Belgian Inclusive Labour Market
A way forward

Interfederal Centre of Equal Opportunities

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Participation: some numbers

Labour market and disability

Employment rate

- 77.6% of the persons without a disability employed
- 41% of the persons with a disability employed

Standing still: little to no evolution between 2006 and 2016
Filed complaints of discrimination on disability grounds

- Yearly increase (app. 6%)
- 27% of all notifications
## Education and disability

<table>
<thead>
<tr>
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<th>Flanders</th>
<th>Wallonia</th>
<th>German-speaking community</th>
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<tbody>
<tr>
<td>% disabled children enrolled in regular education</td>
<td>23%</td>
<td>7%</td>
<td>50%</td>
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<tr>
<td>Decree on inclusive education</td>
<td>2014</td>
<td>2017</td>
<td>2009</td>
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(un) successful inclusion measures

• Financial compensation
  - Public funding: 20% of salary for the “efficiency loss”
  - Liberty to allocate funding

• Specialized mentoring services
  - Training to enter the regular labour market
  - Training period at employer funded by government
  - 49% of the persons mentored by the Flemish service employed (2016)
• **Quota**
  - public sector
  - varying from 2 to 3% depending on the public service
  - non-binding

• **Sheltered employment**
  - Flanders: 17,435 (2016)
  - Wallonia: around 8,000 (2017)
  - transition to labour market: <1%
• Positive action measures
  - public sector
  - willingness private sector
  - royal decree in preparation for private sector
Legal protection

- Broad legal protection and relatively progressive jurisprudence

- **Difficulties enforcing the legislation**
  - Understanding basic concepts (judiciary and inspection services)
  - Need for enforcing mechanisms

- Accessibility to justice problematic
Conclusion

- Low activity rate in regular employment
- Worrying inclusive education
- The incentives and measures that are in force as of today prove a lack of efficiency and continuous growth towards inclusion for persons with disabilities
- Need for an effective and strong national plan is necessary
Thank you for your attention.

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