First Conference of this kind...
Summary to support everybody's understanding
Opening

Beate Hartinger-Klein
Federal Minister of Employment, Social Affairs, Health and Consumer Protection (BMASGK)

Hansjörg Hofer
Austrian Disability Ombudsman
Supportive Communication

Share
Inclusion is key.
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e.g.

NEW TECHNOLOGIES

INCLUSION

Market
very important to be here

MUST HAVE:

- employment

Austrian Inclusion package

Investment €283,000,000

cases: 140,000
both aspects are important:

Person Centered

Employment workshops

Supported living

Employer centered
If we speak about People with Disabilities...
People with Disabilities (PwD)

- body
- mind
- intellectual
- senses

CRPD, Art. 1
in combination with

various barriers

people are excluded

INCLUSIVE
If we speak about Barriers...
**BARRIERS** are ...

- communicative
- difficult language
- physiological
- social
- ecological
- legal

\[ A \neq B \]
Focus of this Conference

Supportive Communication

Labour Market

Spread across borders
Supported Employment in Austria

Markus Neuherz
dabei Austria
90 members

Disability Management

AMS

employment agency

Service agency
time

Specialists

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The Occupational Assistance Network in Austria

- Dual Education
  - School + Job

- Youth Coaching
- Production Schools
- Vocational Schools
- Vocational Training Assistance

- Work Assistance
- Job Coaching

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PWD: fit to work

bring them together

place

Company

train maintain and progress

Supported employment

along the whole process

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Youth Coaching

Vera Sokol
ARGE Juco Tirol
youth coaching
Suppport this Transition

RIGHT TO
EDUCATION & EMPLOYMENT

School

young people up to 24 years

Company

further education

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How we do it:

- Intense cooperation
- Person centered
- Innovia
- Aubbas
- Pojat
- All have special know-how
Working towards inclusive labour markets

Martha Stickings
FRA

Fundamental Rights Agency
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Challenges

STIGMA

SOCIETY

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Challenges

Transition

School

Job

Support

Reasonable accommodation + Accessibility

Get out of the welfare trap

Income ↓
Statistics in the EU about P.W.

activity limitations

how do I live my life?

A B C

freedom of choice

left out

P W D

Society
to Complain can help!!

BUT no access to ways of complaining
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Tools
- Clarity Tool
- EP Petitions Committee Study
- Human Rights Indicators
- How to do it
- Handbooks
- AAA!!
Inclusive Communication

Labour Market

Article 33(2) CRPD

is important
Inclusions of persons with disabilities in the EU labour market: a human rights priority & perspective

Rodolfo Cattani
EDF
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CRPD is and must be based on this framework.
NUMBERS & FACTS
some of them...

Total EU

123 784

active 21.1% not active
activity gap

are often excluded 16% that costs money!
Why employment is important...

Financial Stability

means of inclusion

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closed minds

eduction

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have work freely chosen

equal opportunities

article 27
Solutions suggested

CRPD changed the perspective

Make use of this REVOLUTION!
Promotion of employment for persons with disabilities in the Netherlands

Dick Houtzager

NET

DISCRIMINATION of PwD in various areas

Background
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1. I can do it!

2. Working parents

3. Previous experience

Research
1950ies and onwards
Sheltered Labour

2013

2016 - CRPD

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doing well by 2026

125,000 PWD
Carrot & Stick

Public companies did not stay put...

€5,000; 1 open post

get money
Some successes
Awareness

Failures
Public sector
Conclusion:

2013

this was a good idea

Private Company

Educate employees
Belgian Inclusive Labour Market
A way forward

Nele Roekens
BEL
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**Labour Market**

**Employment**

77.6%

41%

**Flanders**

Regular education:

$\uparrow$ 23%

**Wallonia**

$\uparrow$ 7%

**German-speaking**

$\uparrow$ 50%

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TOOLS & MEASURES

- Financial compensation
- Mentoring services
- Quota
Some important changes...

Sheltered employment → Regular employment

bring people into companies
We need and will have more & better legal protection.
Some conclusions: **regular employment must be more active**

- **NEED**
- **Strong national plan**

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Lunch Break until 13:35

These summaries will be available on

www.behindertenanwalt.gv.at
Employment of Persons with Disabilities

Anete Ilves
LAT
The Finish Non-Discrimination Ombudsman

Kirs Pimiä
FIN
Reasonable Accommodation

Fabienne Jegu
FRA
Austria
UN Convention

Inclusion touches all of us...
#employmentforall

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 ROLE OF EU

European Disability Strategy

1. Accessibility
2. Participation
3. Equality
4. Employment
5. Education & Training
6. Social Protection
7. Health
8. External action