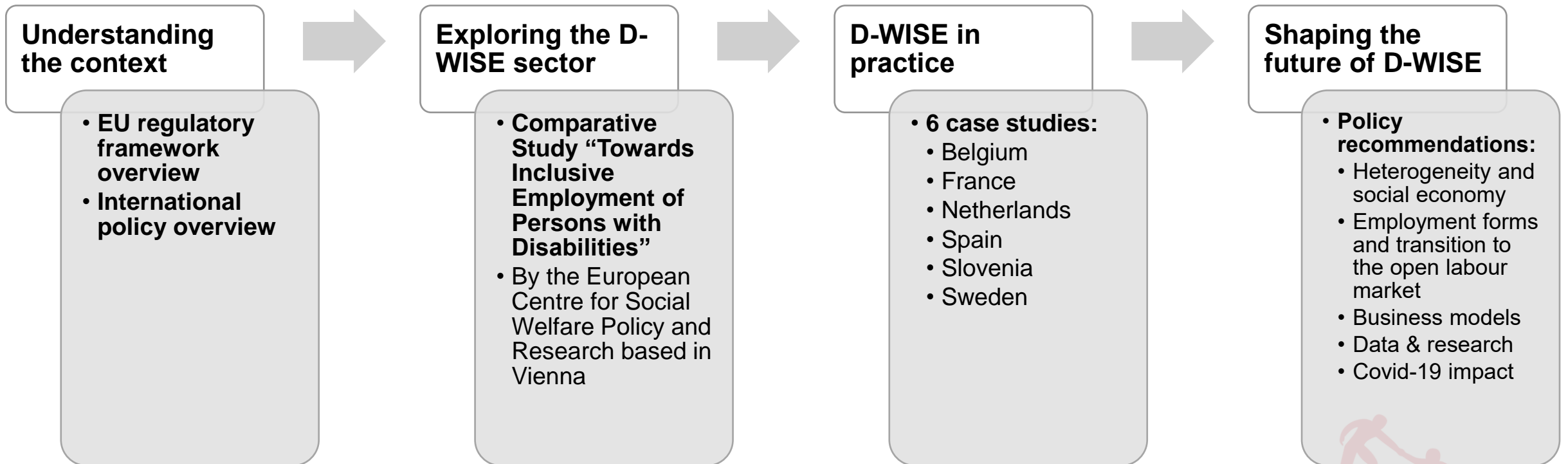
Slovenia / July 2019 ⇒ ZIPS, Birografika BORI & Želva



Belgium / May 2019 ⇒ Groep Maatwerk & De Brug; **Netherlands, May 2019** ⇒ Cedris & WVS



Deliverables





- [HOME](#)
- [ABOUT US](#)
- [PARTNERS](#)
- [OUR WORK](#)
- [NEWS AND EVENTS](#)
- [POLICY](#)
- [CONTACT](#)

D-WISE Network

Work inclusive, work wise



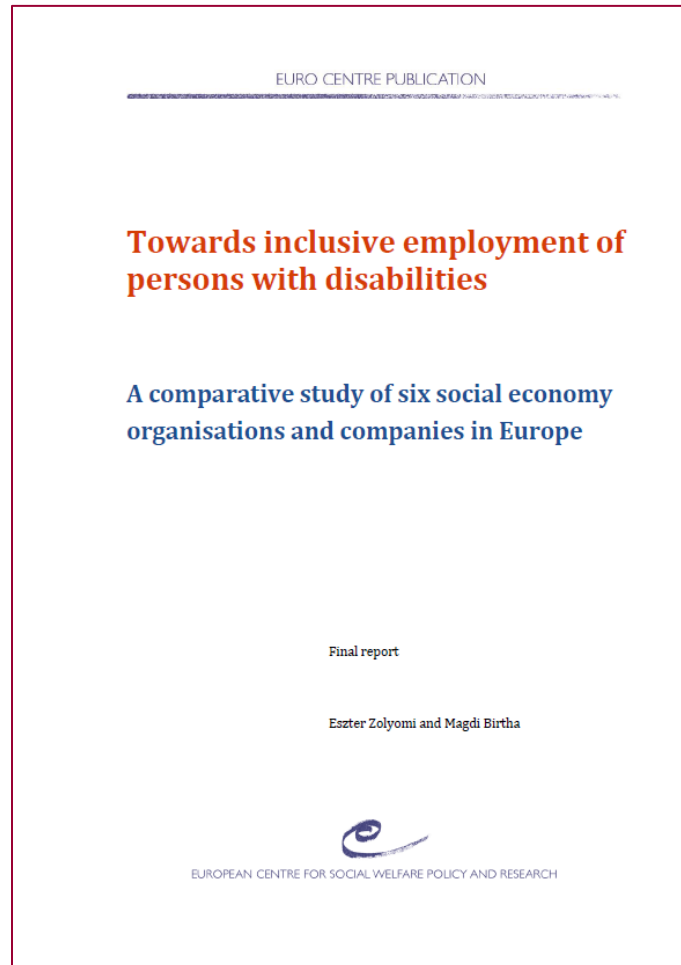
TOWARDS INCLUSIVE EMPLOYMENT OF PERSONS WITH DISABILITIES: A COMPARATIVE STUDY OF SIX SOCIAL ECONOMY ORGANISATIONS AND COMPANIES IN EUROPE

Luis Cervilla

Associate Director, Public Affairs, Weber Shandwick*

**Weber Shandwick acts as the secretariat for the D-WISE network*

The report presents a comparative assessment of policies, approaches and specific measures taken by the 6 D-WISE network members



Methodology:

- ✓ Draws on the National reports that were prepared by the D-WISE network members on the basis of a questionnaire and subsequent common criteria, under the guidance of Weber Shandwick.

Objectives

- ✓ Provides insights to the **different approaches and models of work integration** of persons with disabilities;
- ✓ **Highlights the main challenges and opportunities** for these and other social economy organisations and companies to include persons with disabilities in the labour market.



While social economy organisations and companies with different working models, the 6 D-WISE network members share common features



- ✓ Have, as main focus, the **work integration and social inclusion of persons with disabilities**
- ✓ Have **explicit social missions** which tend to have priority over capital and profit-making.
- ✓ Are characterised by **democratic and participatory decision-making processes**.
- ✓ Provide employment **opportunities in the open labour market** and **offer training** to enhance the employability of their workers.
- ✓ Provide goods and services across a number of business activities - from health, to tourism, to gardening, to cleaning, etc. - for the purpose of meeting social needs and **for the benefit and in the interest of the community and society**.
- ✓ Increasingly rely on revenues from their commercial activities, but **public financing remains an essential income source** and is vital to secure their sustainability.

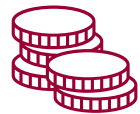
Despite facing barriers specific to their contexts, they all face a number of common legal, financial and operational challenges



- **Legal obstacles** - e.g. **unclear legal status, lack of clear regulatory framework** at EU level and in many countries - can significantly hinder the social enterprises' development, increasing their operating costs and reducing their funding capacity to pursue their social and economic goals.



- The **financial and fiscal ecosystem is not geared towards the needs of the social economy**. Social economy actors typically lack access to financial options available for conventional enterprises.



- Due to **insufficient income/funding coming in**, many social enterprises are not able to simultaneously fulfil their social mission and achieve financial sustainability.



- Due to these **barriers in the education system**, as well as **persistent discrimination**, persons with disabilities often have a low education profile and obtain lower skills.



- Social enterprises contribute to or serve sectors (e.g. manufacturing, logistics, laundry) that will likely go through significant changes due to digitalization, resulting in **shrinking need for human workforce** and the **need for new skills for emerging jobs**.

These challenges can be addressed through more supportive regulatory and policy frameworks

Social enterprises need:

- **Wider recognition of their contribution** to value creation, innovation and social cohesion.
- **Policies that help create enabling environments** which are adapted to their specific needs.
- **Continued provision of public support**, including state aids.
- **Governments to make use of other channels to facilitate access to finance**, including through public procurements that insert social clauses in public contracts or reserve contracts for social economy actors.



CASE STUDY 1) SAMHALL GRADUALLY UPSKILLING WORKERS WITH DISABILITIES TO PLACE THEM ON THE SWEDISH LABOUR MARKET

Albin Falkmer

Director of Communications, Samhall AB, Sweden

samhalla

Company facts

- A Swedish company with the mission to create meaningful and developing jobs for people with disabilities. Jobs on the open labour market, in competition with other companies.
- 25,000 employees with severe disabilities.
- 1 billion euro in turnover.

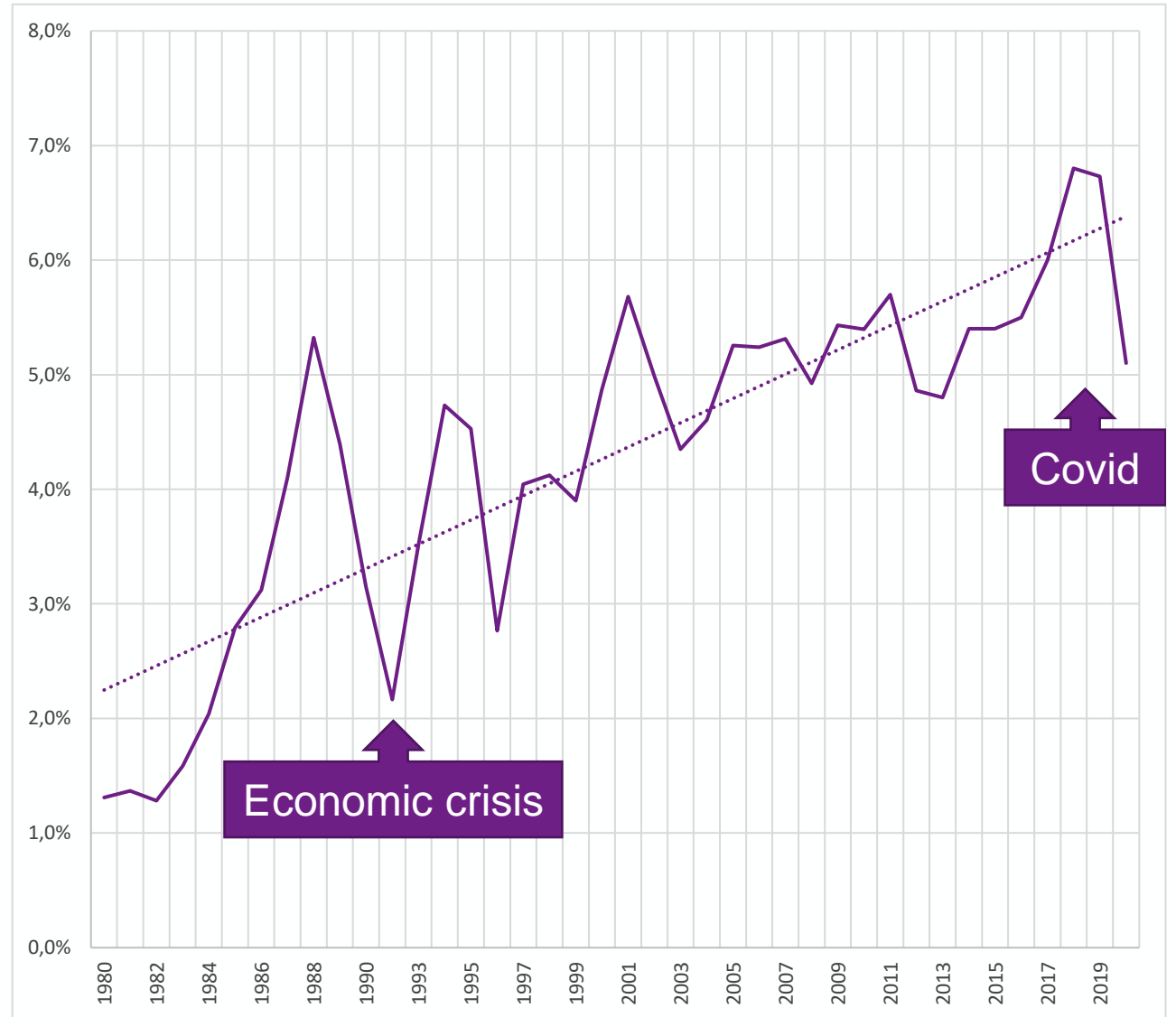
A wide range of jobs

5,000 customers in different sectors, such as:



Great results

- 8,600 new job opportunities for employees with disabilities in 2020.
- Growing share of employees who leaves for new jobs. →
- The Samhall Method™



The Samhall method™

Capacities and requirements are assessed in 16 areas that are important for getting or keeping a job.

Reading	Writing	Calculating	Time & punctuality
Hygiene	Fine motor ability	Strength	Mobility
Physical endurance	Concentration & focus	Problem solving	Cooperation & teamwork
Communication	Flexibility	Independent work	Service performance

Key success factors

- High need for a customer focused organisation with adaptability to ongoing market changes.
- Make transitions a KPI and part of the budget.
- Never underestimate the leadership/culture. Always focus on the positive and what the employees can do.

samhalla

CASE STUDY 2) GROEP MAATWERK MY WORK VALUES: THE FIRST SCIENTIFIC TOOL TO MEASURE WORK VALUES FOR PERSONS WITH DISABILITIES

Stef De Cock,

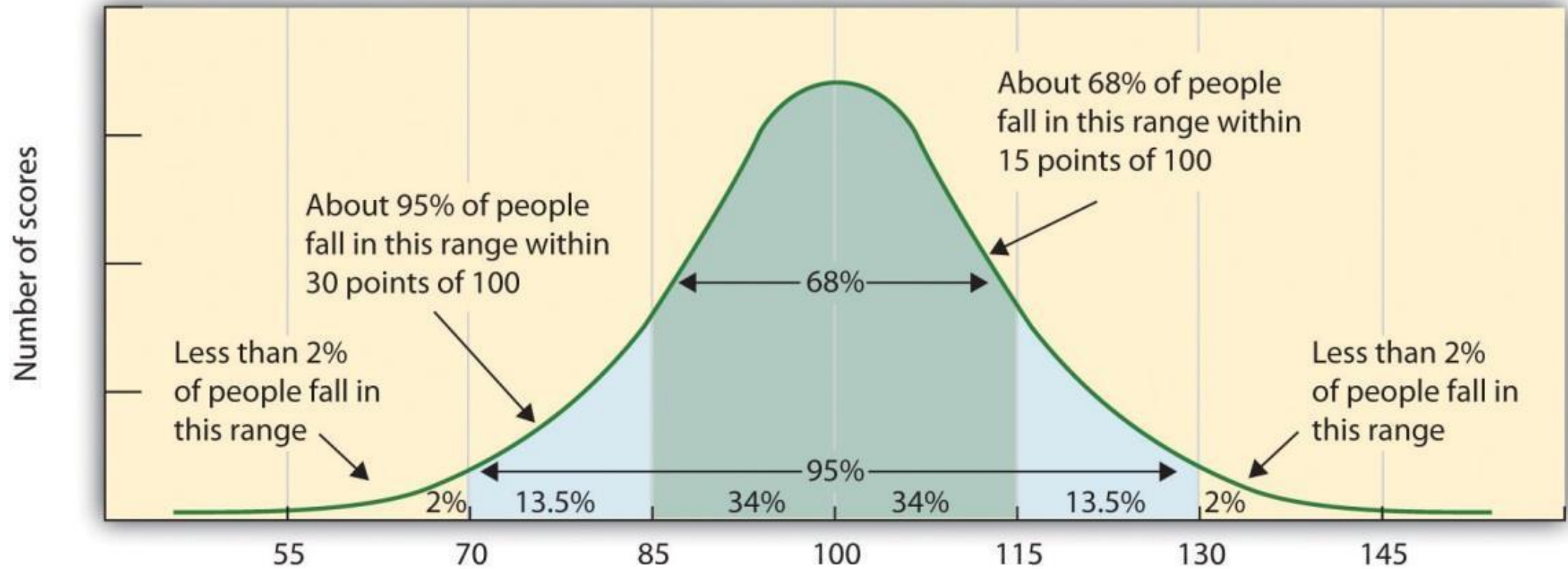
Senior Advisor, Groep Maatwerk, Belgium

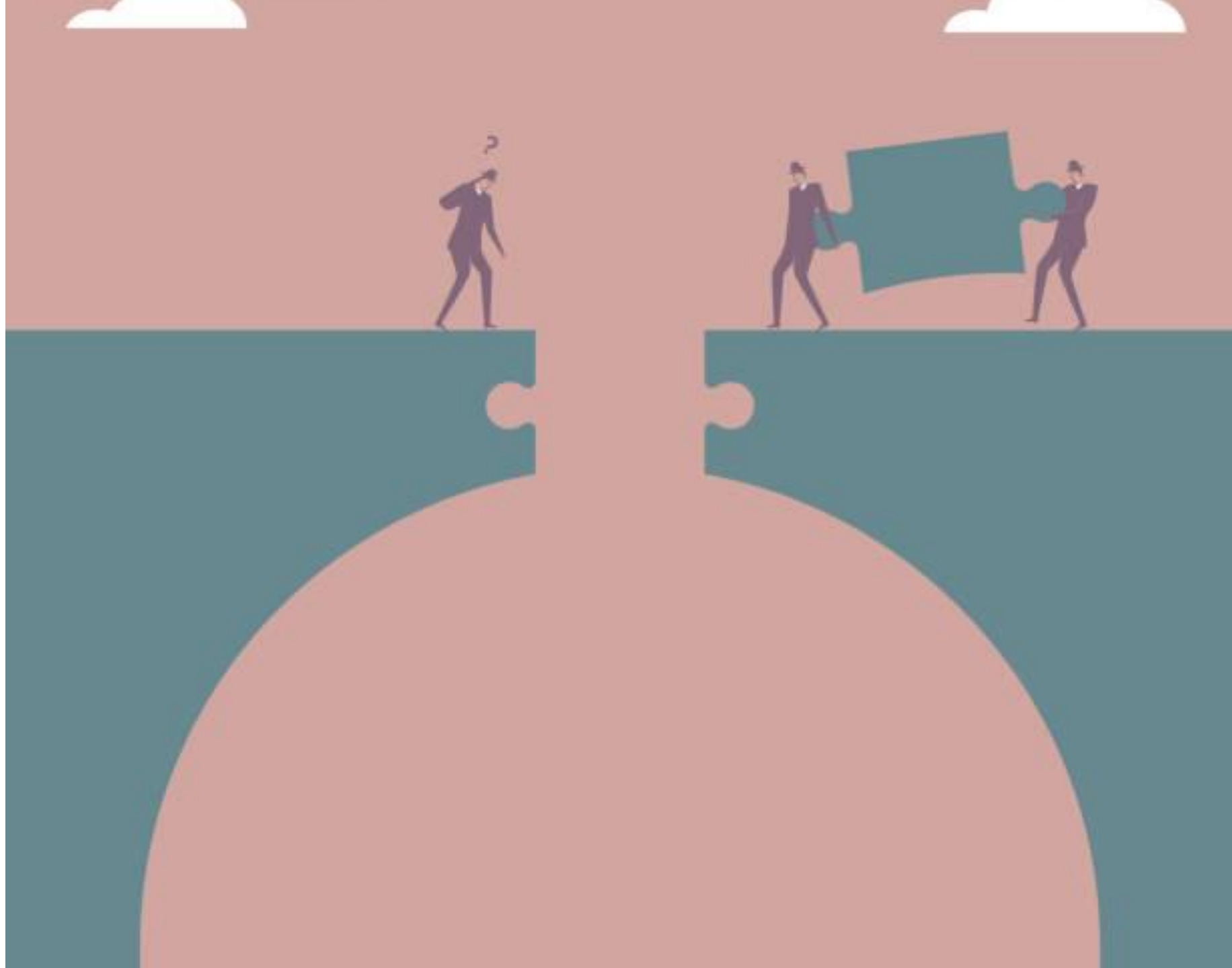
WORK VALUES

Bridging severe disabilities @ work

D-Wise, 22/10/2021







What you CAN?

- Research material?
- Scientific blind spot (esp. PwCD)
- Context driven > work VALUES
- Is it realistic?



A close-up, low-angle shot of a man with a beard and dark hair, wearing a light blue shirt, holding the hand of a woman. The woman's arm is visible, extending from the right side of the frame. They are outdoors, with a bright sunset or sunrise in the background, creating a warm, golden glow. The background is blurred, showing trees and foliage. The text "User experience" is overlaid in the center of the image, enclosed in a white rectangular box with a red border.

User experience



The process



Method: 3 scientific phases

0. Pilot groups

- Start: Adapting existing instruments for use PwD (language)
- Throughout project: Visual adaptations (UI, UE, report)

1. Test phase 1 (2019) - 139

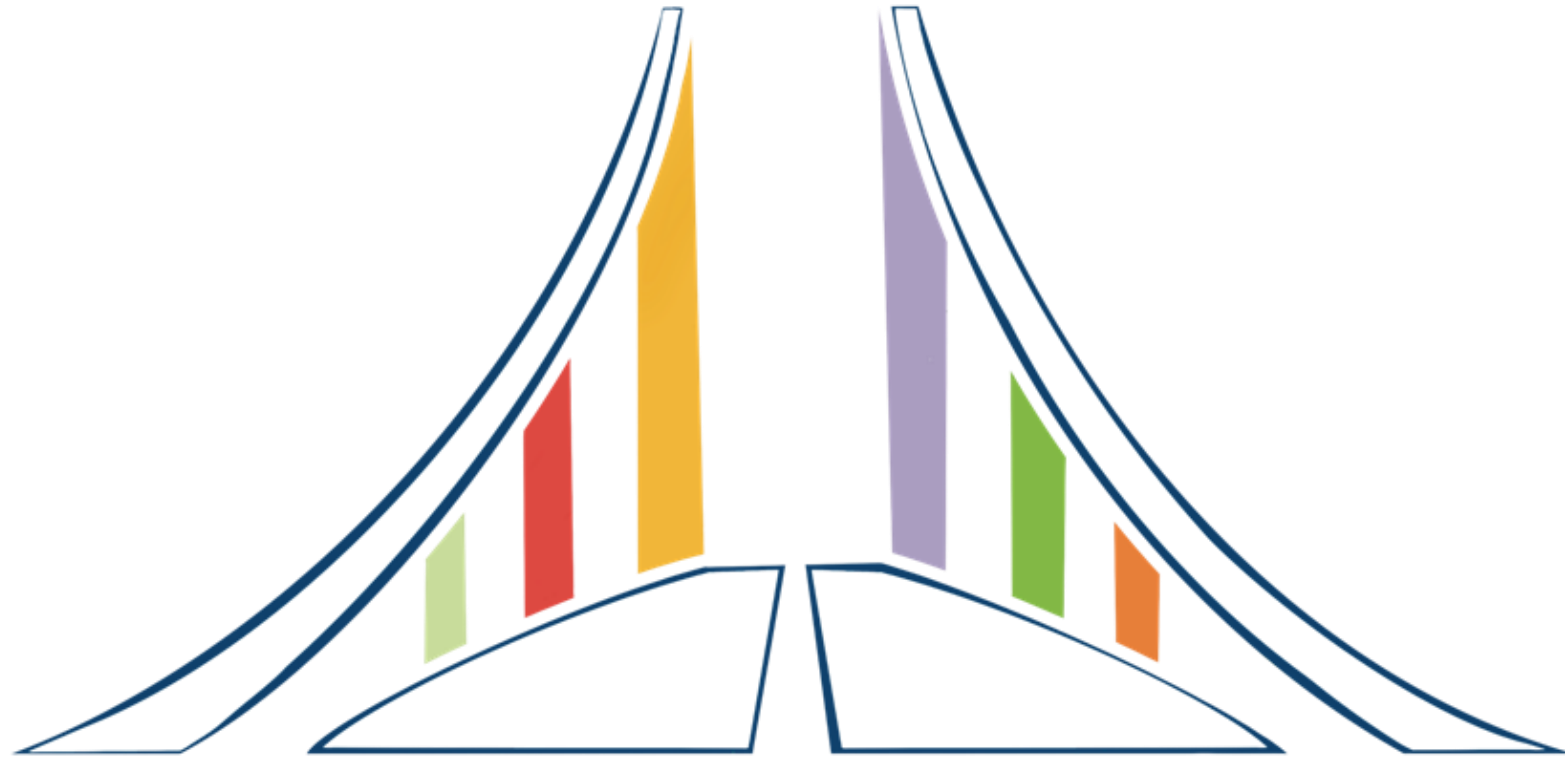
- Exploratory factor analysis (EFA)
- Preliminary findings: 7 factors identified

2. Test phase 2 (2020) - 38

- Confirmatory factor analysis (CFA)
- Suboptimal fit 7-factor model

• 3. Test phase 3 (2021) - 27





Mijn werkwaarden



Ik vind het belangrijk dat ik op mijn werk...

kansen krijg om met anderen samen te werken.



helemaal niet
akkoord



niet akkoord



Geen mening



akkoord



helemaal akkoord

John Doe

12/10/2021

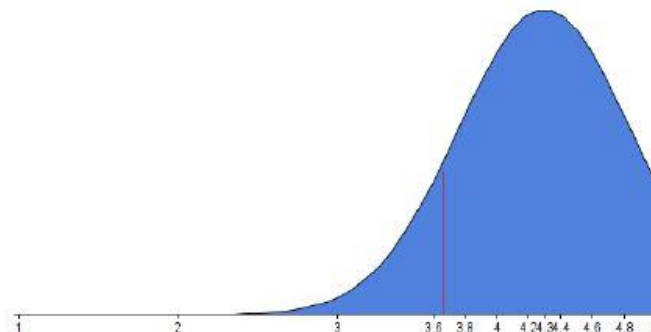




Erkenning/Feedback

Mijn score: **3.67 Laag (Deciel 2)**

Hoe verhoudt mijn score zich tot de volledige populatie?



Is mijn score relatief hoog, gemiddeld of laag?

Deciel	Bovengrens	Norm
1	3.61	zeer laag
2	3.85	laag
3	4.02	beneden gemiddeld
4	4.16	gemiddeld
5	4.30	gemiddeld
6	4.44	gemiddeld
7	4.58	gemiddeld
8	4.75	boven gemiddeld
9	4.99	hoog
10	>4.99	zeer hoog

Welke vragen meten deze werkwaarde?

Ik vind het belangrijk dat ik op mijn werk...

- aan het resultaat kan zien of ik goed gewerkt heb.
- waardering en respect krijg als ik goed gewerkt heb.
- het resultaat van mijn werk zie.



Data analysis



Tabel 3. Gemiddeldes, Standaardafwijkingen en Correlaties tussen de Variabelen (op basis van Model 6)

	1.	2.	3.	4.	5.	6.	M	SD
1. SR	(.75)						4.15	0.56
2. EW	.11*	(.73)					3.71	0.72
3. AU-R	.14*	.35***	(.78)				3.73	0.73
4. VA	.32***	.29***	.29***	(.76)			4.04	0.67
5. CW-R	.12*	.53***	.44***	.32***	(.72)		3.70	0.71
6. FB-R	.42***	.12*	.19***	.42***	.17**	(.76)	4.30	0.54

Noot. SR = Sociale Relaties; EW = Eenvoudig (Aangepast) Werk; AU-R = Autonomie (5 item versie); VA = Variatie; CW-R = Comfortabel Werk (5 item versie); FB-R = Feedback/Erkenning (3 item versie). De interne consistenties (Cronbach's alpha) staan tussen haakjes.

* $p < .05$, ** $p < .01$, *** $p < .001$.

A person in a blue dress stands on a beach at sunset, arms raised, with a large flock of birds flying in the sky.

Finally a scientific self assessment for PwID

Everything went smooth

I'm impressed by the report analysis

QUESTIONS

Moderated by

Laura Jones

Secretary General, European Platform for Rehabilitation



COFFEE BREAK



D-WISE NETWORK POLICY RECOMMENDATIONS

Álvaro Couceiro

D-WISE network representative & International Strategic Planning Officer, ONCE General Council

D-WISE NETWORK POLICY RECOMMENDATIONS



- November 2020
- Position after reviewing:
 - International and European legislation;
 - Comparative study of the European Centre for Social Welfare Policy and Research
 - Organisational models of the D-WISE Network members
 - Approach to employment of PwD of the members.

D-WISE NETWORK POLICY RECOMMENDATIONS

1. Heterogeneity among work inclusion social enterprises employing persons with disabilities and linkages with the social economy sector
2. Employment forms of men and women with disabilities and transition to the open labour market
3. Business models of D-WISE
4. State aid
5. Data and research relating to all forms and settings of work and employment experiences of men and women with disabilities
6. The role of legislation in creating a conducive environment for D-WISE to fulfil their mission
7. Impact and effects of Covid-19 pandemic on D-WISE

D-WISE NETWORK POLICY RECOMMENDATIONS

1

Heterogeneity among work inclusion social enterprises employing persons with disabilities and linkages with the social economy sector

Recognise D-WISE as valuable social economy actors, in particular for the promotion on the employment of PwD, and actively consult D-WISE on any legal and policy developments that impact social economy legislation.

D-WISE NETWORK POLICY RECOMMENDATIONS

2

Employment forms of men and women with disabilities and transition to the open labour market

Labour laws and programmes should allow and prompt the regular labour market to be more open and flexible to the evolving needs and working capacities of PwD. This includes transition to open labour market, without losing social rights and work conditions.

D-WISE NETWORK POLICY RECOMMENDATIONS



3

Business models of D-WISE

Include social provisions in legislation related to climate change and digital transformation to ensure the opening of work opportunities for PwD

Promote funding to organisations and companies employing PwD and persons with higher support needs: create employment opportunities linked to the green and digital economy.

Ensure accessibility of EU-level funds to projects around education, training, lifelong learning, skills development and traineeship-to-employment programmes for PwD.

D-WISE NETWORK POLICY RECOMMENDATIONS



4

State Aid

Maintain and reinforce the current exemptions granted for employment of persons with disabilities in the EU rules on State aid and GBER, as well as the social preferences allowed by the Public Procurement Directives

Promote the access for D-WISE to EU Structural and Investment Funds, particularly the European Social Fund+, and increase EU pre- and co-financing levels for programmes of social inclusion and employment for persons with disabilities

D-WISE NETWORK POLICY RECOMMENDATIONS

5

Data and research relating to all forms and settings of work and employment experiences of men and women with disabilities

Fund research aiming to improve the understanding of D-WISE across EU Member States

Promote the access for D-WISE to EU Structural and Investment Funds, particularly the European Social Fund+, and increase EU pre- and co-financing

D-WISE NETWORK POLICY RECOMMENDATIONS

6

The role of legislation in creating a conducive environment for D-WISE to fulfil their mission

Employment of PwD as a priority within the EU Disability Rights Strategy for 2021-2030.
Mainstream employment of persons with disabilities in other key EU instruments

Pro-actively include the considerations of D-WISE and other Work Integration Social Enterprises (WISE) into the social economy related policy development.

D-WISE NETWORK POLICY RECOMMENDATIONS

7

Impact and effects of Covid-19 pandemic on D-WISE

Data of the impact

Non discrimination and mainstreaming on EU-Funding, including investments in D-WISEs

Learnings on flexibility of the minimum % of workers with disabilities during crises

Funding for training in digitalization

Improve the financial model of social services, to ensure their availability in difficult times

POLICY DEBATE: OUR PANELLISTS



Estrella Durá

Member of the European Parliament
(S&D, Spain)



Margit Perko

Policy Officer – Social Economy, Unit
G3 – Social and Inclusive
Entrepreneurship, DG EMPL



Haydn Hammersley,

Social Policy Officer, European
Disability Forum



Pablo Sanchez

Board Member, European Platform for
Rehabilitation & Deputy Managing
Director of Fundacion Intrass



Susanne Kraatz

Policy Officer, Unit D3 - Disability and
Inclusion, DG EMPL, European
Commission



Sabina Lobato

D-WISE network representative &
Director of Training, Employment,
Operations and Transformation,
Fundacion ONCE

QUESTIONS

Moderated by

Laura Jones

Secretary General, European Platform for Rehabilitation



WRAP-UP

Laura Jones

Secretary General, European Platform for Rehabilitation

**THANK YOU FOR JOINING
US TODAY!**

