



CONTEXT ANALYSIS

People with special needs in
education, work placement and social life

Bulgaria, Czech Republic, France, Ireland, Italy, Poland, Spain

Project name: **Foster access to VET mobility for youngsters with SEN**
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CONTENTS

FRAMEWORK

NATIONAL SYSTEM

LEGISLATION

POLICIES

SERVICES

RELEVANT BODIES AND ENTITIES

LOCAL AND NATIONAL DISABILITY ORGANISATIONS

FRAMEWORK

The project “Mov Ability - Foster Access to VET Mobility for Youngsters with SEN ” is an ERASMUS+ project, co-funded by the European Union. The Erasmus Plus program offers the opportunity to travel around Europe and discover new places and new cultures. Experiences abroad are gratifying and provide young people with skills useful for their future. Students with disabilities would like to have the same opportunities of their peers. Even though the Erasmus Plus program is open to all, students with special needs may find some barriers in accessing to mobility opportunities.

The general objective of the project is to foster the participation to VET mobility opportunities for youngsters with special needs, easing their transition to the labour market and their social integration. Besides this general objective, the project pursues two specific objectives.

The first one is to establish or reinforce cooperation among VET providers from other European countries in order to exchange experiences. The second one is to develop local partnerships among learning institutions, businesses and intermediary bodies and raise awareness on topics such as social inclusion, non- discrimination and equity.

The present Report intends to summarize the research stage results based on the inputs given by all partners in their national reports, and establish the state-of-the-art regarding the people with special needs in education, work placement and social life.

The consortium carried out a transnational in depth analysis in order to deeply explore attitudes and gaps in Bulgaria, Czech Republic, France, Ireland, Italy, Poland, Spain.

Lead Partner:

Italy - FORTES Impresa Sociale

Partners:

Bulgaria - Institute Perspectives and European Association for Innovation and Growth Czech Republic

- Qualot raining & mobility, s . r . o .

France - AFORMAC

Ireland - North West Academy of English Limited

Poland - SEMPER AVANTI

Spain - Obra Social y Montede Piedad de Madrid

NATIONAL SYSTEM

The section, provides the reader with a overview on the National System in each participating country and is intended to introduce the dynamics that have contributed to the current situation.



BULGARIA

There are a lot of steps taken by the National agency in order to help disabled people to be included in society. Most of them are happening the last few years after big protests of the families of disabled people. They put a lot of pressure on the government to change their policies and legal framework. The changes that the Bulgarian government took to create better inclusive system towards disabled people.

- From the begging of 2019 the disabled people have the opportunity for a new monthly financial support. It's only for people above 18, depending on the type of disability and also is just % of the poverty line in Bulgaria (approximately 172 euro).

New legal act was committed in December 2018 for people with disabilities. The idea behind the new act is to create one single institution - National agency for disabled people in 2021 that will help disabled people and protect their interests on a national level. Also, another goal of the Agency is creating and organizing effective policies for their inclusion. Priority of the legal act is personal choice and independence of the disabled people and their families.

- There is now obligation for employers to hire people with disabilities. In every company now there will be a quota specially fixed for people with different disabilities.

- In recent years special regulation were submitted in order to create better urban environment for disabled people. But still there are just a few playgrounds specialty created for children with disabilities in the whole country. Also, there is still lack of understanding from other people about this problem. Public transport is still big problem for people with disabilities. The transport system and vehicles have to be renovated.

- Special programs for people with disabilities organized by the Labour office. The Labour office provide trainings for people with disabilities and gives them opportunities for employment upon successful completion. The program also encourages the employers to take people with disabilities.



CZECH REPUBLIC

Over the past 25 years, the Czech Republic has become one of the states that recognizes and accepts increasing responsibility to remove existing barriers for people with disabilities and to facilitate their full integration in society. The country is gradually resolving individual sub-areas that directly affect people with disabilities and their families, with the aim of improving their life conditions.

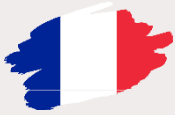
In the past period since 1992, 6 National Plans supporting equal opportunities for people with disabilities were gradually conceived, approved and implemented by the government, which formulated and set the state policy in relation to disabled people and specified specific measures, which were identified as important and priority for the given period.

The government reviewed the fulfillment of the National Plans annually and if necessary made changes or amendments to them. Organizations representing the interests of people with disabilities have always been actively involved in the preparation and monitoring of National Plans. It can be objectively stated that the fulfillment of National Plans demonstrably improved the state's access to persons with disabilities, which was positively reflected in a number of areas that are important for ensuring the conditions, equality and dignified life of this group of people and thus facilitate their integration into society.

However, the situation regarding the employment and inclusion of persons with disabilities remains unfavorable:

- It seems necessary to carry out an overall review of the employment support system for this group of people, including an assessment of the impact on related systems (social and taxation).
- It is necessary to continue systematically to remove barriers in public buildings and transport structures built before the entry into force of the Building Act, which imposes barrier-free construction, and to strictly enforce and enforce applicable regulations concerning barrier-free use of buildings.
- Increased attention should be paid to the consistent application of the principle of inclusive education for children, pupils and students with disabilities and consequently systematic solution of the conditions of education of students with disabilities within the tertiary level of education.
- Finding a transparent, fair and effective way of financing social services is also an urgent task.
- It is extremely important for associations of persons with disabilities to maintain and support specific subsidy programs aimed at securing publicly beneficial and mutually beneficial activities for this part of society.





FRANCE

There are 9.6 million disabled people in France according to INSEE.

Inclusion of disabled people by the French Government is highly promoted and sustained by several funding's for care and inclusion. Several laws have been made to integrate people with special needs more effectively into the society. Generally, all services, public places, public transports and information's are accessible to people with special needs by law. Education system is accessible for people with special needs. Several NGOs on the topic exists.



IRELAND

Disability is an issue that will affect us all in our lifetimes. According to the 2011 census, there are almost 600,000 people living with a disability in Ireland.

Inclusive National System

Inclusion challenges the ability of the school to offer all pupils appropriate and effective:

- curriculum access;
- support arrangements;
- pupil management systems.

Teaching has to respond to the individuals involved, the challenges and opportunities that arise and the constraints of the context. Employing a range of appropriate strategies which enable quality teaching to occur is central to inclusive practice and includes:

- differentiation strategies;
- co-operative learning strategies;
- classroom management strategies;
- the use of new technology.

Inclusion pays particular attention to the provision made for and the achievement of different groups of pupils within a school. The term different groups could apply to any or all of the following:

- girls and boys;
- minority ethnic, travellers, asylum seekers and refugees;
- pupils who need support to learn English as an additional language (EAL);
- pupils with special educational needs;
- gifted and talented pupils;
- looked after' children and young people;
- other learners, such as sick children and young people, young carers, those learners from families under stress, pregnant school girls and teenage mothers, and
- any pupils who are at risk of disaffection and exclusion.

To promote inclusion schools may need to seek support beyond their own resources by accessing those available from the wider educational community or from other agencies including:

- employing authorities advisory or peripatetic services;
- school based outreach support services;
- community inter- disciplinary support teams.



ITALY

In Italy, the number of people who, due to health problems, suffer from serious limitations that prevent them from carrying out routine activities are about 4 million 360 thousand, namely 5.2% of the population (year 2016). Elderly people are the most affected: almost 1.5 million over seventy-five years old (i.e. more than 20% of the population in that age group) are disabled and 990,000 of them are women. It follows that people with severe limitations are older than the rest of the population: 67.5 against 39.3 years. 26% of them live alone, 26% with their partner, 17.3% with their partner and children, 7.4% with children and without a partner, about 10% with one or both parents, the remaining 12% lives in other types of household. As part of the social protection system, our country commits approximately €28 billion to the disability spending function, 5.8% of the total social protection expenditure. The Italian welfare model is characterized by a type of intervention based almost exclusively on economic transfers, which is 96% of the social protection expenditure.

This general framework shows some critics of the Italian inclusion system. The rights set forth in the UN Convention, in particular those to health, study, job placement, accessibility, are not yet fully reached. The main cause of this is the lack of implementation of the regulations, probably due to the slowness of the administrations in their transposition and the lack of financial resources available to the local governments competent in social matters. Furthermore the main tool of support for people with disabilities and their families is represented by the system of monetary transfers, both pension and welfare. Finally, due to the lack of services and formal assistance from the social system, the daily assistance weight inevitably falls on the families who continue to carry out and take on most of the care and assistance activities for their disabled persons.

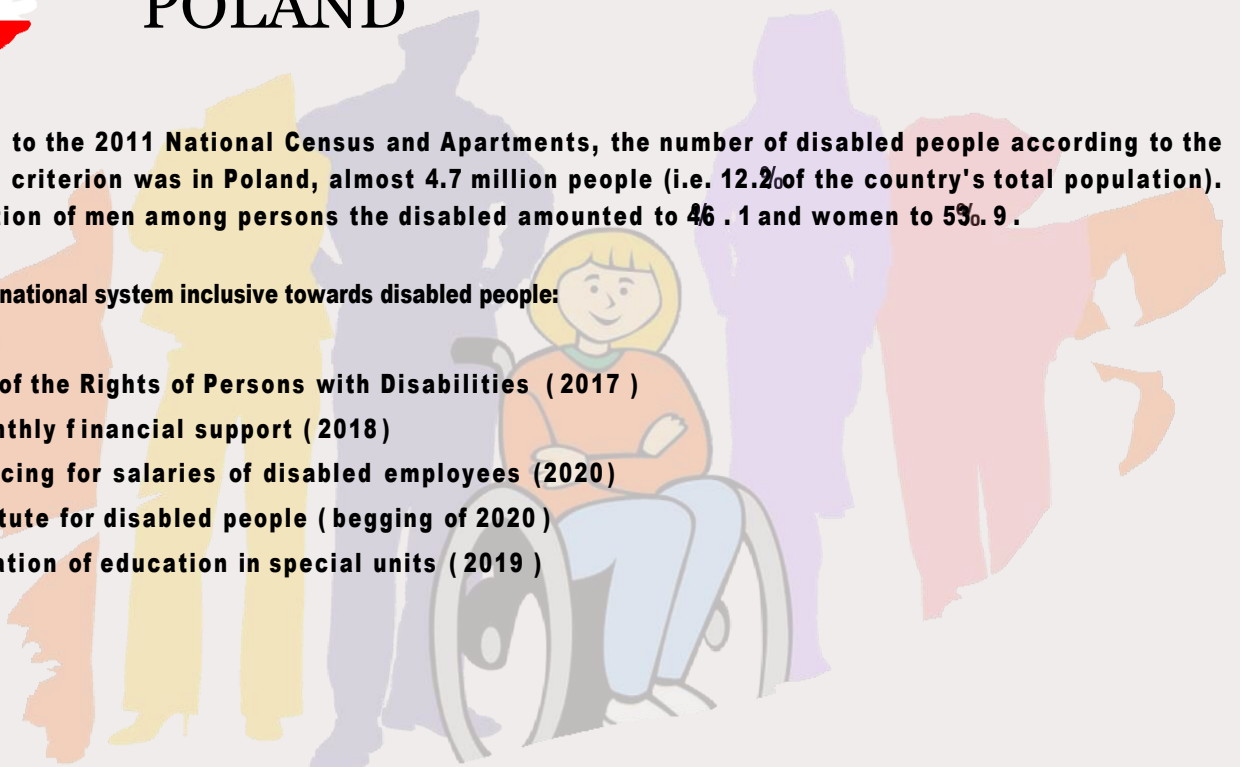


POLAND

According to the 2011 National Census and Apartments, the number of disabled people according to the biological criterion was in Poland, almost 4.7 million people (i.e. 12.2% of the country's total population). Participation of men among persons the disabled amounted to 46.1 and women to 53.9.

How Polish national system inclusive towards disabled people:

- Charter of the Rights of Persons with Disabilities (2017)
- New monthly financial support (2018)
- Co-financing for salaries of disabled employees (2020)
- New Statute for disabled people (begging of 2020)
- Organization of education in special units (2019)



Charter of the Rights of People with Disabilities:

The Sejm of the Republic of Poland recognizes that persons with disabilities, i.e. persons whose physical, mental or mental fitness permanently or periodically impedes, restricts or prevents daily life, education, work and social roles, in accordance with legal and customary norms, have the right to independent and active life and must not be subject to discrimination.

The Sejm states that this means in particular the right of persons with disabilities to:

- 1) access to goods and services enabling full participation in social life,**
- 2) access to treatment and medical care, early diagnosis, rehabilitation and medical education, as well as to health services taking into account the type and degree of disability, including the supply of orthopedic items, auxiliaries, rehabilitation equipment,**
- 3) access to comprehensive rehabilitation aimed at social adaptation,**
- 4) school education together with their able-bodied peers, as well as to use special education or individual education,**
- 5) psychological, pedagogical and other specialist assistance enabling the development, acquisition or improvement of general and professional qualifications,**
- 6) work on the open labor market in accordance with qualifications, education and possibilities as well as the use of vocational counseling and mediation, and when disability and health condition require it - the right to work in conditions adapted to the needs of the disabled,**
- 7) social security, taking into account the need to incur increased costs resulting from disability, as well as including these costs in the tax system,**
- 8) living in an environment free of functional barriers, including:**
 - access to offices, polling stations and public facilities,**
 - free movement and widespread use of means of transport,**
 - access to information,**
 - interpersonal communication options,**
- 9) to have self-government representation of their environment and to consult with it all draft legal acts concerning the disabled,**
- 10) full participation in public, social, cultural, artistic, sporting life as well as recreation and tourism according to their interests and needs.**



SPAIN

At the end of 2017 out of a total population of 46,572,132, 4.2 millions presented disabilities and out of them 3,1 millions presented a 33% disability degree.

In 2018, there were 1,899,800 people with working disabilities (ages 16 to 64), which was 6.3% of the total working-age population. Of this figure, 654,600 were active.

34.5% of officially recognized people with disabilities were active. This activity rate was 43.1 points lower than that of the non-disabled population. The unemployment rate for the collective was 25.2%. This rate was 10.1 points higher than that of the non-disabled population.

More than 5,600 students in the Madrid Region with Special Educational Needs studied the 2019-2020 course in the 25 Public Special Education Centers, the 41 State co-funded centers and the 8 Public Schools for Early Childhood and Primary Education in the region that have specific units of Special Education. Currently, of the total number of students in the region with specific needs for educational support, 90.5 percent are enrolled in ordinary centers with specific individual supports or in ordinary centers with preferential schooling and the remaining 9.5 percent attend Special Education Centers that focus in serving only SEN students. The most frequent disabilities in students with special educational needs are intellectual (31.3%), serious behavior / personality disorders (22.1 %)and generalized developmental disorders (15%5).

By type of disability, the highest integration (studying in a non-disability fully dedicated school but with some individual support) percentages correspond to serious conduct / personality disorders, 96.9 %/visual impairment, 96%and hearing impairment, 94.4%.

The Spanish welfare model in relation with people with disabilities relies on a mix of monetary transfers, state-provided services and resources, resources and services managed by private or social entities and co-funded by public funds, and the inclusion in legislation and regulations of accessibility for all principles.

The system could be seen through 3 principal axis:

- 1) Education,
- 2) Work Placement and access to labour market, and 3) Individual support and participation in Society.

As people can find themselves in a situation of disability in different points of their biographies, Education is especially relevant for those who find themselves in this situation at early stages of their life. The system tries to provide different possibilities to better adjust to the different needs, from individual support in regular schools to especially dedicated schools.

Work placement and access to a job is important on more advanced ages and is key to advance in the independence and social inclusion of people with disabilities. In this axis a mix of services like Sheltered Employment or Supported Employment in regular companies work together with some monetary transfers and fiscal benefits as incentives to companies employing them.

As an underlying safety net an axis for individual support and participation in society provides a general social protection and inclusion relying mainly on monetary transfers or benefits and advances in provide accessibility for all through legislation enforcement with general measures and some specific positive measures.



LEGISLATION

There are still many obstacles preventing people with disabilities from fully exercising their fundamental rights - including their Union citizenship rights and limiting their participation in society on an equal basis with others.

In this section the partners show which are the legislative bases about the integration of disabled people in the society in each participation country.



BULGARIA

The so-called protest of the „Mothers of disabled children “in 2018 and 2019 help to speed up the processes of creating a new legal act for disabled people. New legal act was committed in December 2018 for people with disabilities. The act abrogated the previous law for people with disabilities. The idea behind the new act is to create one single institution - National agency for disabled people in 2021 that will help disabled people and protect their interests on a national level. Also, another goal of the Agency is creating and organizing effective policies for their inclusion. Priority of the legal act is personal choice and independence of the disabled people and their families.

Other legal acts that form the legislative base of Bulgarian system are:

- The Act for social support regulates public relations related to guaranteeing the right of citizens in the Republic of Bulgaria to social assistance through social support. The law aims to:
 - Assist citizens who, without the help of others, cannot satisfy their basic needs of life;
 - Support for social inclusion for people who receive social help;
 - Increasing the employment rate for the unemployed people.
- The legal act for social and solidarity economic companies aims to improving access to employment and training for the acquisition or improvement of vocational training in order to improve the standard of living of people with disabilities and others. The act is creating conditions to support people for social inclusion and independent living. Another aim of the act is reducing social inequality and sustainable territorial development.
- The Act for social services aims to provide equal access to social services that meeting the individual needs. The act guarantees the quality and efficiency of social services and the right of every support person to live at home and in the community. Last but not least the act is promoting an integrated approach in providing support to people.

- Regulation for designing, implementation and maintenance of buildings according to the requirements for accessible environment for the population and people with disabilities. With this act Bulgarian government tries to create a better environment for people with disabilities.
- The social insurance codex insures state social security for general illness, occupational accident, occupational disease, maternity, unemployment, old age and death.
- Other act related to people with disabilities is the Labour act that gives special regulations for people with disadvantages and disabilities. The act favours the processes for job searching, applications and adaptation in working environment. Also in our tax law there are tax breaks for people with disabilities.



CZECH REPUBLIC

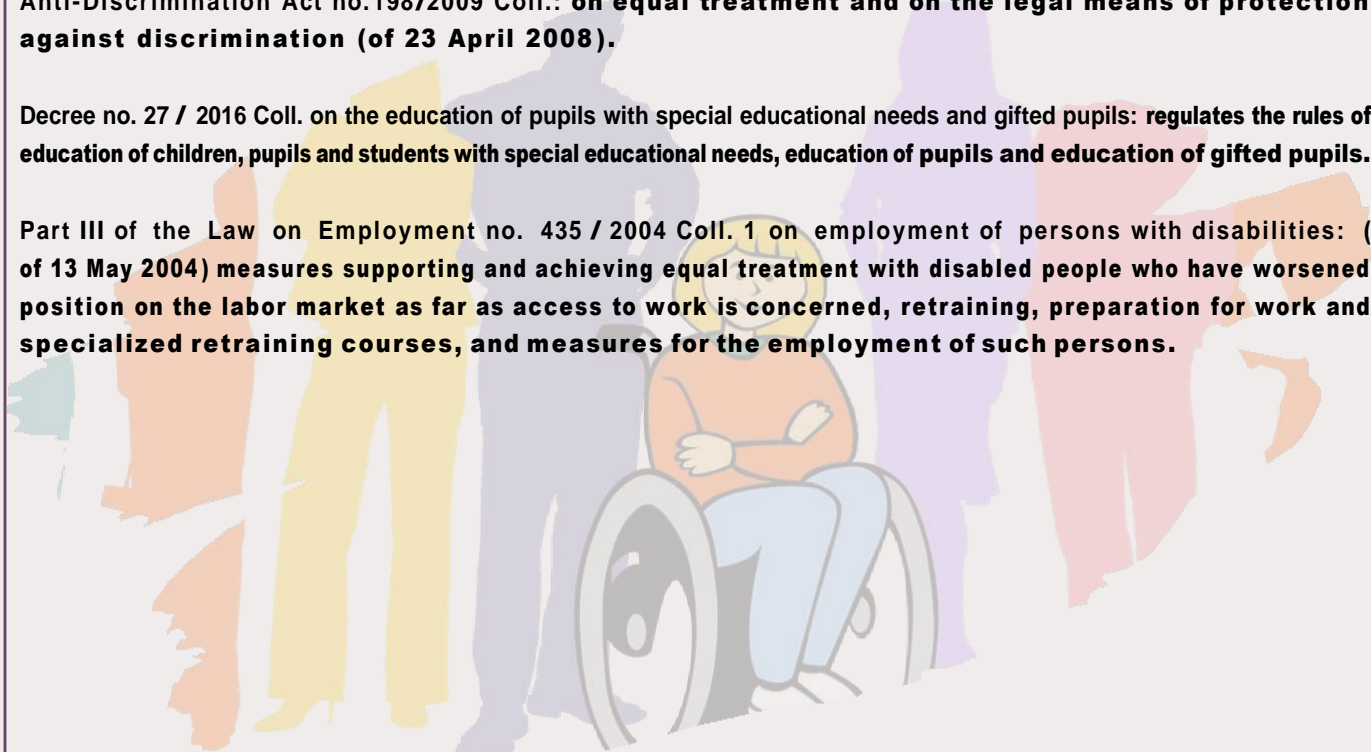
Convention on the Rights of Persons with Disabilities: the Convention was adopted on 13 December 2006 during the sixty-first session of the General Assembly and the purpose of the Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity. Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

National plan for the promotion of equal opportunities for persons with disabilities 2015 - 2020 : is already the 6th plan since 1992, approved on 25.5.2015 by the Resolution of the government of the Czech Republic. Its objectives are to effectively promote the employment of people with disabilities at protected and open labor markets, to employ persons with disabilities in the public sector and to support vocational and professional rehabilitation of persons with disabilities and programs for retention of work placement and return to employment programs.

Anti-Discrimination Act no.198/2009 Coll.: on equal treatment and on the legal means of protection against discrimination (of 23 April 2008).

Decree no. 27 / 2016 Coll. on the education of pupils with special educational needs and gifted pupils: regulates the rules of education of children, pupils and students with special educational needs, education of pupils and education of gifted pupils.

Part III of the Law on Employment no. 435 / 2004 Coll. 1 on employment of persons with disabilities: (of 13 May 2004) measures supporting and achieving equal treatment with disabled people who have worsened position on the labor market as far as access to work is concerned, retraining, preparation for work and specialized retraining courses, and measures for the employment of such persons.



Decree No. 518 /2004 to implement Act No. 435 /2004 on employment: regulates occupational rehabilitation of disabled persons. Concerns protected workshops and working places.

Act no. 329 / 2011 Coll. on Providing Benefits for People with Disabilities: regulates Financial benefits (allowance for mobility, grant for special aid) and the certificate of a person with a disability. Through them the State helps to reduce social consequences of disability and support social inclusion.

Employment Strategy 2013-2020: promotes measures aimed to reduce the dependence of certain groups on social incomes.



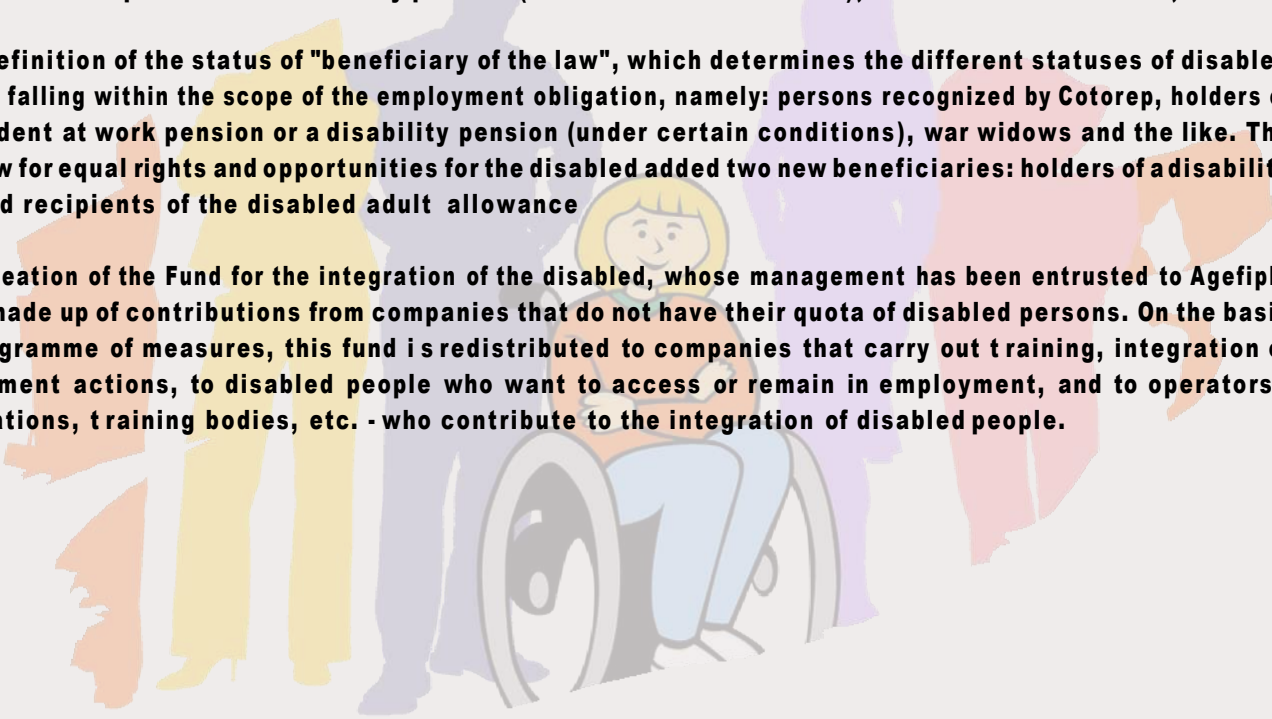
FRANCE

Three laws provide a framework for the integration of disabled persons: the Orientation Act of 30 June 1975, the Act of 10 July 1987 and the Act on Equal Rights and Opportunities for Disabled Persons of February 2005.

The strong point of the 1975 Act in terms of integration was the creation of the Technical Commissions for Orientation and Professional Reclassification, the Cotorep, which the 2005 Act brought together within the Departmental Houses for the Disabled (as of 2006). It was the 1975 Act that also led to the development of social support structures for the disabled into structures to assist them in their professional reclassification and integration: the EPSR (Equipes de Préparation et de Suite au Reclassement - Preparation and Follow-up Teams for Reclassification). These organizations are now grouped together with other specialized placement organizations, notably under the Cap Emploi label.

The 1987 law introduced key provisions:

- The obligation for companies to employ disabled persons, the rate of which is set at 6% of the workforce. The definition of the status of "beneficiary of the law", which determines the different statuses of disabled persons falling within the scope of the employment obligation, namely: persons recognized by Cotorep, holders of an accident at work pension or a disability pension (under certain conditions), war widows and the like, etc.**
- The definition of the status of "beneficiary of the law", which determines the different statuses of disabled persons falling within the scope of the employment obligation, namely: persons recognized by Cotorep, holders of an accident at work pension or a disability pension (under certain conditions), war widows and the like. The 2005 law for equal rights and opportunities for the disabled added two new beneficiaries: holders of a disability card and recipients of the disabled adult allowance**
- The creation of the Fund for the integration of the disabled, whose management has been entrusted to Agefiph, a fund made up of contributions from companies that do not have their quota of disabled persons. On the basis of a programme of measures, this fund is redistributed to companies that carry out training, integration or employment actions, to disabled people who want to access or remain in employment, and to operators - associations, training bodies, etc. - who contribute to the integration of disabled people.**



The main points of the law of February 2005

The law of 11 February 2005 supplements or reinforces certain provisions of the two previous laws, and reorganises the bodies responsible for the main decisions on social assistance and guidance relating to disability (provisions that came into force from 2006).

- **Creation of a right to compensation, on the basis of a personalised plan, which covers the assistance needed by a disabled person (human, technical, animal, mobility, etc.). The compensation benefit paid for this purpose, which is based on a care rate that varies according to resources, combines the former special education allowance (for those under 16 years of age) and personalized autonomy allowance (for those over 60 years of age). This benefit also replaces the existing third-party or professional expenses allowances.**

- **Resources for the disabled, reviewed in the context of the disabled adult allowance (AAH), which becomes cumulative with income from work and may be supplemented by a supplement and/or an increase for independent living for people unable to work or deprived of employment.**

- **Creation of departmental homes for the disabled, grouping together, under the status of public interest group, the former Cotorep, sites for independent living and CDES. Recognition as beneficiaries of the law (employment obligation), assessment of needs in terms of compensation and guidance, and the allocation of aid and allowances are managed by these bodies.**

- **Creation of a fund for the three public functions, the FIPHFP, similar to the Agefiph for the Territorial, Hospital and State public functions. The public sector is thus subject to the same terms and conditions (contributions in the event of non- compliance with the quota) as the private sector.**

- **Reinforcement of the employment obligation and the principle of non- discrimination, which for the most part covers an increase in the contribution in the event of failure to hire disabled persons for three consecutive years and a strengthening of the legislation on non-discrimination. The methods for calculating the obligation are also simplified: the modulations according to the importance of the disability, the priority nature of the public hired, the special efforts of the company in terms of integration and job retention are deducted from the contribution and no longer in "valorization of beneficiary units".**

- **Enhanced accessibility, for public and residential areas.**



IRELAND

The National Disability Inclusion Strategy for the years 2017 – 2021 inclusive .

This Strategy is a whole of Government approach to improving the lives of people with disabilities both in a practical sense, and also in creating the best possible opportunities for people with disabilities to fulfil their potential.

The Comprehensive Employment Strategy for People with Disabilities

This is aimed at improving employment participation and outcomes for people with disabilities.

The Transforming Lives Programme

This is dedicated to improving the delivery of health and social care services to people with disabilities.

Employment Equality Acts 1998- 2015 (EEA)

The EEA aim to ensure that people have equal opportunities in relation to skills, training, jobs and promotion.

Education for Persons with Special Education Needs Act 2004

This sets out the aim that every child with special needs should be educated in an inclusive environment where possible and appropriate.



ITALY

Legislative basis

The Law No. 104 dated 05/02/1992 sets out who is a person with disabilities: “anyone who presents a physical, psychological, sensory impairment, permanent or progressive, that causes a learning, social, working difficulty and that causes a situation of disadvantage or social marginalization”.

EDUCATION

According to the Constitution, the Italian Republic guarantees school for all (Article 34) and requires that the mandatory duty of solidarity be fulfilled (Article 2). Moreover, it is the ‘duty of the Republic to remove any obstacles constraining the freedom and equality of citizens in order to ensure the full development of the human person’ (Article 3).

Pupils with disabilities generally attend mainstream schools, in the ordinary sections and classes at all educational levels, providing teachers with different types of support (e.g. additional staff and materials, specific training and technical equipment).

The first Law about the integration of pupils in normal classes is the Law no. 118/1971. Later, the Law no. 517/1977 recognizes the importance of educational interventions aimed at the full development of individual skills of each pupil.

In the early 90s, the concept of inclusion and individual educational projects have been taken up and strengthened within the framework law on disability (Law no. 104/1992).

This legislation aims at promoting the full integration of people with disabilities in every area of life: in the family, in the school, at work and in society. Concerning the school environment, the Law reiterates as a priority that the education of people with disabilities must be accomplished through their integration into the common classes of schools at all levels as well as in the Universities.

Moreover, the same Law introduces the Individualized Training Path which is a document describing the interventions, the individualized didactic- educational projects, and the rehabilitation and socialization projects, as well as the methods of integration between school and extracurricular activities. This way, the focus is put on learning rather than teaching.

The Law 244/2007 required 2 pupils for each support teacher. This rule is fully satisfied throughout the national territory, however, due to the lack of specialized teachers, a large proportion of these teachers are selected from the curricular lists (37%), this means that more than one teacher out of three does not have the adequate training to support the pupil in the school path.

With the Law 18 /2009 the Italian Parliament has ratified the ONU Convention for the rights of people with disabilities (UNPRPD). It engages all signatories to forecast some kinds of school integration in common classes.

LABOUR MARKET

In Italy, the system of support the job placement of people with disabilities is based on reserved quotas. Thanks to the Law no. 482/1968 and the Law no. 68/1999 some criteria have been adopted for the job placement of people with disabilities aimed at increasing the demand of work by companies (both public and private), through:

- the use of targeted services to encourage and guarantee an increasingly adequate meeting between job supply and demand for people with disabilities;
- the introduction of hiring incentives for businesses, as well as refunds or tax relief for the adjustment of working places.

The Law no. 68/1999 is very important because it introduces the concept of "Targeted placement". It stated that disabled people are people with different skills who have to be valued in the workplace. It aims at enhancing the features of the person with disabilities and it focus on placement tools that take into account special needs.

The Art.14 of the Law no. 276/2003 introduces the "Conventions System" which is another way to fulfil the obligation. Through framework agreements, companies can entrust orders to social cooperatives.

The Law no. 381/91 stated the recognition of Social Cooperatives through which the job placement of disabled people understood as a factor of liberation from need, as a possibility of self-fulfilment and social emancipation. Social Cooperatives decide to carry out work placement of the weak sections of the population and their social integration as the mission of the own business model.

In Italy only the 31.3% of people of people between 15 and 64 with severe limitations is employed, against the 57.8% of people without limitations, in the same age group.



POLAND

- Reasonable accommodation for disabled persons (Directive 2000/78/WE Art. 5)"unless such measures would impose a disproportionate burden on the employer".
- Social Insurance Institution (ZUS), National Health Fund (NFZ)
- Non-discrimination, participation and inclusion in society, equal opportunities and accessibility in employment, occupation and vocational training
- Polish legislation defines the degree of disability in great detail. Act of 27 August 1997 on professional and social rehabilitation and employment of disabled people (Journal of Laws No. 123 , item 776, as amended d.) introduced a new nomenclature to indicate the degree of disability. The law introduced three degrees of disability:

- significant
- moderate
- light

- **A significant degree of disability includes a person with impaired fitness, unable to work or able to work only in conditions of sheltered and demanding work, for the purpose of performing social roles, constant or long-term care and assistance of others in relation to the inability to independent existence.**
- **A moderate degree of disability includes a person with a disability organism, unable to work or able to work only in conditions of protected or demanding work temporary or partial help from other people to perform social roles.**
- **A light degree of disability includes a person with impaired fitness, causing a significant reduction in the ability to perform work, compared to the ability is shown by a person with similar professional qualifications with full mental and physical fitness, or having restrictions on social roles that can be compensated by equipment in orthopedic items, aids or technical means.**
- **Working time and additional holidays In accordance with art. 15 of the Act of 27 August 1997 on vocational and social rehabilitation and employment disabled people working time of a disabled person included in the severe or moderate disability cannot exceed 7 hours on daily and 35 hours a week.**
- **Liquidation of functional barriers - Pursuant to the Regulation of the Minister of Labor and Social Policy of June 25 , 2002 regarding determining the types of poviat tasks that can be financed from the State Fund Rehabilitation of the Disabled, from the Fund may be co-financed elimination of architectural barriers in communication and technical relationships with the individual needs of people with disabilities.**
- **Non-compliance with selected road signs - parking card -Disabled persons with reduced mobility, driving a motor vehicle or driver transporting persons with reduced mobility, as well as employees of outlets dealing with the care, rehabilitation or education of the disabled under the care of those branches may not comply with the following signs - subject to special behavior caution.**
- **Świadczenia na rzecz uczniów niepełnosprawnych**
- **Rehabilitation stays for the disabled**
- **Postal discounts**
- **Tax breaks**
- **Telecommunication concessions**
- **Discounts in public transport**
- **Discount tickets to museums**
- **Equipping with orthopedic items and aids**
- **Rules and procedures for financing the elimination of communication barriers and technical barriers**
- **Exemption from local taxes**
- **Patient Rights Card**





SPAIN

BASIC GENERAL RULES:

- **Instrument for Ratification of the Convention on the Rights of people with disabilities, made in New York on December 2006**
- **General Law on the Rights of Persons with Disabilities and their Social Inclusion RDL 1/2013 29 Nov**

RELATION WITH PREVIOUS AND DEPENDENT LEGISLATION

Replaces and repeals

- **Law 13/1982, of April 7, on social integration of persons with disabilities. (LISMI)**
- **Law 51 /2003 of 2 December on equal opportunities, non- discrimination and universal accessibility of persons with disabilities. (LIONDAU)**
- **Law 49/2007 of 26 December establishing the regime of offences and penalties for equal opportunities, non-discrimination and universal accessibility of persons with disabilities.**

Assumes and extends

- **'Law 6/2011 of 1 August on the normative adaptation to the International Convention on the Rights of Persons with Disabilities'**
https://www.boe.es/diario_boe/txt.php?id=BOEA-2011-13241
- **'Royal Decree 1971/1999 of 23 December on the procedure for the recognition, declaration and qualification of the degree of disability'**

EMPLOYMENT DEVELOPED IN

EMPLOYMENT LAW APPROVED BY ROYAL LEGISLATIVE DECREE 3/2015 OCTOBER 23RD

Special Working Placement Centers

- **Law 43 /2006 of 29 December for the improvement and growth of employment**
- **Royal Decree 469/2006 of 21 April regulating units to support professional activity within the framework of the personal and social adjustment services of the Special Working Placement Centers**
- **Royal Decree 364/2005 of April 8 regulating the alternative compliance of exceptional nature of the reserve quota in favor of workers with disabilities**
- **Royal Decree 427/1999 of 12 March amending Royal Decree 1368/1985 of 17 July, regulating the employment relationship of a special nature of the disabled who work in Special Working Placement Centers**
- **Royal Decree 2273/1985 of 4 December adopting the Regulations on Special Working Placement Centers**

Regular Work Placement

- **Royal Decree 879/2007 of 2 July regulating the employment program with support as a measure to promote employment of persons with disabilities in the ordinary labor market.**



POLICIES

The European Union policy for disabled people guarantees governmental responsibility for all disabled people in all of the EU's member states. This policy operates in the framework of the subsidiarity principle.

In this section the partners describe the national policies for persons with special needs.



BULGARIA

In the last ten years the Bulgarian social policy is going through a dynamic but difficult transformation. The end aim of the process is the achievement of a qualitatively new model of policy towards the people with disabilities, based on the principles of the equal treatment and inclusion in all the spheres and dimensions of the social life. The vision of the Ministry of Labor and Social Policy for the development of disability integration policy in recent years is closely linked to the implementation of an integrated policy management approach. The integration policy of people with disabilities is related to the universality and interdependence of all human rights. The fundamental freedoms and the need for people with disabilities to ensure the use of their rights without any discrimination is a keystone in The Ministry of policy. This policy applies for Individually-orientated human rights- based approach that aims to ensure the integration and active participation of people with disabilities in public life.

The strategic goal of the Ministry of Labor and Social Policy in the field of disability integration policy after 2015 is to integrate disabled people in all areas of public life by creating conditions and guaranties for equality, social integration and the exercise of rights. Another goal is ensuring better support for people with disabilities and their families and easier integration into the work environment and labor market.

The main priorities of the strategy for disabled people 2016 - 2020 are:

- **Providing an accessible living environment, transportation and transport services, information and communication;**
- **Ensuring equal access to e education at all levels and learning opportunities throughout life;**
- **Ensuring effective access to quality health care;**
- **Providing better employment opportunities for people with disabilities;**
- **Provide adequate support for life in the community;**
- **Providing access to sports, leisure, tourism and participation in cultural life. [1]**



CZECH REPUBLIC

Policy provisions on mainstream and specialist employment programmes

Regional Labour offices are responsible for employment services such as counselling, job seeking, job matching, etc. Persons with health issues and disabilities can be referred to vocational rehabilitation, training or retraining programmes by Labour Offices, based on the needs of persons. Such programmes are normally contracted from NGOs and other service providers.

Policy provisions on access to employment support

Vocational rehabilitation is accessible for persons with functional limitations. The functional assessment of persons with disabilities or health problems is carried out by prevocational centers where a common assessment methodology is used (ICF). The assessment is focused on the working potential and individual limitations. There are 13 pre-vocational centres across the country. Persons can be referred to prevocational centres by general practitioners, other physicians or Labour offices. Pre-vocational centres provide the results of assessment to labour offices, who in turn can provide relevant employment services.

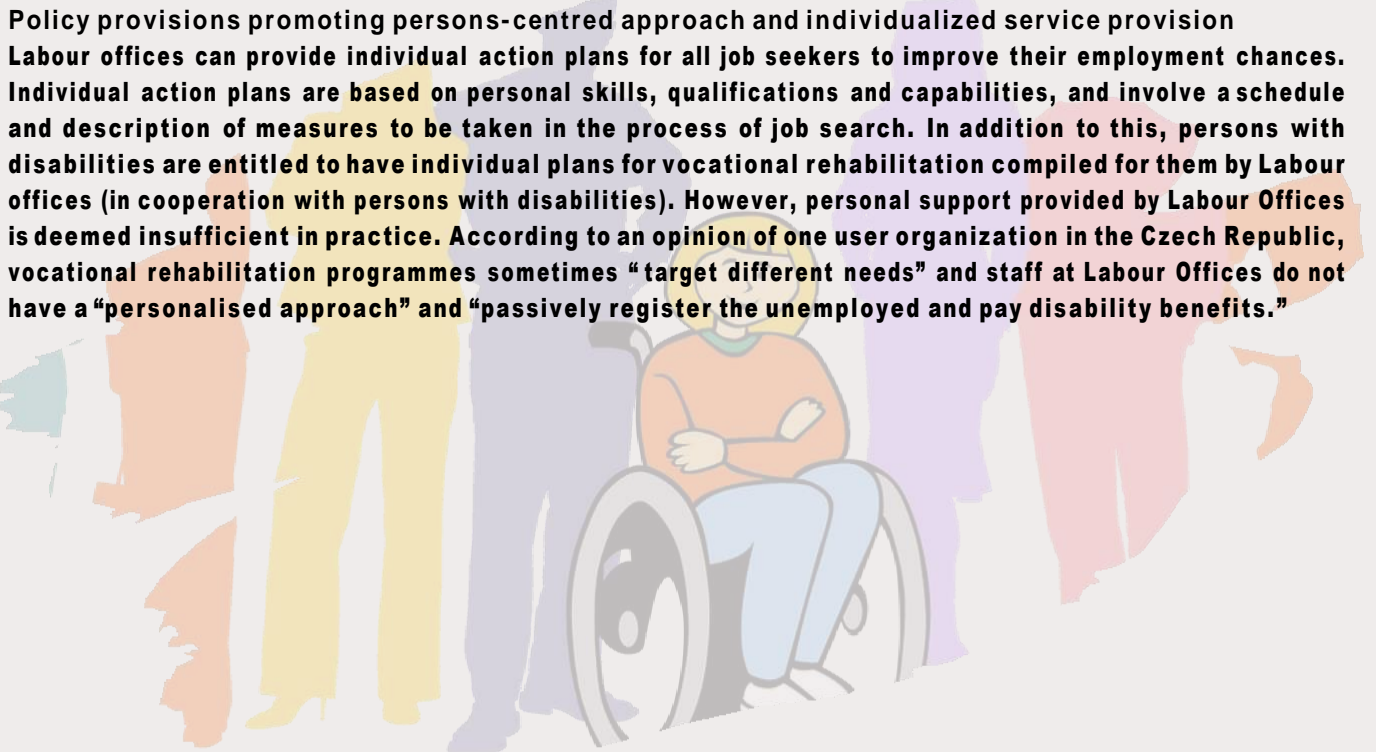
Policy provisions promoting stakeholder cooperation and integration of services

At policy level there is recognition of the importance of inter- agency cooperation, but in practice the cooperation is not well-established. Labour offices are “overwhelmed” and therefore are “passive” at seeking cooperation with local social departments, patients’ organizations, NGOs and companies. A recent policy reform resulted in the partial transfer of duties, including a responsibility for the payments of disability allowances, to Labour offices. However, the responsibility to work with people remained with social care departments of municipalities and there are no mechanisms for sharing data and information.

While labour offices have a range of services supporting the work integration of persons with reduced work capacity, information about these services is often not available for users. Under the National Plan on equal opportunities for persons with disabilities, Measure 13 . 12 specifically indicated that persons with disabilities should be better informed about the possibility of vocational rehabilitation, counselling and other instruments offered by the Labour office. The Employment Policy strategy of the Czech Republic also highlights the importance of developing Information and Guidance Centers at Labour Offices of the Czech Republic. Individual service providers also hold awareness raising campaigns.

Policy provisions promoting persons-centred approach and individualized service provision

Labour offices can provide individual action plans for all job seekers to improve their employment chances. Individual action plans are based on personal skills, qualifications and capabilities, and involve a schedule and description of measures to be taken in the process of job search. In addition to this, persons with disabilities are entitled to have individual plans for vocational rehabilitation compiled for them by Labour offices (in cooperation with persons with disabilities). However, personal support provided by Labour Offices is deemed insufficient in practice. According to an opinion of one user organization in the Czech Republic, vocational rehabilitation programmes sometimes “target different needs” and staff at Labour Offices do not have a “personalised approach” and “passively register the unemployed and pay disability benefits.”



Policy provisions on localized and accessible employment service provision

The central body overseeing the (re-)integration of disadvantaged groups in the labour market is the Ministry of Labour and Social Affairs. The Ministry manages and provides methodological guidance for Labour offices, which are spread across regions. Individuals can access Labour offices based on the address of their permanent residence. Labour offices work together with pre-vocational centres in respective regions. In total there are 13 pre-vocational centers in the Republic.

In addition, for persons with disabilities, there are programmes of supported employment, sheltered workshops, social enterprises that are scattered unevenly across the country: while in some regions these programmes are poorly developed, in others they work very well.

Prominent actors in the field of professional (re-) integration services are government funded Labour offices that work in cooperation with pre-vocational centers. Labour offices provide vocational rehabilitation and retraining programmes for persons with disabilities, which can be outsourced.

European and state funding plays an important role in supporting NGOs in their projects on supported employment and employment integration. Individual NGOs and patients associations can develop employment programmes tailored to the needs of their target groups.

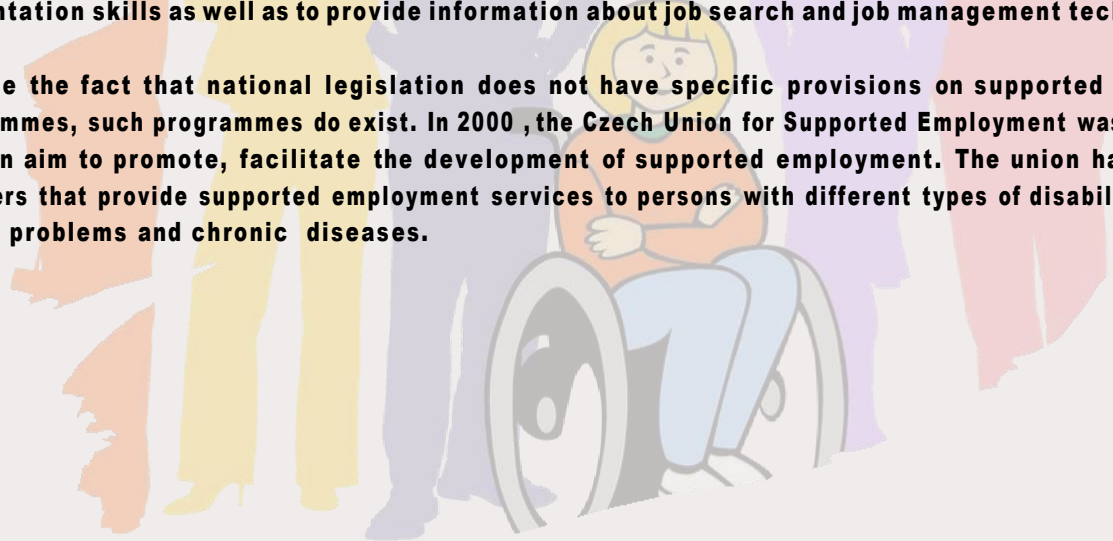
Employment support in the open labour market

The concept of supported employment is not explicitly mentioned in Czech legislation but its main principles are followed in designing other tools used to support persons with disabilities and ill health in employment.

The main tool used in the Czech Republic for this purpose is vocational rehabilitation (Pracovní rehabilitace). The tool was introduced in Part III of the Law on Employment No. 435 /2004 Coll. 2 It is defined as a continuous activity aimed at obtaining and maintaining suitable employment for people with disabilities. Vocational rehabilitation envisages employment in the labour market and involves measures tailored to individual needs and counselling. The Labour offices provide funding for vocational rehabilitation and works in cooperation with employers, educational institutions, NGOs, doctors and health care services. Vocational rehabilitation is accessible for persons with disabilities but also for persons with health conditions causing a reduced working capacity in cases when this intervention is recommended by an attending doctor or by social security authorities. Following are tools that could be used as part of vocational rehabilitation:

- **Retraining** - Labour offices can recommend and facilitate retraining support jobseekers. Funding is provided for costs associated with retaining as well as for retraining support (equivalent to 60 of the average income received at the most recent work but not exceeding 65 of the average wage in the Czech Republic) to persons undergoing retraining courses for the same period as unemployment support. Retraining must be approved by the Labour Office and agreed with the job seeker.
- **Counselling programmes** - are organized as group activities aimed at promoting job seekers' self-confidence and motivation. These programmes try to develop and deepen communication, computer and presentation skills as well as to provide information about job search and job management techniques.

Despite the fact that national legislation does not have specific provisions on supported employment programmes, such programmes do exist. In 2000, the Czech Union for Supported Employment was established with an aim to promote, facilitate the development of supported employment. The union has numerous members that provide supported employment services to persons with different types of disabilities, mental health problems and chronic diseases.



Employment support through Social enterprises or social cooperatives

Social cooperatives are legally recognized by the Czech law on commercial corporations No. 90/2012 Coll. as entities that pursue beneficial activities to promote social cohesion through work and social integration of disadvantaged people in society, prioritizing the satisfaction of local needs and utilization of local resources particularly in the area of job creation, social services and health care, education, housing and sustainable development. The Ministry of Labour and Social Affairs provides grants for social enterprises specialized in work integration of disadvantaged groups.

Employment support through sheltered work

A sheltered work position is a position created by an employer for an individual with a disability based upon a written agreement with the Labour office. A sheltered workshop is a work unit in which a minimum of 6% of the employees are persons with disabilities. Financial support for operating a sheltered working place or sheltered workshops can be provided through a partial reimbursement of operating costs and labour costs. In general, public employment offices try to place jobseekers in the open labour market through vocational rehabilitation, with sheltered employment being an option of last resort for persons with severe disabilities. Negligent implementation of vocational rehabilitation programmes, however, leads to an increasing number of persons with disabilities in sheltered workshops, according to a user interviewed as part of the study.



FRANCE

- Revalorization of the disabled adult allowance, which will be increased to €900/month as of 1 November 2019
- Start of the 2019 school year: continuation of the contracts for school support staff
- From 1 January 2020, every company with more than 20 employees will be obliged to employ 6% disabled people.
- From March 2019, adults under guardianship will be able to freely dispose of their right to marry, divorce and divorce without the need for judicial authorization. And enjoy the right to vote if they are under guardianship.
- Since 1 January 2019, recognition as a disabled worker or the benefit of a mobility and inclusion card are granted for life if the disability is not progressive.
- As of October 2019, each new dwelling will be required to have a lift from the 3rd floor upwards.



IRELAND

- In October 2010 the Equality Act came into force, bringing together previous legislation and strengthening equality laws. The act built on existing law and brought in the concept of the nine protected characteristics: age, disability, gender reassignment, maternity and pregnancy, marriage and civil partnership, race, religion and belief, sex, sexual orientation. The Equality Act prohibits both direct and indirect discrimination because of any of these characteristics.

- Diversity and Inclusion Strategy- to increase the representation of currently under-represented groups at all levels across the Civil Service and to focus on inclusion to build our culture and reputation as a place that attracts, develops, retains and fully engages all the diverse talent across our organisation.

- Ethics, Diversity, Equality & Inclusion Policy- The aim of this policy is to also ensure that all members of staff know that they are able to work in an environment that is free from discrimination and harassment and are able to achieve their full potential in their job without distraction. The Company will make decisions without reference to discriminatory criteria. All members of staff must be aware of this Policy and should abide by its terms at all times including in their dealings with clients, candidates and each other.

- EU Social Inclusion Policy - The aim of the European Union's social policy is to promote employment, improve living and working conditions, provide an appropriate level of social protection and develop measures to combat exclusion.



ITALY

Regarding the education system, in 2010 the Law no. 170 has established new rules on specific learning disorders in schools. It recognizes dyslexia, dysgraphia, dysorthography and dyscalculia as disorders of specific learning. This Law – which states that pupils with learning disorders do not need special teachers, but rather a new way of teaching, according to their way of learning – promotes a change in perspective. The aim is to shift the focus from a clinical to a pedagogical view, by empowering all subjects involved in the educational process.

Subsequent regulations have specified the educational and didactic measures to be applied from pre-primary education to support the correct process of teaching and learning. Law 170/2010 has been implemented through the Ministerial Decree and Guidelines (12/7/2011); the Agreement, between State and regions, concerning procedures for diagnosis and certification (25/7/2012); and the Inter-Ministerial Ministry of Education, Universities and Research-Ministry of Health Decree (17/4/2013) concerning early detection in schools.

The Ministerial Directive of 27 December 2012, on 'Measures for pupils with special educational needs and local organisations for school inclusion', created a macro- category, an 'umbrella', to cover all kinds of difficulties – whether permanent or temporary – at school: disabilities, specific learning disorders, specific developmental disorders, socio-economic, cultural or linguistic disadvantages, as well as pupils that may need special care. This ensures more inclusive practices in classrooms through individualised and personalised education plans.

In recent years, the entire school system has been invested by numerous regulations. The last ones are the Law no. 107/2015 known as "the Good School Reform Act", which, together with the legislative decree no. 66/2017, states new rules on the inclusion of students with disabilities, fulfilling the effort to strengthen the participation and collaboration of families and associations in school inclusion processes and with an emphasis on teacher training, and on didactic continuity. The Decree, which became Law with the legislative decree n. 96 of 7 August 2019, lays the new basis on which to operate in the field of inclusion.

As regards as the integration of disabled people in the labour market, the National Counsellor for Equal Opportunities of the Ministry of Labour has launched in 2009 the Italian Charter for Equal Opportunities and Equality at Work. So far, about 895 private enterprises, including around 450 SMEs and 160 public authorities, with over 700,000 employees, have signed the charter. The charter covers all fields of discrimination: gender, age, ethnicity, disability, sexual orientation and religion, with a particular focus on gender equality at work. In 2015 the Legislative Decree nr. 151 (in Italy known as "Jobs Act"), has introduced the possibility, for private employers, to hire workers with disabilities through a named call (i.e. the company autonomously identifies the person to be inserted), but not to make direct hiring (only disabled people included in the appropriate lists can be hired). Furthermore, while with the earlier legislation the obligation started only in case of new hires, now the simple fact of having from 15 to 35 employees requires the employer to employ disabled workers, according to the quotas of protected categories established. The same request is applied to parties, unions and non-profit associations.



POLAND

- Inclusion programs for students with disabilities
- creating integration facilities at all levels of education
- supporting employers employing people with disabilities
- simple access to cultural, tourist and sporting life
- adapting public buildings and transport to the needs of the disabled - programs supporting disabled people in public life

At the end of 2018 working the disabled were 3.6 % of the total number of people employed in the main place work in medium and large companies



SPAIN

The Convention on the Rights of Persons with Disabilities, that became effective on 2008 was finally fully transposed into the Spanish legal framework by the 26/2011 Law on the year 2011.

A National Strategy on disability was then designed to address, among others, 4 of the main objectives stated in the European Strategy 2010-2020 and the Spanish National Reform Plan that adapts it: Increase working population up to 74 from 68 (28 , 8 among people with disabilities). Decrease school early dropage to 15 from 31 (53%, 8 among people with disabilities), get to 44 population with superior education from 39,8 (only 19,3 among people with disabilities) and lifting 1,5 million people from below the poverty threshold (at the moment 19 , 6 of the population was estimated to lie below the threshold, 30 , 5 of the population with any disability)%

This National Strategy was established for the period 2012-2020 with an intermediate evaluation on a first phase (2012-2016) on 2017.

The strategy was structured in 5 axis, each one with its own operative objectives: Equality, Employment, Education, Accesibility and Economy.

The overall evaluation on the strategy and measures deployed by 2017 can be summarized in the following table.

Axis	Number of Measures	% over total measures	Implemented	In Process	Fuzzy	Pending
Equality (4 Operating Objectives)	27	28,1%	19%	48%	22%	11%
Employment (5 Operating Objectives)	15	15,6%	33%	27%	33%	7%
Education (3 Operating Objectives)	13	13,5%	8%	69%	15%	8%
Accessibility (6 Operating Objectives)	34	35,4%	21%	38%	32%	9%
Disability Economy (3 Operating Objectives)	7	7,2%	14%	43%	43%	0%
Totals	96	100%	20%	44%	28%	8%

When the evaluation refers some measures situation as fuzzy means that available information shows that any Administration (local, regional or national) has started to implement some measures. Those measures tend to be not very specific or shared by different administrations.

Main measures implemented at the time of evaluation were concentrated in employment with the incorporation of previous measures into the Employment General Law 3/2015, the deployment of specific statistics and surveys regarding people with disabilities and employment and the inclusion of people with intellectual disabilities below 33 in the general employment framework by 2016 .

Generally the implemented measures at that time were the initial ones preparing way to more the more transformative, but without more official data until 2021 it is not easy to assess progress.



SERVICES

The section provides information about the existing services supplied by each participating Country for the inclusion of disabled people.



BULGARIA

The full list of social services carried from Bulgaria are listed in the web site of the Ministry of Labour and Social Policy. We will provide you brief information for some of them:

- **The Day Care Centre for Disabled Adults** is a form of support for adults with permanent disabilities, in which conditions are created for services that meet their daily and rehabilitation needs, as well as the needs of organized free time. Consumers are assisted by professionals for the purpose of social inclusion and prevention of their placement in a specialized institution. In cases where the provision of services is weekly, the customer service is Monday to Friday. Services in the day center are provided half-day or full-day.
- **Center for Social Rehabilitation and Integration** is a form of part time support for adults (just for few hours a day). The center helps rehabilitation of people. It gives social and psychological consultations. Ensures career guidance and realization assistance, restoration of independent living skills, preparation and implementation of individual social inclusion programs, including for people with dependencies.
- **Safe house for Disabled Youth** is a close-to-family environment for young people from 18 to 35 years old for a limited number of people - no more than 15. The center can be used in combination with other social, health, educational and other services and in accordance with the needs of the residents. The center helps only young people with disability above 70%.
- **Safe house for people with physical disabilities** is a form of social service for adults with physical disabilities with more than 50%. They are assisted by specialists and lead a relatively independent lifestyle in a close family environment. The capacity of the service is up to 8 people.
- **Safe house for people with mental disabilities** is a form of social service for adults with mental disabilities with more than 50%. They are assisted by specialists and lead a relatively independent lifestyle in a close family environment. The capacity of the service is up to 8 people.
- **Transition house** is a social service for adults with disabilities. Therapists help those people to acquire practical skill for independent way of living and social inclusion.
- **Day Care Center for the Old people** is a social service for people in pension. They receive food and help for social inclusion.[2]



CZECH REPUBLIC

Incentives for persons with disabilities to participate in activation programmes

Persons undergoing retraining (approved by a Labour office) can receive retraining support (equivalent to 60% of the average income received at the most recent work but not exceeding 65% of the average wage in the Czech Republic) for the same period as unemployment support. Persons with disabilities can be entitled to:

- **Full disability pensions – paid to insured persons who become “fully disabled” as a result of an injury at work or an occupational disease;**
- **Partial disability pensions - paid to insured persons with a disability caused by an injury at work or an occupational disease. Partial disability benefits may be compatible with work in certain cases:**
 - **If monthly income earned does not exceed 66% of the personal assessment base on which the pension was calculated, the partial disability pension is paid in its full amount.**
 - **If monthly income is between 66% and 80% of the assessment base, the partial disability pension amounts to 50% of the calculation base.**
 - **If monthly income exceeds 80%, the partial disability pension is not paid.**

Partial disability pension is paid in its full amount, if the total earned income in a calendar year does not exceed the sum of the minimum subsistence level multiplied by twelve (effective on 1st January of the relevant calendar year in which the average monthly income of the person concerned is assessed). Partial disability pension is also paid regardless of earned income, if the person was awarded pension due to disability considerably aggravating her/his general living conditions. This type of pension is awarded even if the beneficiary works abroad. In other cases when the person concerned works abroad, the partial disability pension is not paid.

Financial incentives for employers to recruit/retain persons with disabilities

By law, employers with a workforce where more than 50% are persons with disabilities are entitled to a financial contribution. Business entities that create jobs for persons with disabilities can receive a financial contribution of up to eight times the average wage by their respective labour office.

According to Act No. 435 /2004 Coll. on Employment, Part Three, Section 79 , Labour Offices are also responsible for providing information and advice on issues related to employing people with disabilities, as well as funding for adaptations to workplaces in the open labour. In addition, employers receive a discount on income tax and can be fully reimbursed for costs of training for employees with disabilities.

Non-financial incentives for employers to recruit/retain persons with disabilities

This type of incentivising is not emphasized in policy initiatives. However, there are initiatives coming from non-profit organisations, such as Rytmus - Od klienta kobčanovi o.p.s., which works on explaining employers the benefits of working with persons with disabilities. Among other things the NGO emphasizes the more effective use of qualified employees, strengthening of companies' social responsibility, promotion of good practices and improved corporate culture. Initiatives such as this one are not too common and are rather promoted by individual organizations and not by the government.

Duties of persons with disability

Persons with a disability are not obliged but rather have a right to seek employment. Their disability benefits are not dependent on their participation in vocational rehabilitation activities.

Duties of employers

Under the Act No. 435/2004 Coll. employers with a workforce of more than 25 people are required to employ individuals with disabilities to the proportion of 4% of the total number of employees. This obligation can be met by:

- **Actually employing persons with disabilities;**
- **Buying products or services from employers with a workforce consisting for more than 50% of persons with disabilities;**
- **Paying a penalty to the state;**
- **Combining all the above- mentioned methods.**

Under the National Plan 2015 - 2020 on equal opportunities for people with disabilities, public administration authorities and their organizational units should strive for direct employment of persons with disabilities, increase the number of employees with disabilities and submit data on the development of the employment of persons with disabilities in the individual ministries.



FRANCE

- **Home help and support services (for vulnerable groups. These services provide these groups with services to help them stay at home. Various social aids promoting inclusion (avg. 900 €)**
- **Free transportations, dedicated parkings, line skips etc**
- **Mandatory access for all public receiving entities to adapt to disabled people**
- **Helpers in schools for better inclusion**

Home help and support services are offered more specifically to vulnerable groups: the elderly, the disabled and vulnerable families. These are SAAD, SSIAD, SPASAD and " integrated" SPASAD. These services provide these groups with services to help them stay at home.

The Departmental Houses for the Disabled (MDPH) were created by Act No. 2005-102 of 11 February 2005. In each department, the MDPHs welcome, inform, accompany and advise disabled people and their families, and grant them rights. More generally, they raise awareness of disability among all citizens.



IRELAND

Disabilities Services in Donegal

- **Health Centres**
- **Children and Family Services**
- **Child Health, Welfare and Protection Services,**
- **Family Support Services**
- **Older People Services**
- **Services for those growing older in your area**
- **Mental Health Services**
- **Services in your area for people with mental health or psychiatric problems**



- **Social Inclusion**
- **Services for Addiction, Asylum Seekers and Travellers**
- **GP' s , GP Out of Hours service and Medical Cards**
- **Contact details for GP, GP Out of Hours Service**
- **Dental and Orthodontic Services**
- **Dental and Orthodontic Services for children and medical card holders**
- **Public Health Nursing**
- **Information on the services provided by Public Health Nurses, and how to access them**
- **Therapy**
- **Occupational Therapy, Speech and Language Therapy, Physiotherapy, Chiropody**

HSE SERVICES

The HSE provides and funds a range of services for people with disabilities and their carers. These services include basic health services as well as assessment, rehabilitation, income maintenance, community care and residential care respite, home care and day care. Some services are provided directly by the HSE. Community, residential and rehabilitative training services are provided by voluntary organisations with grant aid from the HSE. People with disabilities are entitled to general health services. These services may include: medical Cards, prescribed drugs and medicines, medical and surgical aids and appliances, hospital services, dental, optical and aural services. People with disabilities are entitled to avail of the range of community care services. In many cases, they have priority in access to the services.

The relevant community care services may include: public health nurse, home help, personal assistance, psychological services, speech and language therapy, occupational therapy, social work services, physiotherapy, day care and respite.



ITALY

Italy provides a rich offer of services mainly managed by Regions and local bodies.

The management competence on social-welfare is attributed by Article 118 of the Constitution and the Law n. 328/2000 to Municipalities, which provide interventions and services aimed at guaranteeing the care and support activity for social integration of people with disabilities.

The health and social sectors ensure assistance through agreements with private or non- profit institutions or with the direct management of structures that provide services to the single person.

In the last 12 years between 2004 and 2016 , there has been a consolidation of strategic services to guarantee the social inclusion of people with disabilities and the full realization of essential rights, such as education and job placement, enshrined in the Convention UN on the rights of people with disabilities.

The expenditure for " training and job placement" has gradually become the most important item of expenditure for the disabled people, going from 24 in 2004 to 27 in the 2016 . These services aim at facilitating the process of inclusion.

Although, there is a weakness which is the high divergence in expenditure amongst Municipalities. The average annual expenditure in services and interventions for a disabled person is €870 euros in the South of Italy and €5.080 in the Northeast.

Two examples of services offered to disabled people are:

- **TERRITORIAL SUPPORT CENTER FOR THE NEW TECHNOLOGIES FOR DISABLED PUPILS – CTS.**

It is a project of the Italian Ministry of Education, which was born with the aim of equipping pupils with certification of the computer equipment most suited to their disabilities, so as to reduce their handicap situation as much as possible. It offers consultancy and training to teachers, parents and pupils on the technologies applied to disabled pupils. About 92 Territorial Support Centers have been established on the national territory.

- **SIL – SERVIZIO DI INTEGRAZIONE LAVORATIVA (JOB PLACEMENT SERVICE).**

It is an articulated system of services for the job placement of people with disabilities set up by the ULSS (local social and healthy unit) companies to plan and implement the work and social integration of people with disabilities. These services aim to improve the quality of life of the person and rebuild their identity through work, keeping the person as long as possible in their own context of life. It is addressed to: People with physical, mental, intellectual, sensory disabilities; people with social disadvantages.



POLAND

- **Granting status of sheltered workshop**
- **Services associated with education including disabled students (free transport to schools,**
- **Providing equipment and facilities, elimination of architectural barriers, individual teaching etc.) - services of**

assistant for the disabled person

- **Charter on the Rights of Persons with Disabilities**
- **Access to comprehensive rehabilitation aimed at social adaptation**

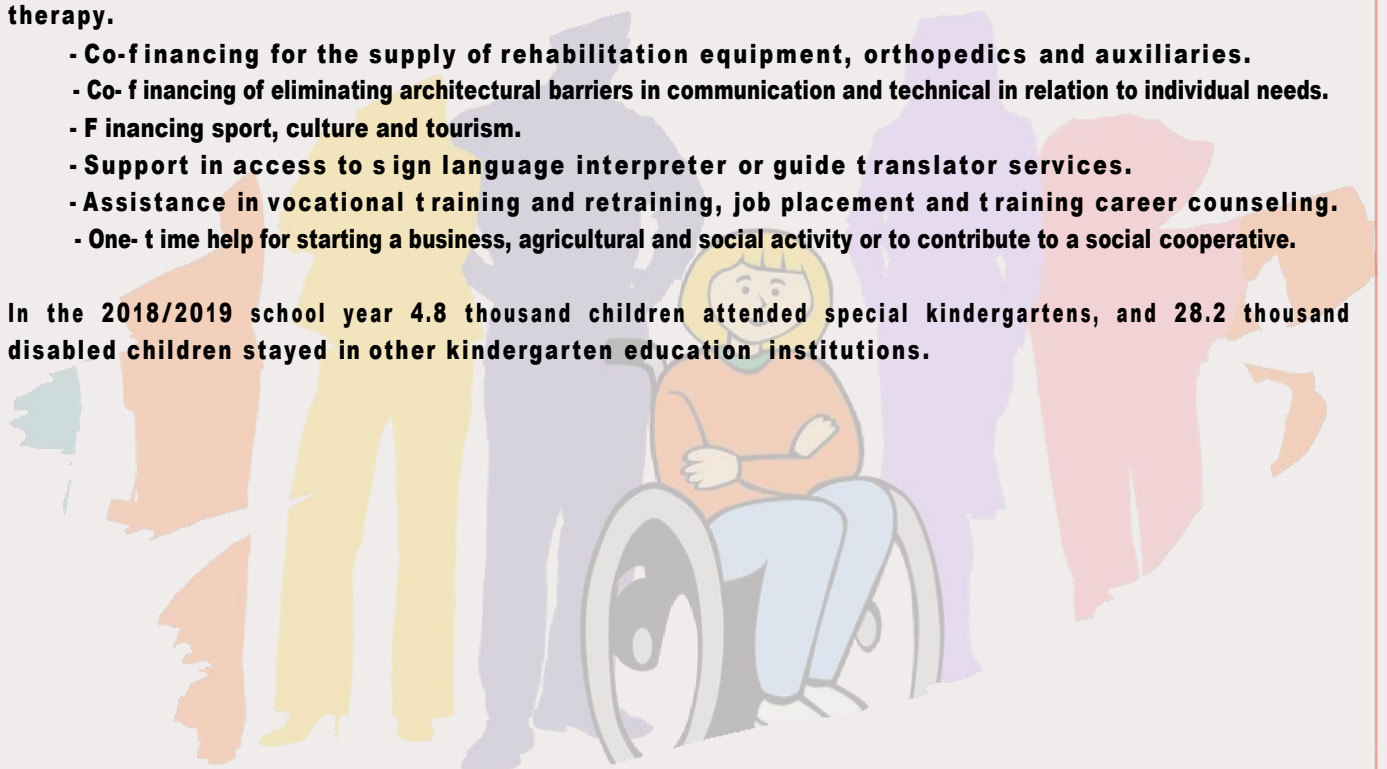
Persons with a disability status may benefit from PFRON funds through poviats self-government, including from the following forms support:

- Co-financing for participation in 14 - day rehabilitation stays. In 2016, 66 , 067 people the disabled benefited from this form of rehabilitation.

-Co-financing of participation in occupational therapy workshops, the task of which is to support people with disabilities to achieve the highest possible level independence in life and social functioning, as well as skills professional opportunities to get a job. In 2016, 26,501 disabled people benefited from occupational therapy.

- **Co-financing for the supply of rehabilitation equipment, orthopedics and auxiliaries.**
- **Co-f inancing of eliminating architectural barriers in communication and technical in relation to individual needs.**
- **F inancing sport, culture and tourism.**
- **Support in access to sign language interpreter or guide t ranslator services.**
- **Assistance in vocational t raining and retraining, job placement and t raining career counseling.**
- **One- t ime help for starting a business, agricultural and social activity or to contribute to a social cooperative.**

In the 2018/2019 school year 4.8 thousand children attended special kindergartens, and 28.2 thousand disabled children stayed in other kindergarten education institutions.





SPAIN

In line with the three system axis introduced in the previous point about the national system, a general scheme of the services and resources of the system in relation with these axis would be:

1 Education

1.1 Cost free until age 16 .

1.1.1 Ordinary Schools with ad- hoc support

1.1.2 Special Schools when needed

- Blind or Deaf and Blind (i . e . ONCE)
- Deaf + other disabilities (i . e . PONCE DE LEON)
- Intellectual disabilities and/or Autism (i.e. MARIA CORREDENTORA, i.e. ALEPH TEA).

1.2 Intellectual disabilities after 16

- Occupational Centers (free)
- Vocational Training for people with mild intellectual disabilities (Professional Programs) (Economic support)
- Regular Basic Vocational Training programs with individual support (Economic support)

1.3 University

3.1 Some Individual support

2 Work Placement

2.1 Protected work placement

2.1.1 Special working placement centers

2.1.2 Enclaves (employees from a Special Working Center located within a regular company for which he/she renders services)

2.2 Regular work placement

2.2.1 Supported work placements in regular companies

- Companies >50 employees must have 5% placements for people with disabilities
 - Not fully extended, alternative compliance:
 - Donations to NGO working in work placement
 - Service purchase to Special Working placement centers

2.2.3 Freelancer workers (it is included in the legislation, but very feasible for almost all people with disabilities)

3 Individual support and participation in Society

3.1. Inclusion

3.1.1 Non-employed

- Social and economic benefits (more than 65% disability)
- Non- contributory disability pension
- Third- person support allowance and Minimum Allowance: currently suppressed, is being received by people receiving it before suppression.
- Mobility allowance and compensation for transport costs
- Free Healthcare and pharmaceutical delivery (33% disability on)
- Active Insertion Income (33% disability unemployed).
- Dependent child benefit (33% disability).

3.1.2 Employed: no specific benefit side the insertion incentives. 3.1.3 General Social Protection

- **Social Services**

- **Housing**

- **Boarding fully assisted residences**
 - **Monitored and supported housing**

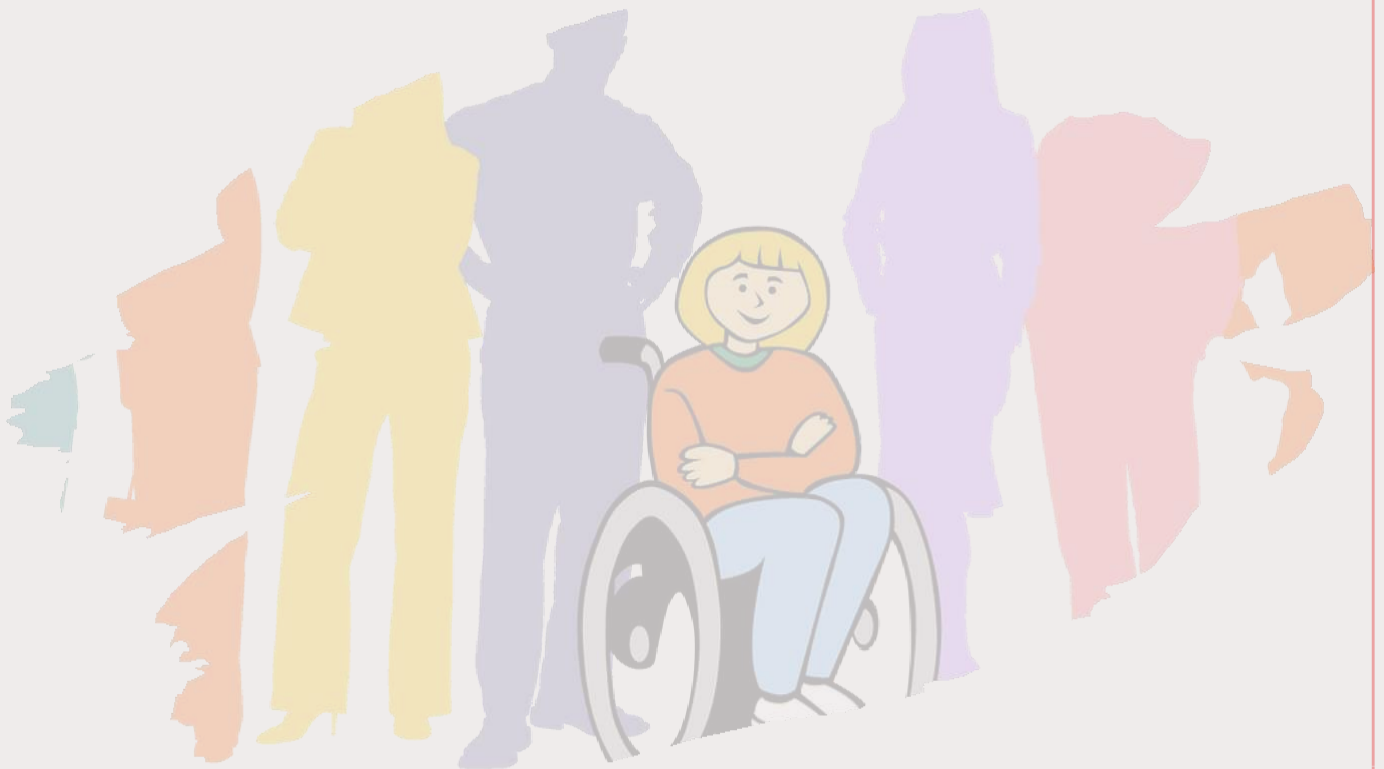
- **Home help**

12 . 2 Accessibility

121 2. 1 General measures

122 2. 2 Positive measures

- **Parking spaces and benefits**
- **Mobility and transport cost allowance**
- **Reserve of housing for people with disabilities**



RELEVANT BODIES AND ENTITIES

In this section each partner gives a list of bodies and entities that have a relevant role in the integration of people with disabilities.



BULGARIA

Ministry of Labor and Social Policy was founded by a special prescript in November 2002 . The ministry is responsible for developing, organizing, coordinating and controlling the implementation of state income and living standards, social security, protection against unemployment and promotion of employment, the labor market, safety and health at work, social assistance and social services and equal opportunities for women and men in employment. These activities are carried out individually or jointly with other public entities and / or public organizations.

New legal act was committed in December 2018 for people with disabilities. The idea behind the new act is to create one single institution - National agency for disabled people in 2021 that will help disabled people and protect their interests on a national level. Also another goal of the Agency is creating and organizing effective policies for their inclusion. Priority of the legal act is personal choice and independence of the disabled people and their families.

The main functions of the Agency for Social Assistance are:

- Giving social benefits and family benefits to children;
- Provision of social services;
- Control over the social services;
- Registration of legal entities that provide social services;
- Implementation of the state social service policy;
- Take part in the preparation of draft normative acts on social service.

The main functions of the General labour inspectorate executive agency are:

- Controls and supports the Labour law;
- Take care of the employees rights and obligations as well as the right and obligations of employers.

The National Expert Medical Commission (NEMC) is a separate legal entity, a secondary authorizing officer at the Ministry of Health. NEMC is the body which hears appeals against expert decisions of MLEC throughout the country. Medical records are received in NEMC through regional files for medical expertise (RFME). The structure of the NEMC has 12 specialized compositions in different diseases, each of which employs highly qualified doctors with specialization in the respective profile. Patients are seen by several compositions (depending on their illnesses), and the decisions of NEMC are adopted after taking into account the views of each of the compositions. NEMC carries out control- aside and methodical functions in relation to other bodies of the medical expertise. NEMC is involved in developing regulations concerning medical expertise. NEMC trains doctors who work in the system of the bodies of medical expertise in the country.

The main roles of the National Council for Integration of People with Disabilities are:

- Supports and assists in the formulation and implementation of a policy for integration of people with disabilities in accordance with the requirements of national and international legal law;
- Organizes the study and analysis of the needs of people with disabilities;
- Facilitates the coordination between government, municipality, public and private entities, as well as non-governmental organizations of people with disabilities in order to carry out the necessary public support for their activities in the field of integration;
- Establishes and maintains contacts with international public and private entities, as well as non-governmental organizations for people with disabilities;
- Organizes the promotion of problems and measures related to the integration of people with disabilities through active cooperation with the mass and social media.



CZECH REPUBLIC

Czech National Disability Council: the fundamental aim of the CNDC is therefore to advocate, promote and meet the rights, interests and needs of disabled people, regardless of the type or extent of their impairment. Their work is orientated towards collaboration with state administration and local government at all levels and with organizations and institutions working in this field at both the national and regional level.

Czech Republic Union of Deaf and Hard of Hearing: consisting of 63 branch associations 43 branch associations - counseling centers and 6 branch associations - regional organizations. SNN in the Czech Republic provides social services for Deaf and Hard of Hearing Czech citizens:

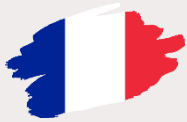
- interpreting services
- social counseling
- social rehabilitation
- social activity services
- lending of assistive devices, hearing aids

Society for support of people with Intellectual Disabilities in the CZ: cooperation with ministries, politicians, ombudsmans, etc. Comment on laws and strategic government documents, participate in workshops and working groups. Branch associations promote the rights and interests of people with intellectual disabilities at local and regional levels, participate in community planning of social services, and some branch associations are members of the Regional Council of People with Disabilities. Participation in professional conferences and seminars and writing articles for magazines dealing with the topic of people with disabilities.

Czech Blind United Society: Providing services to members and non-members of the organization in the following areas:

- social work among severely visually impaired citizens, including their search and first contact with them
- basic counseling on the possibilities of compensating the handicap of visually impaired people as well as the providers of services to such handicapped people
- special social law, labor law counseling
- technical advice on the selection of information processing aids, including the training of operators of such equipment
- publishing information magazines in braille, audio, enlarged black print and digital text
- operation of an information system and digital library accessible on the Internet
- developing and practicing skills acquired in rehabilitation programs (cooking, housework, reading, etc.)
- guide dog training and other services to its holders
- personal assistance services (guide and reader service)
- removing architectural barriers

CEREBRUM: is an Association of persons with brain injury and their families providing employment services for persons with disabilities, provides services such as cognitive training, requalification programmes, occupational therapy, functional and vocational assessment, self-help groups, cooperation with employers, social advice and support, practical display of various professions.



FRANCE

- The Departmental Houses for the Disabled in each department: welcome, inform, accompany and advise disabled people and their families, and grant them rights. More generally, they raise awareness of disability among all citizens.

- PCPE: These centers make it possible to prevent career breaks, at any age, by organizing support adapted to the needs of people, whatever their disability, through the collective mobilization of health, social and medico-social professionals working in the area, both in institutions and on a freelance basis.

Supported by the Agency for healthcare :

- Prevention structures, screening and early support (2/children & 3 mixed)
- Structures allowing an accompaniment in an ordinary living environment (4/children & 7 adults)
- Support structures in institutions (4/children & 5 adults)



IRELAND

- Department of Justice and Equality

Implementation of the Comprehensive Employment Strategy for persons with disabilities

- Department of Social Protection

Support people with disabilities to access further training and employment opportunities through relevant programmes including the Employability Service, the Wage Subsidy Scheme, and the Reasonable Accommodation Fund.

- Enterprise Ireland

Work with Government and other interested parties to embed design, incorporating a Universal Design approach, in existing and future innovation and design-led programmes.

- National Disability Authority

We will develop proposals to address access to, or affordability of necessary aids, appliances or assistive technologies required for everyday living, for those people with disabilities whose entry, retention or return to work could be jeopardised due to being unable to afford these items. We will develop plans to implement the most viable proposals.

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- Facilitates the coordination between government, municipality, public and private entities, as well as non-governmental organizations of people with disabilities in order to carry out the necessary public support for their activities in the field of integration;
- Establishes and maintains contacts with international public and private entities, as well as non-governmental organizations for people with disabilities;
- Organizes the promotion of problems and measures related to the integration of people with disabilities through active cooperation with the mass and social media.



ITALY

At the national level, there is the Ministry of Labour and Social Policies. The interventions and policies of the Ministry in the field of disability develop in two different and complementary areas:

- on the social policies front, the Ministry protects and promotes the rights and equal opportunities of disabled and non self-sufficient people;
- in the field of employment policies, the Ministry sets the general guidelines for the implementation of the legislation on the job placement of people with disabilities.

At the national level we also have the Observatory on the conditions of people with disabilities which is a collegial body established pursuant to art. 3 of Law no. 18 with which Italy ratified the UN Convention on the rights of people with disabilities. Chaired by the Minister of Labour and Social Policies, the Observatory is made up of 40 effective members and a maximum number of 10 permanent guests, representing the various public administrations and the world of associations representing people with disabilities. The OND has consultative and technical-scientific support functions for the development of national disability policies.

While at the national level the guidelines and the principles are set up, at the regional and local level policies are implemented. It is the Department of Social Service which is competent in this field. The Region cooperates with associations, social cooperatives and the voluntary to build a modern welfare system. Many are the services provided by the regional Department of Social Service:

- The job integration (SIL)
- Intervention of promoting the personal autonomy
- Home assistance
- Residential services (ex. daily centre for people with disabilities).



POLAND

- Support center under the Ministry of Family, Labor and Social Policy
- State Fund for Rehabilitation of the Disabled (PFRON) - a public administration body supporting the rehabilitation and employment of disabled people. PFRON creates its own assistance programs.
- Expert Committee on People with Disabilities
- SOW - The Support Service System is a modern platform through which Disabled People and units acting on their behalf can electronically submit applications for funded support.
- 344.9 thousand working disabled people in medium and large enterprises (end of 2018)
- At the end of 2018, most disabled people worked in the private sector (78%). More than half of the disabled people worked in the section Administrative services activities and supporting activities (114.3 thousand) or in sections Industrial processing (84.7 thousand).



SPAIN

National Administration

Ministry of Social Rights and 2030 Agenda

- **Real Patronato de la Discapacidad**
 - **Studies and advocacy**
- **Imserso (employment)**

Ministry of Health, Consumption and Social Welfare

- **Consejo Nacional de la Discapacidad**
 - **Public Admin Coordination**
- **SIID Ministerio Sanidad**
 - **Information and Studies**

Ministry of Labour and Social Economy

- **Employment**

Ministry of Education and Vocational Training

- **Programs and legislation enacting**

Regional Administration (Madrid)

- **Education and Youth department**
 - **Special Education and inclusive education monitoring**
- **Economic, Employment and Competitiveness department**
 - **Employment programs funding and monitoring**
- **Social Policy, Family, Equality and Birth Department**
 - **Occupational Centers, residential facilities and personal support and economic aids monitoring.**



LOCAL AND NATIONAL DISABILITY ORGANISATIONS

In this section each partner gives a list of the local and national non profit organisations that provide help, support, and assistance for persons with disabilities.



BULGARIA

In Bulgaria there are a lot of Non- profit organization created after the fall of Socialist regime. In our research we established that in Bulgaria there are more than 100 registered organization in this field. But some of them are no longer functional. Now we will present to you some of the organizations that work with disabled people.

JAMBA is the connection between people with diverse abilities (that's how we call people with disabilities) in Bulgaria and their future employers! Jamba is a place for education, internship and carrier. The idea about JAMBA was born more than 3 years ago when Iva and Joana met in the non-government sector while working with people with hearing impairment. While communicating actively with people with diverse abilities they acknowledged the problem associated with the job market inclusion as one of the biggest challenges for the people with disabilities as well as the solution to this problem as a prerequisite for the increase of the economic welfare of the people and the increase in actively working Bulgarians. The entire experience and work in this field have showed them how much exceptional are the people with diverse abilities (that's how Joana and Iva call the people with disabilities), how much potential they have and that the biggest challenges to their integration are the equal opportunity access to quality education, adapted professional training and inclusion in the job market, which are essential for every person. All of this led to the idea for the creation of JAMBA, whose mission is in first place to support the HEROES in their attainment of key skills and competencies in different professional fields through trainings and internships. As a next step the organization helps with their inclusion in the job market and even in their career advancement.[3]

Marie Curie Association is a non- profit organization founded since 1999 . The main activities are directed towards people with disabilities, disadvantaged and elderly people. The ambitious team involves economists, psychologists, PR specialists, physicists, lawyers, philologists, journalists and other specialists working in the sphere of disabilities and elderly. [4]

Bulgarian Association for Persons with Intellectual Disabilities (BAPID) is a national network of parents' organizations which defends the right to dignified and independent life for persons with intellectual disabilities and their families. Advocates for national and local policy that respects the rights of people with intellectual disabilities and contributes building of the necessary supporting environment and inclusion in the society.

[3] Official web page of JAMBA <https://jamba.bg/en/>

[4] Official web page of Marie Curie Association <http://www.marie-curie-bg.org/index.php>

Support for full involvement of persons with intellectual disabilities and their families in developing, monitoring and control over national, regional, and local policies, related to disabled persons. Support our members in realizing of their activities for people with intellectual disabilities and their families as providing information, expert and methodological consultations, financing and project implementation support. BAPID is a member of the National Disability Integration Committee (with consultative functions to the Government) under the Council of Ministers and the National Disability Council, (consisting of similar nationally represented disability organizations) as well as a member of Inclusion Europe – The European Association of Societies of Persons with Intellectual Disability and their Families, Inclusion International and European Association of Service Providers for Persons with Disabilities. Thus the organization has an access to practical and theoretical experience of a working net of similar organizations on the territory of whole world. [5]

National Alliance of the Disabled People Cooperatives represents and protects the interests of the members. Assists, coordinates and serves its members in scientific, market, technological and information initiatives.

National Association of Blind Entrepreneurs provides training, career guidance and social rehabilitation of blind people. [6]



CZECH REPUBLIC

Fund for Employment Support of Persons with Disabilities : communicates with the state administration, the commercial sector and the disabled and helps in solving the issue of employment of disabled people in the Czech Republic. The main mission of the Fund is to help, inform, support and connect healthy and disabled people in supporting the employment of people with disabilities.



FRANCE

Structures for prevention, screening and early support:

For children

- Centres for Early Medico- social Action (CAMSP)
- Medical-psycho-educational centres (CMPP)
- Adults and children
- Autism Resource Centres (ARCs)
- Deafness Information Centres (DICs)
- The Experimental Units for Evaluation, Retraining and Social and Vocational Guidance (EBUOS)

Structures allowing for accompaniment in ordinary living environments :

For children

- SESSAD (Special Education and Home Care Servi)
- SSEFIS (support service for family education an schoo integration)
- SAAAIS (service to help the acquisition of au nomy an school integration)

[5] Official web page of Bulgarian Association for Persons with Intellectual Disabilities <https://bapid.com/bapid/?lang=en>

[6] Other non-profit organizations that help disabled people and children: <http://www.libpz-bg.com/ozlu.html>

For adults

- SSIAD (home nursing care services)
- SPASAD (multi- purpose home help and care service)
- SAMSAH (medical- social accompaniment service for disabled adults)
- GEM: mutual self- help group (more about GEM in the Far East)
- Daytime reception
- Temporary Accommodation
- SAVS (social support service)

Support structures in institutions :

For children (Special education institutions)

- IEM (Institute of Motor Education)
- IME (medical-educational institute)
- ITEP (Therapeutic, Educational and Pedagogical Institute)

For adults

- FAM (nursing home)
- MAS (specialized care home)
- Living or "occupational" home
- CRP (vocational rehabilitation centre)
- ESAT (settlement and work- assistance service)



IRELAND

NCBI is an organisation providing practical support and services to people who are living with sight loss in Ireland. We also provide a range of services to public and private organisations to make sure that their services are accessible to people who are blind and vision impaired.

Aspire - The Asperger Syndrome Association of Ireland was set up by a group of parents in 1995 to provide support for people with Asperger Syndrome (AS) and their carers, and to encourage research into the condition.

Ability West is dedicated to enabling people with an intellectual disability realise their dreams and ambitions.

Down Syndrome Ireland's goal is to help people with Down syndrome make their own futures as bright and independent as possible by providing them with education, support and friendship every step of the way through its 23-branch network nationwide.

The Autism Society: The Society aims to promote the interests of people with autism, raise practical awareness, lobby for improved services for children and adults with autism, and provide support and guidance to people with autism and their families.

Inclusion Ireland is a national voluntary organisation working to promote the rights of people with intellectual disability in Ireland to ensure their equal participation in society.

The National Disability Authority, on behalf of the State, promotes and helps secure the rights of people with disabilities. The NDA's responsibilities include policy development, research and advice on standards.

The Disability Federation of Ireland's mission is to ensure that changes are made that would mean equality for people with disabilities.

Western Care Association exists to empower people with a wide range of learning and associated disabilities in County Mayo, Ireland to live full and satisfied lives as equal citizens.



ITALY

Italy has a thick network of not for profit associations that contribute to the wellbeing and the integration of people with disabilities in the society. Here a short list:

ASPHI - It promotes the autonomy and inclusion of people with disabilities in school, work and society through the use of digital technologies;

Free Wheels - It maps itineraries for those with special needs, so that no one should be subjected to reduced mobility and an accessible world anymore;

AIPD - It is an association of people with Down syndrome and their families, present in Italy with 51 offices;

Tandem Società Cooperativa Sociale Integrata - Two out of third people employed have disabilities, 70 women. It works for social inclusion and innovation through inclusive technologies. %



POLAND

Fundacja Aktywizacja supports people with disabilities in bravely entering the labor market. The goal of the Activation Foundation is to empower and improve the quality of life of people with disabilities through integrated activation measures, changing attitudes and using information and communication technologies.

POPON - Polish Organization of Disabled People Employers brings together entrepreneurs employing people with disabilities. Exists to represent the interests of its Members in the area of law. POPON is the largest association of entrepreneurs employing disabled people. Has been operating since 1995. It brings together nearly 600 companies and institutions that employ a total of about 65,000 employees, including over 35,000 people with disabilities. The organization runs its offices in the nine largest Polish cities.

SPOZA association runs an employment agency for people with disabilities.

Our organization also has a certificate of the Provincial Labor Office - Employment Agency in the field of: Job placement, Vocational Counseling, Personnel Consulting.

Forms of economic activity, creating jobs for disabled people (in the number and degree of disability specified in the regulations). In return, the plants benefit from various types of fee exemptions, and the funds obtained in this way contribute to the factory fund for the rehabilitation of the disabled, to help disabled employees.

EXAMPLES OF FOUNDATIONS, ASSOCIATIONS:

The Polish Association of the Blind is the only self- government membership organization in Poland established, managed and acting for the benefit of the blind and visually impaired. Thanks to the network structure they are present in every poviát in Poland. They are also active abroad as a member of the World and European Union of the Blind.

The Polish Association of the Deaf is a non-governmental organization of deaf and hearing impaired people as well as other people associated with the deaf community. The purpose of the action is to help deaf and hearing impaired People in all life matters. The Main Board of the Polish Deaf is a member of the World Federation of Deaf and European Union of the Deaf.

Towarzystwo Pomocy Gluchoniewidomym specialize in supporting people with simultaneous damage to eyesight and hearing. They exist to recognize the individual needs of deafblind people. We associate scientists, doctors, physiotherapists, educators, deafblind people and their relatives as well as volunteers. We also represent the interests of people with simultaneous damage to eyesight and hearing on the state forum. We also strive to make society more aware of their existence.

Polish Association for People with Mental Handicap - The purpose of the Association is to act to equalize the chances of people with intellectual disabilities, to create conditions for respecting human rights, lead them to active participation in society, and to protect their health and support their families.

Foundation for Children and Adults with Autism: The Foundation' s goal is to strengthen, promote and support: the development of family and social ties, subjectivity and dignity of the individual and the family, community in the family and communities, people' s own abilities, especially the sense of social competence, initiative and creativity, ecological view of human, family and social problems, entity' s subjectivity in a professional environment, humanization of work and property, enhancing mental health, developing skills psycho-preventive and professional counseling and assistance to people.

Polish Association of Multiple Sclerosis - their mission is to improve the quality of life of people with multiple sclerosis and provide access to treatment and rehabilitation so that they can become full members of society and lead a dignified life.





SPAIN

Bodies or entities at national and Madrid regional level:

National Administration

Ministry of Social Rights and 2030 Agenda

- Real Patronato de la Discapacidad
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- Imsero (employment)

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Ministry of Labour and Social Economy

- Employment

Ministry of Education and Vocational Training

- Programs and legislation enacting

Regional Administration (Madrid)

Education and Youth department.

- Special Education and inclusive education monitoring

Economic, Employment and Competitiveness department

- Employment programs funding and monitoring

Social Policy, Family, Equality and Birth Department

- Occupational Centers, residential facilities and personal support and economic aids monitoring.

NGOs

CERMI Spanish Committee of Representatives of Persons with Disabilities: federations and confederations affiliated: <https://www.cermi.es/en/cermi>

Spanish Confederation of Persons with Physical Disabilities (COCEMFE)

- <https://www.cocemfe.es>

Spanish Confederation of Organizations for Persons with Intellectual Disabilities (PLENA

- **INCLUSION)** <https://www.plenainclusion.org/>

Autism Confederation Spain <http://www.autismo.org.es/>

- **State Confederation of Deaf Persons (CNSE)** <http://www.cnse.es/>

- **Spanish Confederation of Deaf People's Families (FIAPAS)** <http://www.fiapas.es/>

- **Spanish Federation of Associations for Care for People with Cerebral Palsy (ASPACE)**

- <https://aspace.org/>

National Organization of the Spanish Blind (ONCE).<https://www.once.es/>

-

Non-profit organization in Madrid region providing assistance to SEN people for job placement

Spanish Confederation of Persons with Physical Disabilities (COCEMFE)
<https://www.cocemfe.es/>.

- **FAMMA Cocemfe Madrid** <http://famma.org/formacion-y-empleo/integracion-laboral>
- **FEBHI** https://febhi.org/?page_id=1060

Spanish Confederation of Organizations for Persons with Intellectual Disabilities (PLENA INCLUSION)

- **AFANIAS** <https://afanias.org/que-hacemos/empleo/formacion-y-empleo/>
- **APROCOR** <http://fundacionaprocor.org/formacion-ocupacion-y-empleo/>
- **Apascovi** <https://www.apascovigestion.org/>
- **ADISLI** <https://adisli.org/insercion-laboral/>
- **APADIS** <http://www.apadis.es/areas/area-de-empleo/>
- **ENVERA** <https://grupoenvera.org/empleo-para-discapacidad/>
- **Juan XXIII** <https://www.fundacionjuanxxiii.org/centro-ocupacional-2/area-de-insercion-laboral/>
- **PRODIS** <https://www.fundacionprodis.org/programas-servicios/inclusion-laboral/>
- **Down Madrid** <https://downmadrid.org/que-hacemos/empleo-personas-sindrome-de-down/>
- **Grupo AMAS** <https://www.grupoamas.org/eligenos/programas/#tab-id-4>
- **AMIFP** <https://www.amifp.org/inclusion-laboral/>
- **ADEMO** <http://ademo.org/proyectos-y-programas/apoyo-en-el-empleo/>
- **Avante3** <https://www.avante3.org/programas/empleo/>
- **A LA PAR** <https://www.alapar.org/servicios-para-personas-con-di/empleo/servicio-deempleo/>
- **Aleph TEA** <https://aleph-tea.org/programa-empleo/>

Autism Confederation Spain :

- **Nuevo Horizonte** <https://www.nuevohorizonte.es/que-hacemos/programas/empleo-con-apoyo/>

State Confederation of Deaf Persons (CNSE):

- **FESORCAM** <https://www.fesorcam.org/servicio-de-insercion-sociolaboral/>

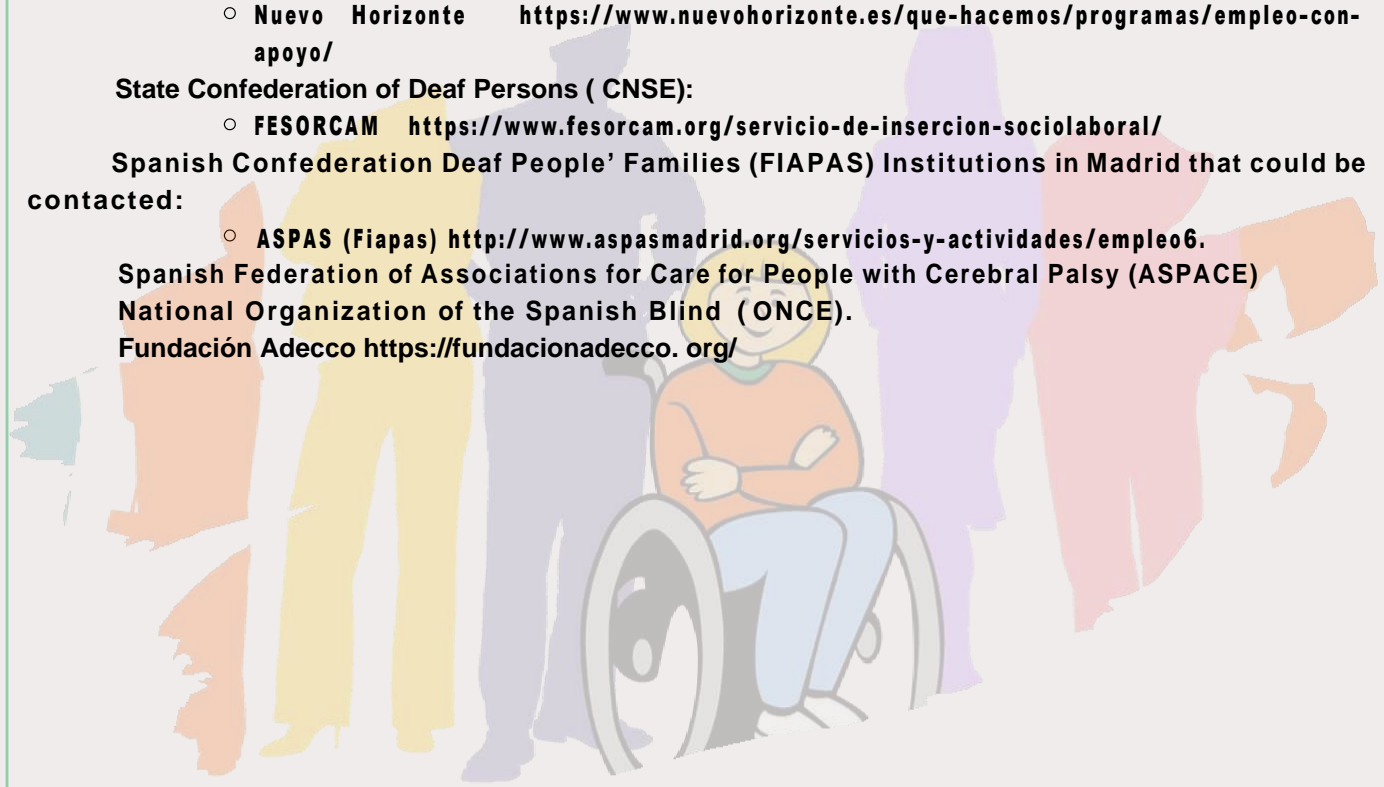
Spanish Confederation Deaf People' Families (FIAPAS) Institutions in Madrid that could be contacted:

- **ASPAS (Fiapas)** <http://www.aspasmadrid.org/servicios-y-actividades/empleo6>.

Spanish Federation of Associations for Care for People with Cerebral Palsy (ASPACE)

National Organization of the Spanish Blind (ONCE).

Fundación Adecco <https://fundacionadecco.org/>



LEAD PARTNER



www.fortes.it

PARTNERS



www.northwestacademy.net



www.QUALO.eu



www.innogrowth.org



www.fundacionmontemadrid.es



www.aformac.fr



www.institute-perspectives.com



www.semperavanti.org

Project name: Foster access to VET mobility for youngsters with SEN
Project number: 2019-1-IT01-KA202-007790