

Belgian Inclusive Labour Market

A way forward

Interfederal Centre of Equal Opportunities

Nele Roekens

15.11 Vienna

Participation: some numbers

Labour market and disability

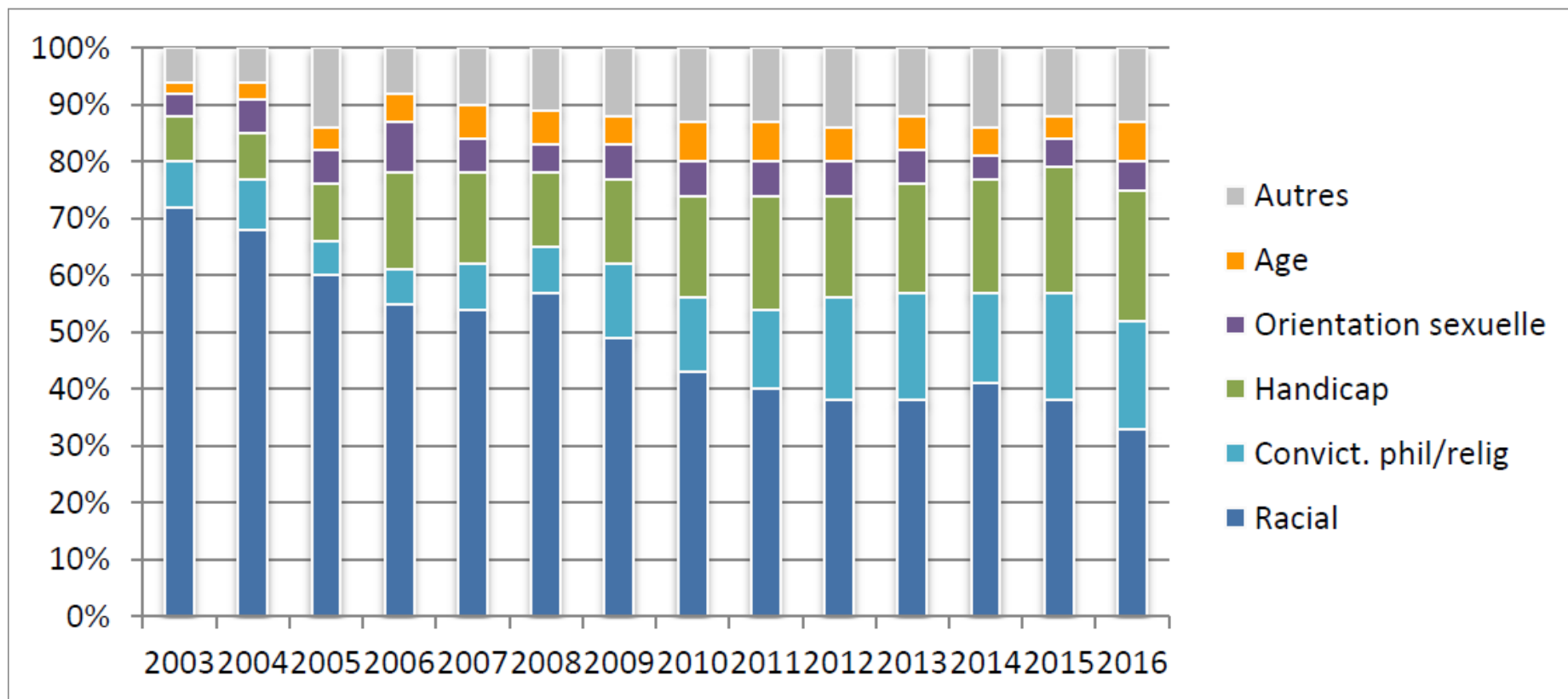
Employment rate

- 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

	Flanders	Wallonia	German-speaking community
% disabled children enrolled in regular education	23%	7%	50%
Decree on inclusive education	2014	2017	2009

(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 8000 (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 proof 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.

Do not hesitate to contact me at nele.roekens@unia.be.