

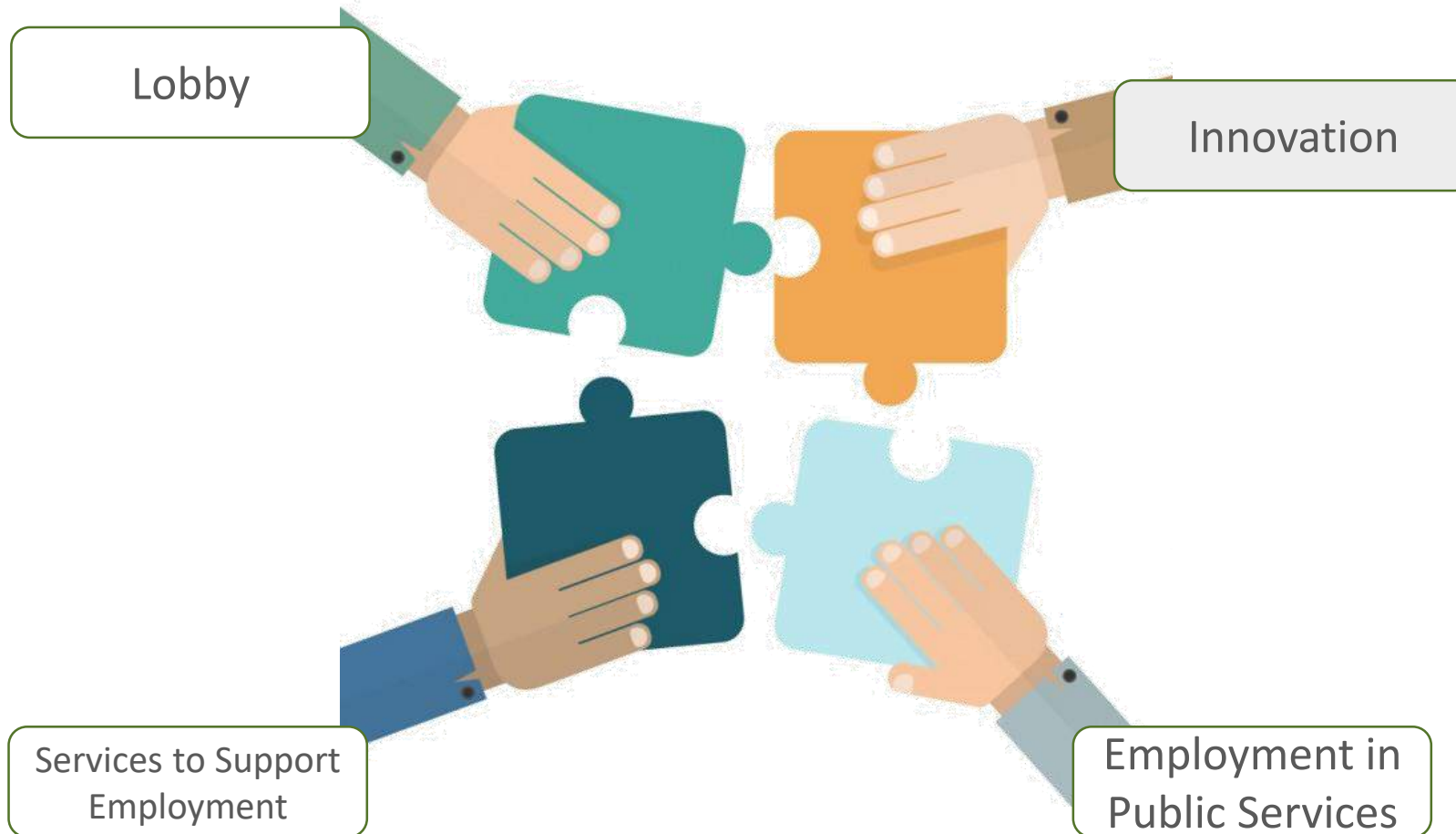


Employment in the Public Sector for people with intellectual disabilities





Employment Projects



PEOPLE WITH INTELLECTUAL DISABILITIES INEQUALITIES WITHIN THE LABOUR MARKET IN SPAIN



	Total population	People with disability	People with intellectual disability
Activity rate	74,9	34,5	31,1
Employment rate	63,4	25,8	20,2
Unemployment rate	15,4	25,2	

Datos de ODISMET, 2019

LOWER WAGES AND INESTABILITY OF EMPLOYMENT

	People with intellectual disability	People with disability	People without disability
Annual wages	11.563	19.946	24.132
Monthly wages	787,4	1.273,8	1.435,5
Hourly wage	8,4	13,1	15,6

ACCESS TO EMPLOYMENT IN THE PUBLIC SECTOR FOR PEOPLE WITH INTELLECTUAL DISABILITIES IN SPAIN



HOW TO PUT REASONABLE ACCOMMODATION INTO PRACTICE

GUIDE OF PROMISING PRACTICES



#EUvsDiscrimination

YOU HAVE RIGHTS

Social Europe



SPAIN

EMPLOYING PERSONS WITH INTELLECTUAL DISABILITIES AS CIVIL SERVANTS AT THE GOVERNMENT OF THE PROVINCE OF BISCAY (SPAIN)

DESCRIPTION OF THE PROMISING PRACTICE

The Government of the Province of Biscay has had a longstanding commitment and experience in employing persons with disabilities, except for persons with intellectual disabilities. Thus, in 2017, the Government approved an offer of public employment for five service staff places targeting persons with intellectual disabilities.

AREA OF ACTIVITY

- Public administration

NUMBER OF PERSONS WITH DISABILITIES EMPLOYED:

- 5

CONTACT

<https://web.bizkaia.eus/>

The call aimed to recruit five civil servants through a standard, but adapted, multi-stage recruitment process. The overarching goal was to support the social and labour market inclusion of the most disadvantaged people. The specificity of this call required the Government to adopt new ways of working, including more flexible arrangements. Political commitment played a fundamental role in making this initiative successful. The Government received a total of 281 applications, of which five people were recruited and 146 people were added to a job bank, for further potential openings.



LEGAL REQUIREMENT



2% of all public sector employment positions are reserved for people with intellectual disabilities. Since 2011.



- Involved in the project since 2012.
- Finance support.



- Involved in the project since 2018.
- Finance support.



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Plena inclusión España follows these steps:

- a) Support public administrations preparing employment calls.
- b) Job Analysis (job coaches)
- c) Easy to read training materials for candidates

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- d) Colaboration with Public Administration to develop the easy to read materials
- e) Agreement about the format of the exam (test instead of practical exam)
- f) Easy to read materials, about the whole process:
 - Call
 - Examples of exams, exercises...
 - Application

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g) Support to organizations, people with intellectual disabilities and families through the process:

- Dissemination of training materials, through online platform and APP
- Dissemination of information about the whole process
- Support with doubts and questions

h) Assessment meetings with Public Sector Administration, to evaluate and improve the process.



Con nuestra aplicación podrás estar al día de las ofertas de empleo público para personas con discapacidad intelectual y certificado de al menos el 33%, así como de todo lo relacionado con ellas, temarios, fechas, lugares donde recibir formación, y otros recursos educativos.

NOVEDADES
Empleo público para personas con discapacidad intelectual.

SOME RESULTS

AÑOS DE EXAMEN	2012	2014	2015	2016	2018
Plazas convocadas	54	10	15	70	299
Personas inscritas	2.587	1.086	545	980	4.000

- 75% passed the exam
- Average punctuation in exam 7 out of 10

SOME RESULTS...

Jornada sobre la Función Pública de personas con discapacidad intelectual



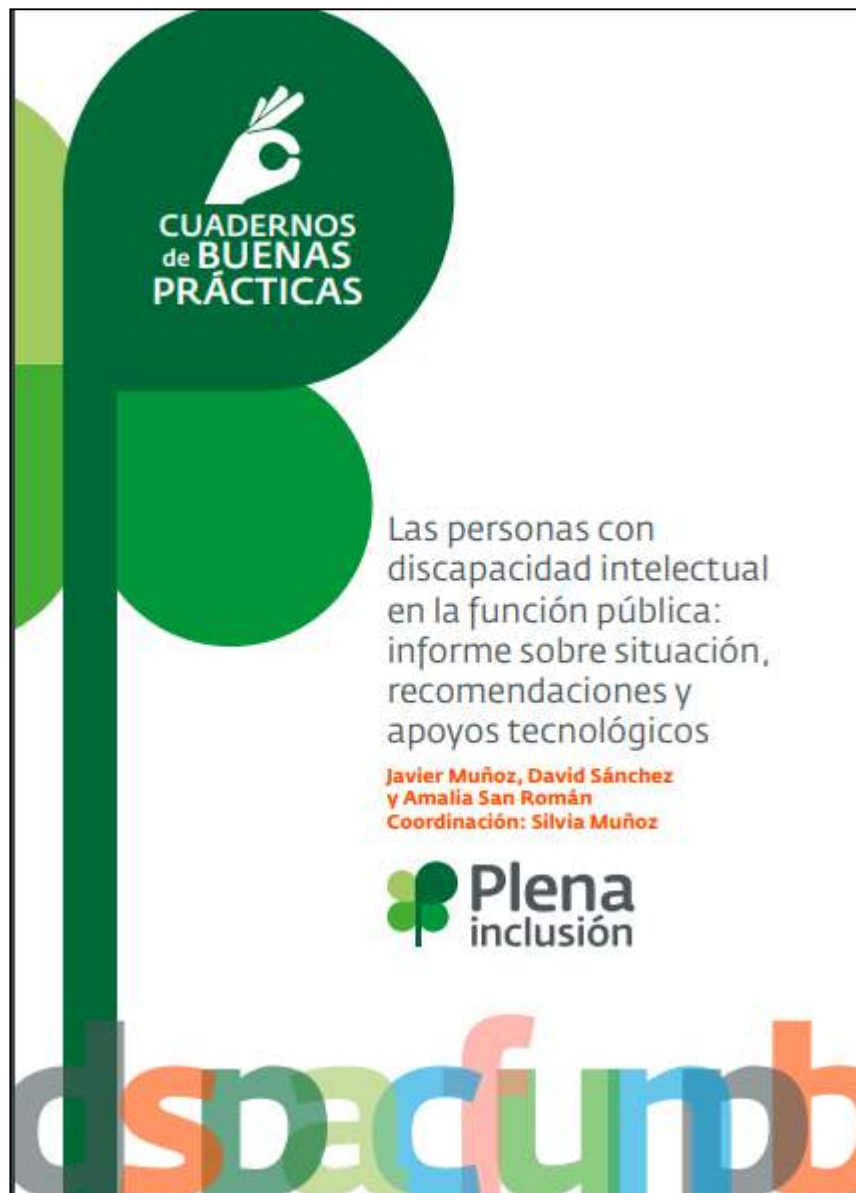
quien me habló de FADEMGA, Plena Inclusión
Galicia, y me dijo que me pa

7:37 / 2:59:48 Desliza la página para ver más detalles



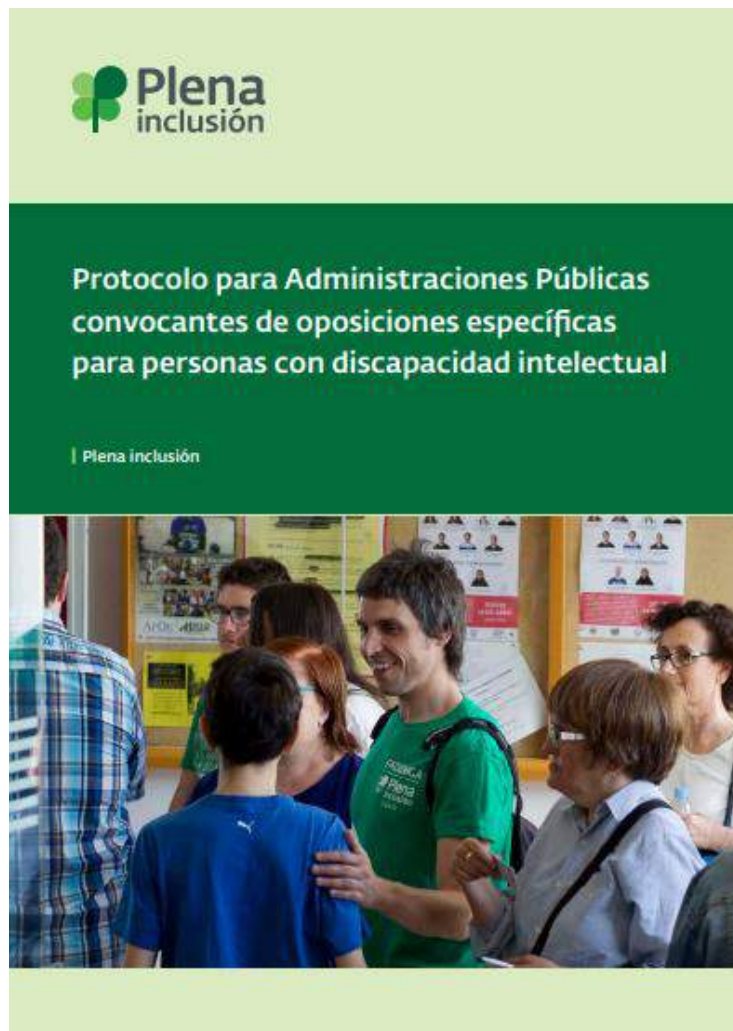
[Conference about Employment in the Public Sector for people with intellectual disabilities, Plena inclusión España 21 de junio 2018](#)

SOME RESULTS

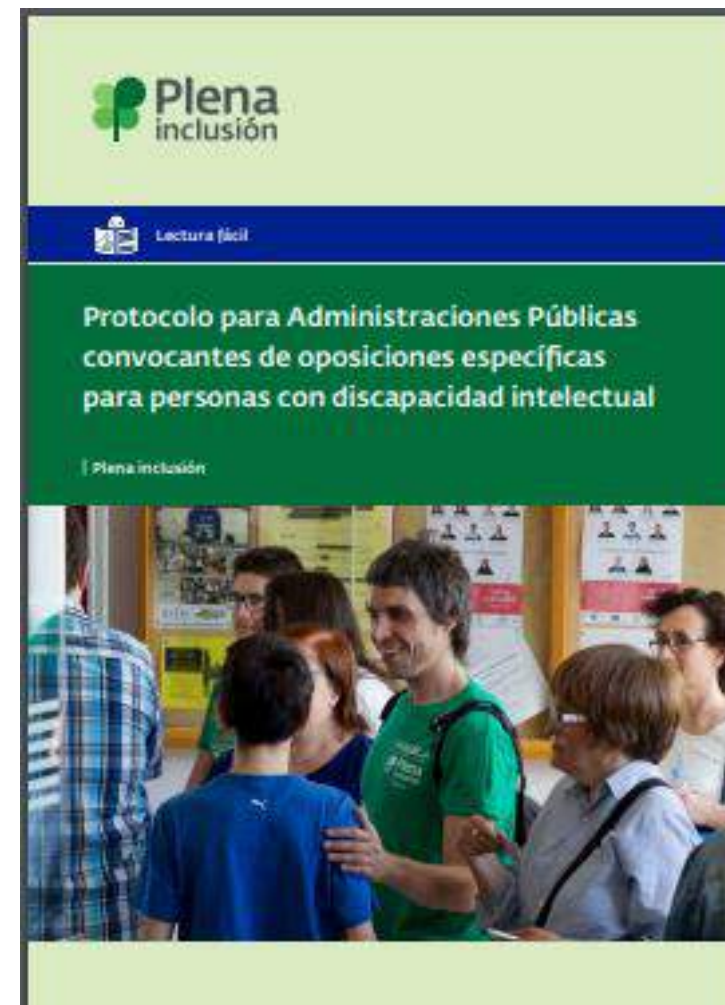


Good practice guidelines

SOME RESULTS



Protocol for Public Administrations



Good experiences:
accessing public sector
employment

- **Andalucía** 1% public sector employment for people with mental health problema and 2% for people with intellectual disabilities. 10% for people with disabilities. Close relationship with trades and different positions.
- **Aragón** Legislation about temporary employment and how to include people with intellectual disabilities.

SOME RESULTS

Good experiences:
accessing public sector
employment

- **Cantabria** peer support, and mentoring of people with intellectual disabilities. Close relationship with Disability Evaluation Centres.
- **Castilla y León** Coordination between 2 departments in the public sector administration. Public employment department and Social Services.
- **Castilla y León**, coordination between 2 departments of the government and Plena inclusión Castilla y León, improves the independent living supports required.

SOME RESULTS

Good experiences
keeping the job

- **Cataluña**, Specific program to access public sector employment for people with intellectual disabilities, since 1.999.
- **Cataluña**, the government hires “job mediators”
- **Extremadura**, the working hours of the employee have been modified in order to be able to receive external support.

Challenges

- People with more **complex needs** also have the right to employment and are not accessing public sector employment, more adjustments are required in the hiring process. No one should be left behind.
- **Diferent job profiles** offered for people with intellectual disabilities.
- **Supported employment should be financed** and offered as reasonable accommodation for people with intellectual disabilities.
- **Promotion and profesional development** process should be accesible.
- **All the regional Governments of Spain** should have specific calls for people with intellectual disabilities.
- **Local Councils** should have specific calls for people with intellectual disabilities.
- European Institutions should have quota system similar to the Spanish model. (CERMI, 2018)



www.plenainclusion.org