JOBS 4ALL

YOUTH AND LIFELONG LEARNING FOUNDATION

Capacity Pack for Employers

Module 2:
Business Incentives to Employ (Young) People with Disabilities

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Strengthening the Employability and Key Competences of Young People with Disabilities Through the Digital Transformation and Modernization of Youth Work

The JOBS4ALL Consortium

- The consortium consists of 7 organisations from 5 European countries, each one with its own experience and field of expertise.
- Their aim is to motivate people to become active citizens of their communities and to branch out into the wider context.

DEMOKRITOS NATIONAL CENTRE FOR SCIENTIFIC RESEARCH — Greece

Emphasys CENTRE — Cyprus

MetropolisNet European network of local development partnerships in metropolitan areas — Germany

APPDA Coimbra — Portugal

Zespół Szkół Specjalnych im. Janiny Porazińskiej w Ignacowie — Poland

2ο ΕΠΑΛ ΑΓΙΑΣ ΠΑΡΑΣΚΕΥΗΣ — Greece

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Business Incentives to Employ (Young) People with Disabilities

01 Objectives of Module 2

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01 Objectives of the Module

- ✓ Introducing & explaining **existing incentives and obligations** to employ (or train) people with disabilities
- ✓ Learning what kind of **support** is being offered **to employ and integrate** a person with disability
- ✓ Learning about the **different dimensions of benefits** when employing or training persons with disability
- ✓ Supporting your **reflection** on how to start / improve inclusion in your own company.

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Business Incentives to Employ (Young) People with Disabilities

02 Introduction

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02 Introduction

Definition

According to the UN Convention on the Rights of Persons with Disabilities, people with disabilities are people

"[…] who have long-term physical, mental, intellectual or sensory impairments, which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others"

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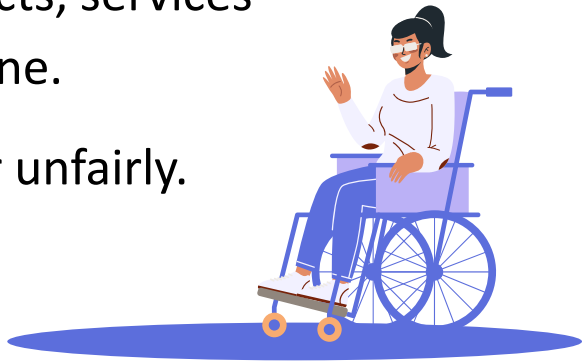
02 Introduction

- Around 87 million people in the EU have some form of disability.
- Many people with disabilities in Europe do not have the same opportunities in their lives as other people.
- From schools or workplaces to infrastructure, products, services and information - these are not accessible to everyone.
- People with disabilities can also be treated poorly or unfairly.



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02 Introduction

Facts:

- Only half of all people with disabilities have a job - compared to three out of four people without disabilities.
- 28.4% of people with disabilities are at risk of poverty or social exclusion, compared to 17.8% of people without disabilities.
- Only 29.4% of people with disabilities graduate from college, compared to 43.8% of people without disabilities; 52% of people with disabilities feel discriminated against.

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Business Incentives to Employ (Young) People with Disabilities

03 Legal Incentives

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03 Legal Incentives

Introduction

- Laws and legal regulations on European level as well as, in various countries, on national level seek to increase the inclusion of people with disabilities and to support equal participation in the society.

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- While there are considerable differences on the national level between European member states when it comes to legal regulations and incentives, there is through the European Convention on Human Rights the general obligation of the member states to secure to everyone within their jurisdiction the rights and freedoms defined.

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European Convention on Human Rights

- The European Convention for the Protection of Human Rights and Fundamental Freedoms, better known as the European Convention on Human Rights (ECHR) is the basis of the European human rights system.
- It was drafted by the Council of Europe in 1950 and has been in force since 1953.

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- It was the first regional treaty designed to protect human rights, democracy and the rule of law.
- All 47 Councils of Europe Member States have signed the Convention. Ireland ratified the ECHR in 1953.
- The ECHR does not specify any particular rights for persons with disabilities but emphasizes in Article 1 that contracting states must secure to everyone within their jurisdiction the rights and freedoms defined in this Convention.

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- Beyond the legal basis, there have been well-developed strategies and recommendations on the European level.
- The current one is the strategy for 2021-2030.

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European Commission Strategy for the Rights of Persons with Disabilities 2021-2030

- In 2021, the European Commission adopted the Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030.

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- The Strategy builds on the results of the previous European Disability Strategy 2010-2020, and it gives due consideration to both the UN Convention on the Rights of Persons with Disabilities (which the EU ratified in 2011) and the United Nations 2030 Agenda for Sustainable Development.
- It contains a number of priorities, flagship initiatives, and opportunities for Member States to work together to improve the lives of disabled people across the EU.

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Recruitment of Persons with Disabilities in the Wider Public Sector Law L.146(1)/2009

- The right of persons with disabilities to work and the obligations of states to fulfill this right is defined in the UN Convention for the Rights of Persons with Disabilities, the ILO Convention no 159 on Vocational Rehabilitation and Employment of Persons with Disabilities as well as the EU Directive 2000/78/EC.

- In this framework, Cyprus, as many other EU member states has proceeded to the adoption of a special quota law as a positive measure to enhance accessibility of persons with disabilities in employment.

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Main Provision of the Law

- **Quota:** Persons with disabilities who fulfill specific objective requirements are recruited in employment positions in the wider public sector at a quota of 10% of the number of vacancies.

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Objective Requirements

(a) to have the necessary qualifications required for the employment position

(b) to have succeeded in any written or oral examinations required for the employment position

(c) assessed to be capable for the execution of the duties of the specific employment position, by the competent appointing body which is obliged to take into consideration the report of a special multidisciplinary commission.

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Introduction

In addition to the general services of job placement, career counselling and qualification, which are also available to people without disabilities according to the principle "as normal as possible, as specific as necessary", the **“Services for Participation in Working Life"** (§§ 49ff. SGB IX) are of great importance.

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These include for example:

- Supported employment (Section 55 SGB IX),
- Workshops for disabled persons services (WfbM) (Section 56 SGB IX)
- Budget for work (Section 61 SGB IX)
- Provision of work assistance (Section 185 SGB IX)

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Key issues for companies include:

- Trial Employment (Section 46 SGB III)
- Integration Grants (Section 88 SGB III)
- Mandatory Employment Quota for people with disabilities for companies with 20 or more employees (Section 154 SGB IX)
- Extended Protection against Dismissal (Sections 168-175 SGB IX)
- Company Integration Management (Section 167 SGB IX)
- Gradual Reintegration (Section 74 SGB V and Section 44 SGB IX)

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Also important are **Inclusion Agreements** (SGB 166 SGB IX):

- regulate the participation of severely disabled people in organisations in the form of a **binding target agreement system**
- regulate **representatives of severely disabled people** (§ 177f. SGB IX) as contact persons for the concerns of severely disabled people

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Employment Obligation and Compensatory Levy

- Companies have an important role to play in integrating people with severe disabilities into the labour market.
- The legal framework for this is provided by the severely disabled law in the Ninth Book of the Social Security Code (SGB).
- An essential element of the severely disabled law in SGB IX is the **obligation for public and private employers to fill at least 5 percent of their jobs with people with severe disabilities**.

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There are separate rules for small and medium-sized companies

- Small companies with fewer than 20 employees are exempt from this obligation.
- Companies with 20 to 39 employees must employ at least 1 person with a severe disability per year on average.
- Companies with 40 to 59 employees must employ at least 2 People with Disabilities.
- Companies with 60 or more employees must then fill an annual average of 5% of their jobs with people with severe disabilities.

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- When calculating the size of the company, employees who work at least 18 hours a week in the company are counted.
- Other employee groups, such as trainees, are also not included in the calculation.
- In order to be credited for a job, a person with a severe disability must generally work for the company for at least 18 hours a week.

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- If companies do not comply, they must pay a **graduated compensation levy**
- Currently **140 to 360 € per month for each unfilled position**. The amount of the levy depends on how much the quota is undershot.

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- According to statistics from the Federal Employment Agency, **around 61 % of the companies** affected by the employment obligation **had to pay the compensation levy in 2021.**
- The Federal Working Group of Integration Offices and Main Welfare Offices estimates the total revenue from the 2020 levy to be around 697 million euros.

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Assessment

- These numbers show that the compensatory levy is still too low as the majority of the companies prefer to pay this levy instead of hiring a disabled person
- This is a view which is widely shared not only among representatives and associations of disabled people, but also among several political parties.

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Assessment

- In Germany a set of support measures are in place to facilitate the hiring and covering of additional costs when hiring persons with disability.
- It is up to discuss if these supporting measures are sufficient (e.g. taking over salary parts to compensate for reduced productivity) so that their positive effect exceeds the effect of the negative incentive of the compensatory levy clearly.

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National Action Plan 2.0 for Inclusion (NAP 2.0)

- In 2016, the German Federal Cabinet adopted the second edition of the National Action Plan on the UN Convention on the Rights of Persons with Disabilities.
- It is not a legally binding document but it is a guideline.
- It comprises virtually all areas of life (of people with disability) and a major part is dedicated to their employment and labour market inclusion.
- However, the National Action Plan contains a number of legislative proposals.

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- The NAP 2.0 builds on the first action plan from 2011 and contains 175 measures in 13 fields of action. For the first time, all federal ministries are involved in the action plan with various activities, projects, and initiatives.
- NAP 2.0 draws on the findings of the Federal Government's Participation Report
- The aim is to enforce the UN Convention on the Rights of Persons with Disabilities through legal changes, funding programmes, research projects and events, and to promote its practical implementation step by step.

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- Participation reporting will become a compass for disability policy in the coming years.
- A new representative survey will collect comprehensive data on the participation situation of people with disabilities in Germany for the first time.

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Employment Obligation

- According to Article 2 of Law 2643/1998, businesses or enterprises, Greek or foreign, operating in Greece in any form, as well as their subsidiaries, are obliged to employ protected persons (and people with disabilities) at a rate of 8% of their total workforce, if they employ more than fifty (50) individuals.

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- From the number of individuals that the business or enterprise is obliged to hire, those who meet the criteria for protection under this law and have been voluntarily employed by the business or enterprise are deducted by category of protection.
- Exempted from this obligation are businesses or enterprises that show a negative result (loss) in their balance sheets for the two (2) years immediately preceding the year of declaration.

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- A similar obligation is stipulated for public sector entities, with the percentage of protected persons set at 10%.
- **There is no penalty if businesses fail to comply with the above obligation.**

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Introduction

- The employment of people with disabilities in Poland is regulated first by the Polish Constitution, and then by the Act of August 27, 1997 on Professional and Social Rehabilitation and Employment of People with Disabilities.

- In recent years, the labor market for People with Disabilities has opened up slightly, statistics show: In 2018, the employment rate was 28.3%, in 2019 28.8%, and in 2020 it reached a value of 30%.

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03 Legal Incentives in Poland

Resolution No. 27 on the Adoption of the Strategy for Persons with Disabilities 2021-2030

- comprehensive, horizontal, cross-sectoral public policy approach to support people with disabilities, taking into account their needs for independent living and social inclusion.
- Despite the improving situation of people with disabilities and specific legal regulations, **there is <u>no obligation</u> to employ** people with disabilities in Poland.

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If an employer decides to employ a person with a disability, he/she can count on assistance from the state.

- entitled from funds of the **State Fund for Rehabilitation of Persons with Disabilities** to a **monthly subsidy to the salaries** of disabled employees, provided that these employees are included in the register of employed disabled persons.

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Entitlement to subsidies for:

- Employers who employ a disabled person
- Employers operating a sheltered workshop
- Employers who employ at least 25 full-time employees while achieving an employment rate of at least 6% of the disabled

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Amount of monthly subsidy per disabled employee is calculated by:

- Working time of the disabled employee
- Degree of disability
- Specific ailments of the employee
- Type of employer where the disabled person is employed

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Legal obligations for companies

- A disabled person cannot work more than 8 h/d and 40 h/w.
- Working hours of a person with a moderate or severe disability may not exceed 7 h/d and 35 h/w.
- A disabled person cannot work night shifts or overtime.
- Entitled to an additional break for rehabilitation exercises or rest. The break time is 15 minutes and is included in working time.

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03 Legal Incentives in Portugal

Introduction

- According to the European survey 2022, the unemployment rate for people with disabilities in Portugal stood at 20.3%, exceeding the European Union average by 8.5 percentage points.
- In Portugal, the unemployment rate was slightly higher for women with disabilities (21.1%) than for men with disabilities (18.9%), following the trend observed in the population without disabilities and the European average.

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03 Legal Incentives in Portugal

- According to the Disability and Human Rights Observatory, the country faces persistent challenges in reducing disparities between people with and without disabilities, noting that these inequalities have remained virtually unchanged since 2015.
- Records from the Institute of Employment and Vocational Training (IEFP) show a 4.6% increase in the number of people with disabilities seeking employment between 2015 and 2022.

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03 Legal Incentives in Portugal

Employment Obligation and Compensatory Levy

- In many countries, including Portugal, legislation establishes employment obligations for companies regarding the hiring of people with disabilities.
- If companies fail to meet these obligations, they may be subject to a compensatory levy.
- In Portugal, the specific legislation addressing these obligations and the compensatory levy is Decree-Law No. 29/2001, amended by Decree-Law No. 83/2013, and more recently by Law No. 4/2019.

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- Law No. 4/2019 established a system of employment quotas for people with disabilities with a degree of disability equal to or greater than 60%.
- Companies with a workforce of 75 to 249 employees must have at least 1% of people with disabilities in their service.
- Entities employing 250 or more workers must hire a minimum of 2% of employees with disabilities.

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03 Legal Incentives in Portugal

The law is still in the implementation phase, but there are defined dates for mandatory compliance with these quotas:

- As of 01.02.2023 for employers with more than 100 workers
- As of 01.02.2024 for employers with 75 to 100 workers

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- Not meeting the employment obligations is resulting in a **compensatory fee** to be paid.
- The fee is calculated based on the difference between the minimum percentage required by law and the actual number of employees with disabilities employed.
- **Companies are subject to inspection to ensure compliance** with employment obligations. Non-compliance can result in sanctions and penalties.
- Penalties for not meeting inclusion obligations, especially regarding the training and employment of young people with disabilities, may vary and be subject to specific legislation.

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Consequences and Penalties

Financial fines

- Employers failing to meet inclusion obligations may be subject to financial fines. The amount of fines may depend on the nature and severity of non-compliance.
- Companies not meeting inclusion obligations may lose tax benefits or other financial incentives associated with hiring young people with disabilities.

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Exclusion from public contracts

- In some cases, companies failing to meet inclusion obligations may be excluded from participating in public contracts or government tenders.

Reputation and company image

- Non-compliance with inclusion policies can affect the company's reputation, leading to a loss of trust from customers, business partners, and the community.

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Additional legal actions

- In cases of severe discrimination or systematic violation of inclusion obligations, affected parties may resort to additional legal actions against the company.

Continuous review and oversight

- Regulatory bodies may increase oversight and review of companies' employment practices to ensure ongoing compliance. This may result in further penalties if deficiencies persist.

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National Inclusion Plan

- Portugal’s National Inclusion Plan establishes guidelines and goals for the inclusion of people with disabilities, including young individuals, in the workforce.
- It highlights employers' responsibilities regarding inclusion and promotes practices that ensure equal opportunities for all workers.

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1. Focus on inclusion obligations
2. Penalties for non-inclusion
3. Financial support and benefits
4. Access to support resources

- In summary, incentives in Portugal encompass not only the promotion of inclusion but also the enforcement of specific measures to ensure that employers fulfil their responsibilities regarding the training and employment of young people with disabilities.
- These measures are integral to efforts to create more inclusive and equitable work environments

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National Strategy for the Inclusion of People with Disabilities 2021-2025 (ENIPD 2021-2025)

Strategic Axis 4 encompasses the following objectives:

- Boost the Support System for Professional Integration
- Promote the dynamism of support systems facilitating the professional integration of people with disabilities
- Create Contextual Conditions Promoting Employability

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- Establish conditions in the workplace that foster the employability of people with disabilities
- Develop Entrepreneurship and Self-Employment
- Encourage entrepreneurship and self-employment among people with disabilities

Through these strategies, ENIPD aims to eliminate physical barriers, promote accessibility, ensure equal opportunities in the job market, facilitate access to inclusive education, and combat stigma and discrimination

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The PESSOAS 2030 Program:

- seeks to empower strategic audiences, including People with Disabilities and their families, with a comprehensive approach to this population at high risk of social vulnerability.
- Is responsible for European investment in Portugal in the areas of qualification, employment, and social inclusion

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Objectives

- **Favor Active Inclusion**: Promote active inclusion, aiming for equal opportunities, non-discrimination, and active participation, with a focus on socially excluded groups, including people with disabilities and/or impairments (PWDI).
- **Combat Social Exclusion of PWDI**: Implement comprehensive and integrated policies to combat the social exclusion of PWDI, involving the elimination of physical barriers, promotion of accessibility, guarantee of equal opportunities in the job market, access to inclusive education, and the fight against stigma and discrimination.
- **Invest in Qualification and Employment of PWDI**: Invest in qualification and employment support for PWDI, aiming to certify, by 2029, at least 77% of the projected 25,400 participants in training and employment support.

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REFLECTION 1

TAKE 5 MINUTES TO REFLECT ON...

(A) WHY YOUR COMPANY CHOSE NOT TO EMPLOY A PERSON WITH DISABILITY IN THE PAST
(B) YOUR POSSIBLE FORMER EXPERIENCE WITH PEOPLE WITH DISABILITIES
(B) WHAT WOULD BE A GAME-CHANGER TO YOU
WRITE 1 SENTENCE FOR EACH ASPECT.

CONSIDER:
...WHETHER YOU HAVE ANY PERSONAL EXPERIENCE OR CONTACT WITH PEOPLE WITH DISABILTITIES
...WHAT IS NECESSARY TO ELIMINATE FEARS THERE MIGHT BE IN THE COMPANY
...WHO COULD HELP YOU WITH THAT (E.G. JOBS4ALL?)

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Business Incentives to Employ (Young) People with Disabilities

04 Financial Incentives

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04 Financial Incentives in Cyprus

Scheme Providing Incentives to Employ People with Disabilities 2021

- Provided by the Department of Labour and co-funded by the European Union
- The Scheme covers only unemployed people with disabilities interested in full or part time employment.
- The person covered (candidate for employment / recruitment) must have been registered as unemployed in the District or Local Employment Office (Public Employment Service - PES) before the employment date.
- The grant is provided for 24 months of employment.
- The scheme runs since 2021 with a total budget of 2 Mi. € and it will close when the budget will be exhausted.

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Grants if a company trains Young People with Disabilities

- These grants are being paid if young people with disabilities can only do training or further education in this way.
- This is the case, for example, if the training involves additional time or personnel demands, for example because the trainees learn more slowly or need additional guidance.

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Integration Grant

- If the company takes on a trainee with a severe disability whose training has already been supported, he can apply for an integration grant.
- He/She then receives a subsidy of up to 70% of his/her wages for one year, including the employer's share of social security. The employment agency usually covers the costs.
- The same applies for a disabled or severely disabled person being newly employed, and the person for personal reasons is difficult to place in a job.

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04 Financial Incentives in Germany

Grants for Training Fees

There are further grants for:

- Closing or registration fees
- Examination fees for taking the intermediate and final exam
- Supervision fee for trainees
- Costs for extra-company training periods

These are, however, conditioned to the Young People with Disabilities being severely disabled and being younger than 27 years old. Moreover, the company must be a small business with less than 20 employees.

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04 Financial Incentives in Germany

Support when an Employer creates a new Job or Training Position

- If a company employs a person with a severe disability or a person with an equivalent status, it can apply for a subsidy for the investment costs.
- The Integration Office awards grants and/or loans up to the full amount of the costs.
- It's not just about the disabled-accessible equipment of the workplace, but also about the overall investment in the new workplace.

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04 Financial Incentives in Germany

Supported Probationary Employment

If it makes it easier for a person with a disability, a severe disability or a person of equal status to enter working life or even find a permanent job, the costs for the trial employment can be covered for up to 3 months.

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Grant for Work Aids

- If the employer wants to equip a training or workplace to be disabled-accessible, the costs of work aids can be subsidized by up to 100 percent. This assumes that the investment is necessary to permanently employ a person with a disability.
- This subsidy is paid if the costs are unreasonable for the employer. For example, computers for blind or visually impaired people, special office chairs, adjustable desks or lifting tools are supported.

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04 Financial Incentives in Germany

Disabled-friendly Redesign of the Workplace and Training Place

- Subsidies are available if the employer makes the workplace accessible to disabled people, for example building disabled-accessible toilets or ramps or equipping workplaces with technical work aids.
- Training on these work aids as well as their maintenance and repair is also supported. Finally, there is support for setting up part-time jobs.
- The funding can be granted as a grant or loan. It is intended to help employees with severe disabilities become productive again and suffer less from their health.
- Funding can be provided up to the full amount of the costs. Whether and to what extent the employer must contribute depends, among other things, on the costs, the level of employment and the severity of the employee's disability.

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04 Financial Incentives in Germany

Employment Security Subsidy

- If employees with severe disabilities need special care or need significantly more time for work, the employer can apply for a regular subsidy towards personnel costs. It compensates for the financial losses. This applies to both the reduced performance and the additional personnel support.

- The Integration Office only grants these benefits for exceptional stress if all other assistance has been exhausted, such as making the workplace suitable for people with disabilities. It also pays a subsidy if the company takes on employees from workshops for disabled people. It must also be unreasonable for the employer to bear the costs themselves.

Example of an exceptional burden: The employee has a learning disability and it takes a lot of time to explain work processes and accompany him or her at work. How high the subsidy is, always depends on the individual case.

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04 Financial Incentives in Greece

- There is **no established mechanism for providing <u>ongoing</u> funding support for workplace adaptations**.
- **Funding schemes for workplace adaptations are periodically available**, normally through European Structural and Investment Fund (ESIF) co-funded employment-related calls.

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- For example, in Greece, the Public Employment Service (DYPA) provides support (in the form of a grant) for reasonable accommodation for persons with disabilities who are beneficiaries of the DYPA programme.
- More specifically, private sector enterprises, social enterprises, regional and local government enterprises, and public sector enterprises may receive a grant from the DYPA in order to recruit, among others, persons with disabilities.

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Reimbursement of Costs for adapting or equipping the Workplace

- An employer who has been in business for at least 12 months may apply for reimbursement of the cost of equipping a workplace if he employs a disabled person registered at the district labor office as unemployed or looking for a job and being not in employment since 36 months.
- The maximum amount of aid for equipping one position is fifteen times the average salary.

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Reimbursement of Costs to employ a Person to assist a disabled Employee at Work

- Reimbursed by the State Fund for Rehabilitation of Persons with Disabilities for the monthly cost of a person to assist the disabled employee at work
- Assistance with activities that facilitate communication with the environment as well as activities that are impossible or difficult for a disabled employee to perform independently at the workplace
- Amount of reimbursement is determined by dividing the number of hours spent assisting disabled persons by the number of hours worked by disabled persons in a given month and multiplying the result by the amount of the lowest salary.
- The number of hours allocated to assist a disabled employee may not exceed 20% of the employee's working hours in a month.

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Reimbursement of Costs of Training a disabled Employee

- Costs of training a disabled employee incurred by the employer may be reimbursed from the funds of the State Fund for Rehabilitation of Persons with Disabilities.
- Training costs may be reimbursed up to 70% but no more than up to twice the average salary per person, with the understanding that:
  - with regard to small and medium-sized entrepreneurs, reimbursement may not exceed 70% of eligible training costs
  - with regard to large entrepreneurs, the refund may not exceed 60% of eligible training costs

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04 Financial Incentives in Portugal

Training and Education Subsidies

- Employers may access subsidies to cover the costs associated with training and educating people with disabilities. These can include specialized classes, tailored training programs, and other educational resources.

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04 Financial Incentives in Portugal

Financial Support for Workplace Adaptations

- Employers can receive financial support to make workplace adaptations, making it more accessible for people with disabilities.
- This includes purchasing specialized equipment, modifications to physical facilities, and other necessary improvements.
- This support is facilitated through the Employment and Vocational Training Institute's (IEFP) Resource Centers:

https://www.iefp.pt/estruturas-de-servicos-apoio

http://www.inr.pt/produtos-de-apoio

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04 Financial Incentives in Portugal

Tax Benefits and Financial Incentives

- Some programs offer tax benefits or other financial incentives for employers who hire or train people with disabilities.
- These can help offset the costs associated with workplace inclusion.

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Incentives to Aid Productivity

- Some incentives are targeted to help offset any productivity challenges associated with the inclusion of people with disabilities.
- These can involve additional support during adaptation or training periods.

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REFLECTION 2

TAKE 5 MINUTES TO MAKE A LIST OF ALL FINANCIAL SUBSIDIES YOU ARE ELIGIBLE FOR.

CONSIDER:

- THE TYPE OF DISABILITY
- WHO COULD BE RESPONSIBLE IN YOUR COMPANY TO TAKE CARE OF APPLYING
- WHO YOU COULD CONTACT TO ADVISE YOU
- HOW JOBS4ALL COULD HELP YOU

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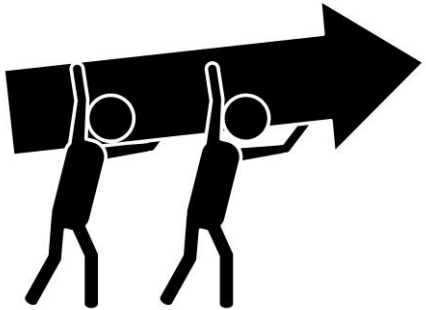
Business Incentives to Employ (Young) People with Disabilities



05 Further Forms of Support

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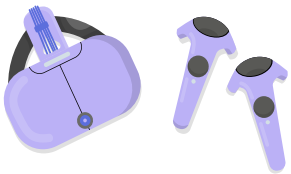
05 Further Forms of Support in Cyprus

Scheme for Supported Employment

- ✓ Beneficiaries of the Scheme are certified non-governmental organizations which offer services of supported employment via the employment of a job coach to persons with physical, mental, intellectual or sensory disability.
- ✓ Provision: Up to €13.500 per year for each programme



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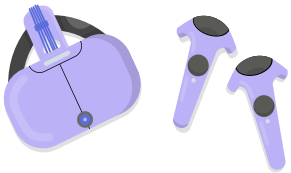
05 Further Forms of Support in Germany

There are **support services that are limited in time or location** and lie outside the standard arsenal of welfare state services, such as **mentoring programmes**, **peer counselling services** or **coaching projects for employers**.

Such services are often first trialed in **pilot projects** before they have the prospect of being transferred to the mainstream.



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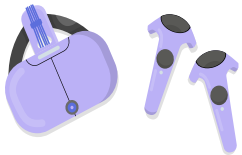
05 Further Forms of Support in Germany

Work Assistance for People with Severe Physical Disabilities

- Work assistance is only granted if employees with severe disabilities carry out their core tasks as stated in the employment contract themselves.
- They commission their assistant themself, organize their deployment and instruct them - in coordination and with the consent of the employer.
- The Integration Office determines how many hours of assistance are needed. In contrast to the numerous optional benefits available to employers, people with severe disabilities have a legal right to work assistance if they cannot carry out their job without help.



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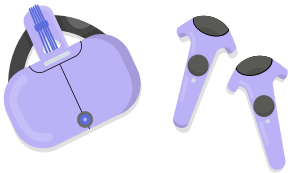
05 Further Forms of Support in Germany

“Additional Rehabilitation Education” Qualification for Trainers

- If a company wants to train people with disabilities to become specialist practitioners, the trainer must, on the one hand, prove that he or she is professionally, personally, and pedagogically suitable for this.
- In addition, trainers should also provide evidence of a disability-specific qualification, the so-called additional rehabilitation education qualification.
- This serves to ensure the qualifications of the training. Trainers can acquire this necessary additional qualification in courses (320 hours).



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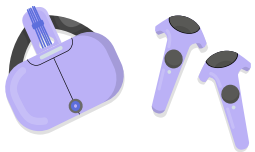
05 Further Forms of Support in Germany

Cooperation with Educational Institution 1

- If a company does not have someone with this education (Additional Rehabilitation Education), it is advisable to cooperate with an educational institution.
- These are, for example, vocational training centers, vocational development centers or outpatient vocational rehabilitation facilities.
- Trainees conclude a training contract with the educational institution. It is responsible for the training and provides social-educational support, supports trainees individually with tutoring and prepares them for exams.



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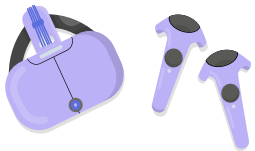
05 Further Forms of Support in Germany

Cooperation with Educational Institution 2

- The company takes over the practical training and stipulates in a cooperation agreement with the educational institution who teaches what.
- If it makes sense, the company can continue to train the trainee as the responsible training company at any time.
- The educational institution offers support and accompaniment. The company concludes the training contract and an educational institution supports both – the trainees and the company.
- If necessary, the trainee receives tutoring, individual and social-educational support. The companies benefit from the advice offered.



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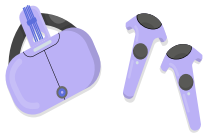
05 Further Forms of Support in Germany

Services to Find (Young) People with Disabilities

The employment agency helps to find trainees with and without disabilities. Outpatient rehabilitation facilities or vocational training centers also place suitable applicants.

- Federal Employment Agency job exchange
- Integration specialist services
- Integration network
- MyHandicap Job Exchange Foundation



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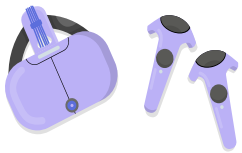
05 Further Forms of Support in Greece

Support for Reasonable Accommodation at Work



- "Reasonable accommodation" refers to the ergonomic arrangement of the workspace and the adaptation of working conditions to the individualized needs of a person with a disability/chronic illness.
- Although many individuals with disabilities/chronic illnesses do not require any reasonable accommodation, for others, the provision of such accommodations is essential to perform their work unimpeded.

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05 Further Forms of Support in Greece

According to the Principle of Equal Treatment in Employment and Work (Law 4443/2016):

- It is prohibited to refuse provision of reasonable accommodations to individuals with disabilities/chronic illnesses as it is considered discrimination (Subsection η, Paragraph 2, Article 2).

- The employer is obliged to provide the necessary reasonable accommodations, as appropriate, so that individuals with disabilities or chronic illnesses can have access to a job, exercise it, advance, and participate in vocational training (Article 5).

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05 Further Forms of Support in Greece

- According to the same law, the burden is not considered disproportionate when it is adequately offset by protective measures taken within the framework of policies in favor of individuals with disabilities/chronic illnesses (Article 5).

- This means that invoking disproportionate burden by an employer is not feasible when the state implements subsidy programs for reasonable accommodations for employees with disabilities, which any business can utilize.

- From time to time, such programs are implemented by DYPA (Public Employment Service):

https://www.paratiritirioanapirias.gr/storage/app/uploads/public/5f8/755/ed6/5f8755ed6e18f613536692.pdf

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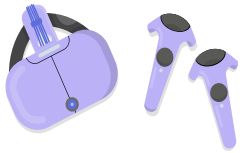
05 Further Forms of Support in Poland

Supported Employment 1

- Intends to complement solutions used in the existing vocational rehabilitation
- People with Disabilities work individually with a so-called job coach, who takes his or her opinion into account throughout the employment process.
- Supported employment is in cooperation with employers, labor market institutions and entities implementing tasks in the field of vocational and social rehabilitation of People with Disabilities.



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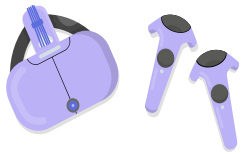
05 Further Forms of Support in Poland

Supported Employment 2

Since 2015, the Polish Federation of Supported Employment has been bringing together organizations that actively promote and develop supported employment for People with Disabilities on the 1st labor market in Poland:



- Integrates communities participating in supported employment, points out the potential and contribution of People with Disabilities to the economic and social life of the country, and acts in accordance with the highest international standards
- Popularizes knowledge and standards in the field of supported employment among institutions, organizations, and business representatives
- Promotes and implements the standards of European supported employment

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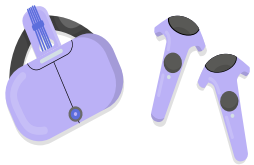
05 Further Forms of Support in Portugal

In Portugal, beyond direct financial incentives, various additional forms of support are available to ensure that people with disabilities can be trained and employed, fully utilizing their skills and abilities. These include:



- ✓ Work Assistance
- ✓ Counseling and Support from Associations
- ✓ Rehabilitation Centers
- ✓ Assistance from Special Schools
- ✓ Mentorship Programs
- ✓ Specialized Training
- ✓ Access to Technical Support Resources
- ✓ Professional Training
- ✓ Hiring support programs
- ✓ Specialized consultancy and technical support

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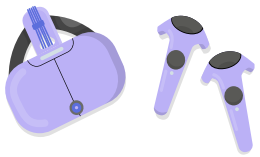
05 Further Forms of Support in Portugal

Work Assistance

Programs that provide on-the-job assistance, adapting the workplace to meet the specific needs of individuals with disabilities. These include physical adaptations, specialized equipment, and ongoing support.



Counseling and Support from Associations

Associations and organizations offering counselling and support to both people with disabilities and employers. This support covers employment-related issues, workplace adaptations, and effective integration.

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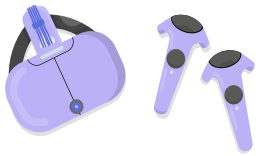
05 Further Forms of Support in Portugal

Rehabilitation Centers

Comprehensive rehabilitation centers providing services such as vocational training and education programs, psychosocial support, and physical and occupational rehabilitation services.

Assistance from Special Schools



Special schools that offer assistance in developing specific skills, tailored training, and educational support for young people with disabilities. These schools collaborate with employers to facilitate the transition to employment.

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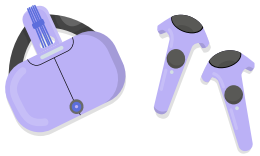
05 Further Forms of Support in Portugal

Mentorship Programs

Mentorship programs that pair individuals with disabilities with experienced mentors in their professional field. These provide personalized guidance, emotional support, and practical advice on career progression.



Specialized Training

Courses and specialized training programs designed to meet the specific needs of people with disabilities. These include training in professional skills, adapted work techniques, and skill development.

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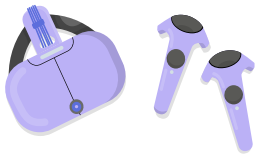
05 Further Forms of Support in Portugal

Access to Technical Support Resources

- Facilitating access to technological and assistive resources that aid in performing professional tasks.
- This involves providing accessibility technologies, specialized software, and other adaptive devices.
- More information can be found at:

http://www.inr.pt/produtos-de-apoio



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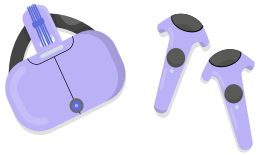
05 Further Forms of Support in Portugal

Professional Training

- Promoting the professional training of People with Disabilities, aiming at their integration and advancement in the job market.
- More details can be found at:

https://www.iefp.pt/qualificacao-de-pessoas-com-deficiencia-e-incapacidade



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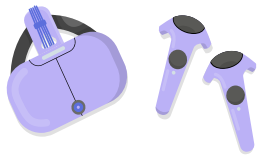
05 Further Forms of Support in Portugal

Hiring Support Programs 1

- Specific programs aimed at supporting the hiring of People with Disabilities, offering subsidies or direct financial assistance to employers.
- These measures are implemented through applications by companies, both public and private, to the IEFP.
- Measures are available for all people, but there is a financial increase factor when directed at People with Disabilities.



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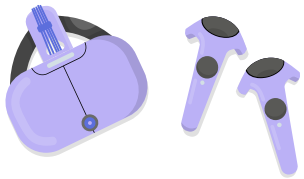
05 Further Forms of Support in Portugal

Hiring Support Programs 2

Measures and programs currently include:

- Sustainable Employment Commitment
- Insertion Contract
- ATIVAR.PT Incentive
- AVANÇAR Program
- Internships



Organizations and employers interested in benefiting from these measures should contact IEFP for specific information about available programs and incentives. More details can be found at:

https://www.iefp.pt/apoios-incentivos

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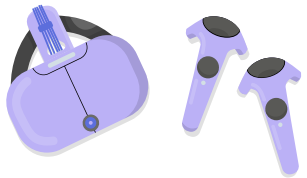
05 Further Forms of Support in Portugal

Specialized Consultancy and Technical Support

- Employers can receive technical support and specialized consultancy to better understand and implement inclusive practices.
- Including guidance on specific adaptations needed for different disabilities
- Professional training is provided by accredited training entities, which can be public organizations like IEFP or private entities such as educational institutes, vocational schools, cooperatives, or private social solidarity institutions.



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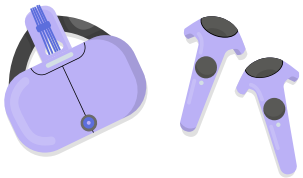
05 Further Forms of Support in Portugal

Specialized Consultancy and Technical Support

- **APPDA Coimbra**, a private social solidarity institution, 8 professional training courses are developed for People with Disabilities.
- Long-duration courses have a max. duration of 3600 hours.
- Trainees receive a monthly stipend, meal allowance, and transportation subsidy.
- The Training Center is funded by the European Social Fund (ESF) and the Portuguese State.



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05 Further Forms of Support in Portugal

EXCURSE: Institute of Employment and Vocational Training (IEFP)

Key measures in the field of Vocational Rehabilitation currently include:

- ✓ Information, Assessment, and Guidance for Qualification and Employment
- ✓ Provision of information, assessment, and guidance for vocational qualification and employment, aiming to assist people with disabilities in their integration into the job market
- ✓ Placement Support: Support in professional placement, facilitating the integration of people with disabilities into positions suitable for their skills and abilities

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05 Further Forms of Support in Portugal

- ✓ Post-Placement Monitoring: Continuous monitoring after placement, ensuring that workers with disabilities receive the necessary support for successful and sustainable integration
- ✓ Support for Workplace Adaptation (PT) - Barrier Elimination: Incentives and support for adapting the work environment, eliminating physical barriers, and providing suitable conditions for people with disabilities

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05 Further Forms of Support in Portugal

- ✓ Supported Employment - Protected Employment Center:
  - CEP offering internships and professional activities to People with Disabilities and reduced work capacity
  - Aims to develop personal, social, and professional skills for integration into the normal job market

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05 Further Forms of Support in Portugal

- ✓ Supported Employment - Supported Employment Contract in Open Market:
  - where People with Disabilities perform professional activities in positions under a supported employment contract
  - integrated into the productive or service provision organization of employers, under special conditions such as enclaves

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05 Further Forms of Support in Portugal

- ✓ Assistive Products - Technical Aids:
  - Technical Aids for Communication: Devices such as augmentative and alternative communication (AAC), screen reading software, and adapted keyboards to facilitate communication for people with visual, auditory, or speech disabilities.
  - Assistive Technology for Computers: Software and hardware designed to make computers more accessible, including screen readers, adapted keyboards, and alternative input devices

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REFLECTION 3

TAKE 5 MINUTES TO REFLECT ON WHAT TAKES FOR YOU TO EMPLOY OR TRAIN A PERSON WITH DISABILITY.

CONSIDER:

- WHAT IS THE BIGGEST OBSTACLE PREVENTING YOUR COMPANY TO EMPLOY OR TRAIN A PERSON WITH DISABILITY?
- CAN THIS CHALLENGE BE MET BY ONE OF THE SUPPORTING MEASURES?
- WHO CAN YOU GET ADVICE FROM? MAYBE JOBS4ALL CAN HELP YOU WITH THAT?

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Business Incentives to Employ (Young) People with Disabilities

06 Social Incentives

Funded by the European Union

06 Social Incentives

Introduction

- Even though legal and financial regulations are crucial and necessary, they are not the only incentives that affect why and how companies get more inclusive.
- As a company providing work (and maybe training) to people you are an integral part of our society.
- Through work people gain not only economic participation, but also social integration. This is also true for people with disabilities.

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06 Social Incentives

- If you are aware of your role - beyond of course your main business which is generating sales and profit- then you can take on your social responsibility and make it a win-win for both sides.
- Your social commitment and engagement will result in social impact and ultimately in social acknowledgement – which is a value you should never underestimate! It can make the difference when decisions are taken by customers or partners…
- Being an appreciated employer whose employees – with and without disability – are motivated and loyal, are another factor of success.

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06 Social Incentives

Why Should I Train/Employ a Young Person with a Disability?

- You give a young person with a disability the chance to start a working life. Both your employees, your partners and customers perceive this as positive. If the training position is suitable, you will gain efficient and motivated trainees and future specialists. And finally: you save on compensation levee. For every trainee with a disability, two or even three compulsory jobs for people with severe disabilities are taken into account - even in the first year after completing their training.

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06 Social Incentives

Corporate Social Responsibility 1

- CSR has steadily gained in importance in recent years. There are various reasons why companies engage in CSR.
- For many companies, it is a conscious part of their philosophy to make a positive contribution to the well-being of society, the workforce or the environment.

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06 Social Incentives

Corporate Social Responsibility 2

- Others, on the other hand, base their activities more on increasing public expectations and political guidelines.
- Even if, for example, the EU reporting requirement primarily affects large companies, they must also present the sustainability efforts along their value chains as part of their reporting.
- Small and medium-sized supplier companies are increasingly being required to carry out CSR audits or even systematic sustainability reporting.

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06 Social Incentives

Economic Added Value

- Regardless of the motivation for pursuing CSR activities, one thing is certain: social commitment is always associated with direct economic benefits.
- Be it as an increase in your reputation in society or in your position as an attractive supplier and partner for your customers and employees.
- Today, entrepreneurial activity and social responsibility go hand in hand - this does not make CSR a luxury, but rather something from which companies can benefit economically.

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06 Social Incentives

Image and Social Acknowledgement 1

- Many people have the prejudice that people with disabilities cannot perform the same as others, but that's not true.
- Companies that have had positive experiences with severely disabled employees should communicate this publicly to encourage others.
- There are social sponsors behind many integration companies that want to offer to the people they look after, work under real conditions.

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06 Social Incentives

Image and Social Acknowledgement 2

- However, we observe that private companies are increasingly developing integration concepts.
- These are usually companies that are interested in the compensation benefits but are also inherently open.
- Many report that the working atmosphere improves when disabled colleagues work in the company.
- A conclusion from this experience is that there needs to be more exchange about processes and sensitivities, which is something other employees will also benefit from.

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06 Social Incentives

Get Awarded – and Gain in Prominence 1

- Winning an award for being at the top of companies when it comes to inclusion is something that contributes positively to your overall reputation and popularity when it comes to competition of the best talents and motivated workforce.
- Awards are existing in many countries and on different levels.

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06 Social Incentives

PORTUGAL: “Inclusive Employer” Brand

- Aimed at promoting the recognition & public distinction of open and inclusive management practices developed by employers for People with Disabilities.
- Awarded to those who in the 2 years preceding the application stand out for reference practices in the domains of Recruitment, Development, and Progression; Maintenance and Resumption; Accessibility; Service and Community Relations.
  - **Inclusive Employer Brand**: Granted to those distinguished in one or more domains.
  - **Inclusive Employer Excellence Brand**: Awarded to those distinguished in all domains.

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06 Social Incentives

GERMANY: “Inclusion Award for the Economy”

- For instance, in Germany there is the “Inclusion Award for the Economy”.
- There are additional Inclusion Awards of single German Länder.

INKLUSIONSPREIS BERLIN 2023

VORBILDLICHE BESCHÄFTIGUNG UND AUSBILDUNG VON MENSCHEN MIT SCHWERBEHINDERUNG

Inklusionspreis für die Wirtschaft 2024

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06 Social Incentives

Get Awarded – and Gain in Prominence 2

- The criteria being applied for finding the award winner usually are transparent so you know exactly what your company needs to establish.

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06 Social Incentives

GERMANY: Typical Award Criteria

- ✓ What is the employment rate of people with disabilities?
- ✓ Is there a special commitment to people with sensory disabilities, cognitive impairments, mental disabilities, or older people with disabilities?
- ✓ Is there an inclusion agreement?
- ✓ Is there a company integration management programme?
- ✓ Have innovative, creative and/or future-oriented work aids or concepts been developed and integrated into everyday working life that enable or facilitate people with disabilities or make it easier for people with disabilities to work?
- ✓ commitment to training / employment of young people with disabilities
- ✓ commitment to part-time jobs for people with disabilities
- ✓ commitment to employment of severely disabled women

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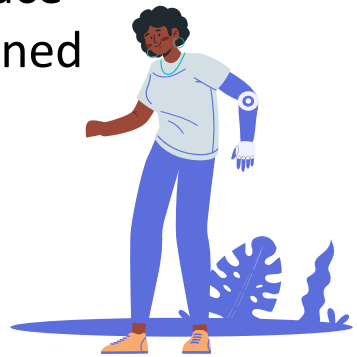
06 Social Incentives

Get Awarded – and Gain in Prominence 3

- If you intend to apply or be proposed for a prize, this is the right moment to look at what can we do even better and to strengthen the dialogue and feedback mechanisms in place between management and employees. The aforementioned criteria help you to work at the different elements that build an inclusive environment and workplace in your company.



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REFLECTION 4

TAKE 15 MINUTES TO BRAIN-WRITE* HOW YOUR COMPANY OR BUSINESS COULD BENEFIT...

CONSIDER FOR EXAMPLE:

- YOUR TARGET GROUP / CUSTOMERS
- YOUR COOPERATION PARTNERS
- NEW TARGET GROUP EXPLORATION
- YOUR CURRENT CSR
- CURRENT WEAKNESSES YOU MAY FACE IN BUSINESS PERFORMANCE

*BRAIN-WRITE: LIKE BRAINSTORM BUT WRITTEN; ASSOCIATE METHOD WHERE YOU NOTE DOWN ALL THAT COMES INTO YOUR MIND

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Business Incentives to Employ (Young) People with Disabilities

07 Organizational Incentives

Funded by the European Union

07 Organizational Incentives

Introduction

- In addition to the legal, financial and social aspects of employing or training people with disabilities, which tend to be seen from an external perspective, there are also internal aspects in your company or organization that speak in favor of employing people with disabilities.

Funded by the European Union

07 Organizational Incentives

Shortage of Skilled Workers

- An aspect that is of relevance in many sectors and countries in Europe is the shortage of skilled workers.
- It leads almost naturally to the conclusion that it is necessary to make better use of domestic potential.
- The awareness among employers and HR managers should acknowledge the fact that there are a number of disabilities despite which, one can work in a qualified manner.

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07 Organizational Incentives

Diversity Brings Creativity & Innovation

- People who cope with limitations in everyday life also bring new and unfamiliar ways of thinking to their jobs.
- Studies show that colorful teams work more creatively and better than uniform working groups.
- It is the diversity of strengths that ultimately makes companies competitive.
- More and more employers are discovering the fact that people with disabilities represent a special potential here.

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07 Organizational Incentives

Teamwork

- Anyone living with a disability has a lot of experience when it comes to teamwork.
- Contributing your strengths, asking others for a helping hand, or making use of assistance. This requires qualities that can be put to good use in working life.

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07 Organizational Incentives

Corporate Inclusive Culture

- Inclusive companies are more creative, have more economic potential, work more productively and have a better reputation.
- All employees benefit from the inclusive corporate culture on a social level in addition to the success of the company.

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07 Organizational Incentives

Advantages of Inclusive Teams are:

- High motivation of employees with disabilities is transferred to the team
- Problem-solving skills are trained
- Resilience is increased
- Personal horizons are broadened
- Change of perspective is encouraged
- Empathy and social skills are promoted
- Prejudices are reduced
- Appreciative interaction is learnt
- Employee satisfaction increases
- Relief for skilled workers is possible when severely and profoundly disabled employees take on auxiliary and niche activities

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REFLECTION 5

TAKE 10 MINUTES TO SWOT*-ANALYSE THE SCENARIO „THE COMPANY HAS HIRED A PERSON WITH DISABILITY“

CONSIDER:

- YOUR TEAM / EMPLOYEES
- CURRENT SKILLS IN THE TEAM / SKILLS SHORTAGES IN THE TEAM
- CURRENT ATMOSPHERE & COLLABORATION
- YOUR COMPANY‘S FURTHER TRAINING & SOFT SKILLS TRAINING OFFERS

*SWOT= STRENGTHS, WEAKNESSES, OPPORTUNTIES, THREATS

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Business Incentives to Employ (Young) People with Disabilities

08 Sources

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08 Sources

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