

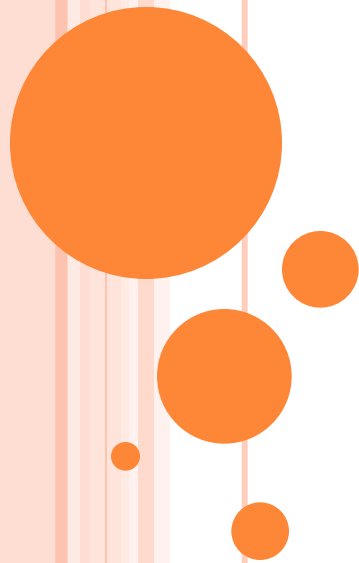
TACKLING SOCIAL EXCLUSION

16 & 17 NOVEMBER 2011

SOUTHAMPTON

Corporate social responsibility, full support in the workplace and accessible: three tools to combat social exclusion.

16 November 2011



INTERNATIONAL AND EUROPEAN FRAMEWORK

- **The United Nations Convention on the Rights of People with Disabilities**
 - In societies, inspired by the concept of human rights one departs from the vision that everyone should have equal opportunities to empower themselves, to develop, to set goals, to build an independent life. Human rights are universal and are made tangible by the Universal Declaration of Human Rights. Although human rights are universal, we see that people with disabilities have difficulties to make these rights concrete.



INTERNATIONAL AND EUROPEAN FRAMEWORK

- **The United Nations Convention on the Rights of People with Disabilities**
 - Due to the difficulty in converting the universal human rights to daily life practices the United Nations adopted unanimously the International Declaration on the Rights of People with Disabilities in 2006.



INTERNATIONAL AND EUROPEAN FRAMEWORK

- **The United Nations Convention on the Rights of People with Disabilities**

The basic principles article 3:

- **"Respect for dignity, individual autonomy including the freedom to choose, independence;**
- **Non-discrimination;**
- **Full and effective participation and inclusion in society;**



INTERNATIONAL AND EUROPEAN FRAMEWORK

- **Respect for difference and acceptance of people with disability as a part of human diversity and humanity;**
- **Accessibility; Equal opportunities;**
- **Equality between men and women;**
- **Respect for the evolving capacities of children with disabilities and respect for the rights of children with disability to preserve their own identity. "**



INTERNATIONAL AND EUROPEAN FRAMEWORK

○ **The United Nations Convention on the Rights of People with Disabilities**

- Article 8 Promoting awareness

" ...

i. recognition of the skills, merits and abilities
of people with disabilities
and their contributions to the workplace and
labor market;

... "



INTERNATIONAL AND EUROPEAN FRAMEWORK

○ **The United Nations Convention on the Rights of People with Disabilities**

Article 27 Work and employment

1. Recognize the right to work, on an equal basis with others, this includes the right to the opportunity to earn a living through freely chosen or accepted work in an employment and an environment that is open, where no one is excluded, and accessible ...

- All forms of employment, including conditions of recruitment, hiring and employment, continued employment, career advancement and safe and healthy work environment;



INTERNATIONAL AND EUROPEAN FRAMEWORK

- To have effective access to general technical and vocational education programs, placement services and vocational and continuing training;
- Employment opportunities and career advancement for persons with disabilities in the labor market, and support them in finding, obtaining and maintaining employment or returning to work;
- Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and private business;



INTERNATIONAL AND EUROPEAN FRAMEWORK

○ **The United Nations Convention on the Rights of People with Disabilities**

Article 27 Work and employment

- Engage in the public sector;
- Employment in the private sector through the promotion of appropriate policies and measures, including affirmative action programs, incentives and other measures;
- Ensure reasonable accommodation for people with disabilities;



INTERNATIONAL AND EUROPEAN FRAMEWORK

- Encourage work experience in the open labor market;
- Vocational and professional rehabilitation and programs for the preservation of jobs and return to employment.

2. States Parties shall ensure that people with disabilities ... be protected from forced or compulsory labor.



INTERNATIONAL AND EUROPEAN FRAMEWORK

○ Europe

Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation

- This directive of the EC of 27/11/2000 is a general framework for combating discrimination on grounds of religion or belief, disability, age or sexual orientation as regards to employment and occupation and provides that the Member States apply the principle of equal treatment.



INTERNATIONAL AND EUROPEAN FRAMEWORK

○ Europe

European Strategy 2010-2020

- The UN Convention was ratified by Belgium on July 2, 2009. Europe also ratified the UN Convention. The European Strategy 2010-2020 adopted by the European Commission consists of eight key areas: accessibility, participation, equality, employment, education and training, social protection, health and external action. For each area are key actions.



INTERNATIONAL AND EUROPEAN FRAMEWORK

○ Europe

European Strategy 2010-2020

- Key action 4: employment

"Quality jobs ensure economic independence, promote self-realization and offer the best protection against poverty. The employment rate of disabled people is only about 50%.

...

The Commission will support voluntary initiatives promoting and increasing diversity management at work, as employers signed charters/diversity initiative for social entrepreneurship.



INTERNATIONAL AND EUROPEAN FRAMEWORK

○ **Europe**

European Strategy 2010-2020

- Key action 4: employment

EU action will support and supplement national efforts:

- analyze the employment situation of people with disabilities;
- fight against the benefits which discourage labor force participation;



INTERNATIONAL AND EUROPEAN FRAMEWORK

- contribute to integration in the labor market through the European Social Fund (ESF);
 - develop active labor market;
 - improve access to jobs;
 - employment services,
 - develop support structures and in-service training;
 - promote the use of the general block exemption regulation without prior notification to the Commission.



INTERNATIONAL AND EUROPEAN FRAMEWORK

○ Europe

European Strategy 2010-2020

EDF proposals:

- “Persons with disabilities need to be prioritised under this target. The target is not going to be reached if this group is not taken into account, given that 15% of the working age population has some kind of disability or long-standing health problem.



INTERNATIONAL AND EUROPEAN FRAMEWORK

- In addition to this, targets relating to disability could be very relevant on national level to contribute to the headline target, and should be part of the National Reform Programmes of Member States.”

The EDF has still many proposals to increase labor. I refer to 'Disability Strategy as part of Europe in 2020, EDF Position Paper on Europe 2020, May 2010'.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

- I'm a graduate in Psychology and Educational Sciences, direction Special and Remedial Education. I have had several engagements and work experiences from research at the University of Ghent University, disability advisor attached to a Brussels Cabinet at a political level to co-founder of several organizations of persons with disabilities. Currently I work as a coordinator outpatient support for ADO Icarus, an umbrella organization of 10 services of independent living throughout Flanders. I'm also president of the Budgetholders organization Independent Living, vice-president of an organization of people with disabilities (VFG) and board member of a civil rights movement (GRIP).



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

- It is not my intention to list the similarities and differences of the three partners. I will highlight those points that are essential for me based on years of professional experience and my lifelong experience regarding daily living with a 'severe' physical disability. Due to my disability I use personal assistance and aids and need adaptations in order to participate on the different domains of life.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

- The meaning of labor

Not only the economic aspect prevails, but the social aspect of employment is an equally important function. Groups such as women, low skilled, young, unemployed, immigrants are based on a clearly defined definition. Job seekers can belong to multiple categories. People with disabilities are more difficult to define because the used definition are still based on medical criteria and varies along the system that recognizes the person as a person with a disability. Due to this factor there are little uniform data and figures available.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

- Having a job is also an important tool for social, economic, cultural and political integration and thus part of an activating welfare state. Unlike non-disabled people there is no obligation to work. After all, they can still fall back on their allowance.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

- The meaning of labor

Yet more and more people with disabilities want to be employed. More and more continue to study, creating more and more highly skilled people ready to participate on the labor market. In reality, however, one sees that having a disability in many cases still remains an obstacle to work. Also in this area neighborhoods disability is the norm. It is therefore crucial that society in the broadest sense people the full opportunity to be part of society.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

The fact that employment is so essential in our society implies that the different actors involved in shaping the employment and labor policies must be convinced that everyone is entitled to appropriate employment, whatever form it also may assume. If not, a society that systematically excludes groups of people is doomed to suffocate in its grayness.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

- Participation at policy making level
Participation in policy making is very important. Embedding and recognition by the government is important.
Provide the participation structure with financial and human resources.
Procure accessible, attainable and usable information.
Effective search for people with disabilities to participate in the participation structures.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

Give the time so that people with good advice.
Feedback from the government why an opinion is
or is not followed.

Involve of every policy domain in the
participation structure.

An inclusive policy does not exclude to target
people with disabilities as a group.

Determine the budget on a macro level.

If people with disabilities want to
participate then they must be able to
use personal assistance and accessible
transport/infrastructure.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

- Three instruments
Corporate social responsibility, and full support in the workplace accessible: three tools to combat social exclusion.
- Corporate social responsibility

To run a business is not just a matter of profit making.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

It is important that a business is embedded in the local community, taking into account the diversity of people and their skills, give schooling opportunities, other challenges.

Social enterprise also means that a portion of the profit is used to improve the employment. The private and public sector determine where they can reinforce and complement each other.



EVERYDAY PRACTICE IN THE FIELD OF EMPLOYMENT

- Three instruments

Corporate social responsibility, and full support in the workplace accessible: three tools to combat social exclusion.

- Support in the workplace and full accessibility

Give support to search for a job, to apply for a job, to enter into a dialogue with employers and fellow employees.

Procure flexible and rapid adaptation of the workplace.

Procure personal assistance budget.

Procure flexible transport options.



SUGGESTIONS / RECOMMENDATIONS

- Employment opportunities for people with disabilities depend on a lot of factors. First there are these factors related to job search, applying for a job, the recruitment, selection, to promote and maintain employment. On the other hand one has the conditions that stimulate and support. These preconditions are situated at the level of education / training, accessibility, awareness and activation measures, including personal assistance budgets (direct financing).



SUGGESTIONS / RECOMMENDATIONS

- Policy making, an equal opportunity plan must indicate what must be achieved by whom and when. However, people with disabilities are mentioned periodically. This proves that people with disabilities are not a priori included in the thinking of policy makers (politicians and administrations), trade unions and employers.



SUGGESTIONS / RECOMMENDATIONS

When specific support measures are necessary, these must be included in the regular policy to ensure that a coherent policy is designed and its regular and special measures are not contradictory. Being able to follow what is recommended is also important. Those involved should participate in this. Indeed, one cannot talk about inclusion if control, choice and participation opportunities are not provided.

