Employment in the Public Sector for people with intellectual disabilities
Employment Projects

- Lobby
- Innovation
- Services to Support Employment
- Employment in Public Services
<table>
<thead>
<tr>
<th></th>
<th>Total population</th>
<th>People with disability</th>
<th>People with intellectual disability</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activity rate</strong></td>
<td>74,9</td>
<td>34,5</td>
<td>31,1</td>
</tr>
<tr>
<td><strong>Employment rate</strong></td>
<td>63,4</td>
<td>25,8</td>
<td>20,2</td>
</tr>
<tr>
<td><strong>Unemployment rate</strong></td>
<td>15,4</td>
<td>25,2</td>
<td></td>
</tr>
</tbody>
</table>

Datos de ODISMET, 2019
## LOWER WAGES AND INESTABILITY OF EMPLOYMENT

<table>
<thead>
<tr>
<th></th>
<th>People with intellectual disability</th>
<th>People with disability</th>
<th>People without disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anual wages</td>
<td>11.563</td>
<td>19.946</td>
<td>24.132</td>
</tr>
<tr>
<td>Monthly wages</td>
<td>787,4</td>
<td>1.273,8</td>
<td>1.435,5</td>
</tr>
<tr>
<td>Hourly wage</td>
<td>8,4</td>
<td>13,1</td>
<td>15,6</td>
</tr>
</tbody>
</table>

Datos de ODISMET, 2019
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

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.bizkai.eus/
LEGAL REQUIREMENT

2% of all public sector employment positions are reserved for people with intellectual disabilities. Since 2011.
PRIVATE AND PUBLIC SECTOR INVOLVEMENT

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

- Involved in the project since 2018.
- Finance support.
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
d) Collaboration 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
ACCESS TO EMPLOYMENT IN THE PUBLIC SECTOR FOR PEOPLE WITH INTELLECTUAL DISABILITIES IN SPAIN

Articles 9 and 27 of CRPD

- Support to organizations, people with intellectual disabilities and familias through the process:
  - Dissemination of training materials, through online platform and APP
  - Dissemination of information about the whole process
  - Support with doubts and questions

- Assessment meetings with Public Sector Administration, to evaluate and improve the process.
## SOME RESULTS

<table>
<thead>
<tr>
<th>AÑOS DE EXAMEN</th>
<th>2012</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plazas convocadas</td>
<td>54</td>
<td>10</td>
<td>15</td>
<td>70</td>
<td>299</td>
</tr>
<tr>
<td>Personas inscritas</td>
<td>2.587</td>
<td>1.086</td>
<td>545</td>
<td>980</td>
<td>4.000</td>
</tr>
</tbody>
</table>

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

Conference about Employment in the Public Sector for people with intellectual disabilities,
Plena inclusión España 21 de junio 2018
Good practice guidelines
Some Results

Protocol for Public Administrations
SOME RESULTS

Good experiences: accessing public sector employment

- **Andalucía** 1% public sector employment for people with mental health problems 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

- **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.

Good experiences keeping the job
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.

• Different 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 professional development process should be accessible.

• All the regional Governments of Spain should have specific calls for people with intellectual disabilties.

• 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