



Workshop (15):

(Research insights on making a more inclusive open labour market)

Kalianne Farren:

Filippo Sinicato, European Disability Forum,
Belgium

The DATA project

- Funded by Google.org
- Carried out at national and European level
- 26 Member States, excluding Luxembourg, and the UK
- Mapped the policy that foster the employment of persons with disabilities
- Analysed the digital and technological components of the labour market

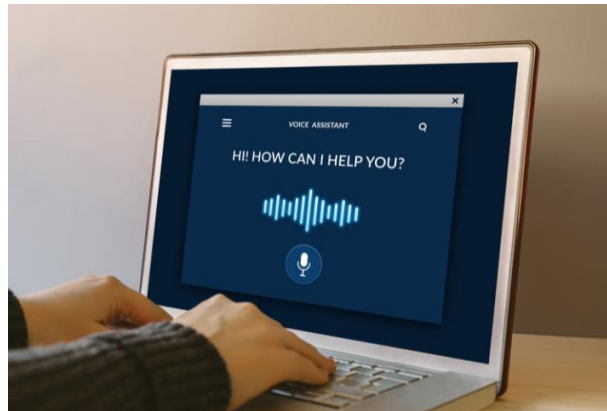
Why?

- Lack of data on digital and technological components
- Hard to compare research and studies from different countries due to different approaches
- Need to gather good practices and case studies to help all stakeholders involved
- Nudge tech companies, public authorities and OPDs to work together on these topics

Main topics of the research



Digital
skills



Assistive
Technology



Reasonable
accommodation

Methodology

- National research was carried out by experts that worked on:
- Qualitative and quantitative analyses of the 4 main stakeholders' point of view
 - Persons with disabilities, through personal testimonies
 - Employers, via a questionnaire
 - Interviewed OPDs
 - Public authorities, through the current legislation and the socio-economic context

National questionnaire

- 565 employers were interviewed:
 - Between 15 and 25 per country
 - The majority works in the open labour market
 - 10% in manufacturing
 - 12% ICT
 - 10% Retailing and wholesaling
 - Small, medium and large organisations
 - 39% has less than 50 employees
 - 22% has more than a 1000 employees

Results – Public support

- Employers tend to have scarce knowledge on public support
- 1 in 2 knows programs for the employment of persons with disabilities 1 out of 4 knows programs that support the acquisition of assistive technology and reasonable accommodation
- This ratio lowers to 1 in 5 when internships are considered

Results – Human Resources

- 1 in 4 has internal policy that foresees the employment inclusion of persons with disabilities
- 81% does not have codified guidelines for the acquisition of assistive technology
- 70% does not have defined procedures regarding RAs. The percentage rises to 75% when the whole recruiting process is concerned

Results – Digital Skills

- 40% considers the lack of digital skills as a burden when hiring persons with disabilities
- Insufficient experience with candidates with disabilities
(consider candidates with disabilities for more low-tech roles)
- Only 1 in 2 offer training on digital skills and almost none of those tailors training to the needs of employees with disabilities

Results – Assistive Technology

- There is a scarce understanding of what assistive technology means
 - 3 in 4 do not know their employees use assistive technology (both with and without disabilities)
 - The procedures for the acquisition of assistive technology are deemed long, convoluted and bureaucratic. The same applies to accessing subsidies

Results – Reasonable Accommodation

- Reasonable accommodation is considered expensive and difficult to implement
- However, after the initial financial effort, some employers noted a positive impact in the medium-long term (social and economic pov)
- In some countries businesses' premises are still in old buildings. Granting physical accessibility is indeed complicate (tele-working)

Results – Organisations (OPD)

- Organisations of Persons with Disabilities play a crucial role in developing learning activities and piloting projects on digital skills, filling the void left by employers and the public authorities
- In many countries, Organisations of Persons with Disabilities step in as facilitators between technology producers and end users



Thank you!

(mention the next thing on the agenda, for example:
Head to lunch/ next panel is beginning now etc.
Check the conf. Programme)

#Employment4All