**General discussion on the rights of
persons with disabilities to work and employment**

**Inclusion Europe’s Contribution**

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|  | **Employment in Europe**It is difficult for people with intellectual disabilities to find work in Europe.There are some people with intellectual disabilities who have a jobbut people without disabilities find work much more easily.Here you can see the numbers from four different countries.* In Ireland only 36 percent

of people with intellectual disabilities have a job.* In Scotland only 6 percent

of people with intellectual disabilities have a job.* In Portugal it is only 3 percent

of people with intellectual disabilities have a job.* In the Netherlands only 21 percent

of people with intellectual disabilities have a job and very few companieswant to hire people with intellectual disability. But many people with intellectual disabilities are working in sheltered workplacesand do not get a lot of money for the work they do.Many people with intellectual disabilities are not independent and not ready to live in the community on their own.People with intellectual disabilities do not have a job like everyone else also because they are not able to go to school with other children or at the same conditions.**Legal Capacity** Many people with intellectual disabilities do not have legal capacity. That means they cannot make choices for themselves. This is an obstacle to find a job.**Getting a job**The hiring part is not easy for people with intellectual disabilities so that is why people with intellectual disabilities do not look for jobs.Companies should give people with intellectual disabilities the help they need to be able to apply for the job.Companies should make sure they have the right kind of program so that the person with an intellectual disability can do the job right.**Good pay**People with intellectual disabilities are often not paid the same amount of money as other people.Many people with intellectual disabilities have benefits and they are scared that they will lose all the benefits if they get a job.**Sheltered workshops** There are a lot of people with intellectual disabilities who work in sheltered workshops but they should have a right to find a real job.People with intellectual disabilitieshave the right to be recognised as normal workers and get the same amount of money as a person without intellectual disabilities would get for doing the work.**Labour rights**People with intellectual disabilities who workhave less rights than others. This is because:1. People with intellectual disabilities

are not recognised as normal workers.1. They do not have legal capacity,
2. They cannot be part or have their unions.

**Education and training**Education is important for people with intellectual disabilities because they can learn what they need to do a job right. **Public sector**Public sector employers should keep some jobs onlyfor people with intellectual disabilities. For example, in Spain 2 percent of the jobsin the public sector are for people with intellectual disabilities.**Positive action**Here are some problems: 1. When States keep some jobs

for people with disabilities, people with intellectual disabilities are often the last persons to benefit from them.1. Sometimes States give money to companies

to give a job to people with intellectual disabilities. Companies often give people with intellectual disabilities a job only to receive this money.Companies do this even when the job is not right for people with intellectual disabilities.States should make sure there are more jobs for people with intellectual disabilities. People with intellectual disabilities should have the right to get a job they are able to do.**Accessibility and reasonable accommodation**Companies need to make sure that the workplace is **accessible** for a person with intellectual disabilities.**Harassment**People with intellectual disabilities get harassed at workand that is not a good thing at all.People with intellectual disabilities should be able to tell the policein an accessible and easy way. **Relationship with other rights** Here are other rights that are importantfor people with intellectual disabilities to get a job:1. People with intellectual disabilities have the right to have a good education.
2. People with intellectual disabilities

have the right to live in the community.1. People with intellectual disabilities

have the right to make choices on their own. 1. People with intellectual disabilities

have the right to get paid like everyone else.1. People with intellectual disabilities

have the right to understand information about their rights in an easy way. **Blue words explained**Accessible: something that is easy to use for people with disabilities.Harassment: when someone is being aggressiveor putting a lot of stress on you. Hire: you are hired by a company when the company gives you work. If you are hired it means you have a job.Legal capacity: Capacity is when you can make a decisionor a choice at one moment.There are laws about how to decide if someone has capacity.It is called legal capacity.Legal capacity means that people with [intellectual disabilities](https://www.inclusion-europe.eu/easy-to-read-term/#IntellectualDisability) can do thingson their own.This is what they can do:* Make choices about their lives.
* Get married, start a family and raise children.
* Sign contracts (also work contracts).
* Have a bank account.
* Control their money and property.
* Make decisions about their health.

Take part in politics and have the right to vote.Public Sector: jobs that are controlled by the stateReasonable accommodation: when the company changes thingsto make sure people with disabilitiescan work there. Sheltered workplace: a work place only for people with disabilities. It is separated from other people.Unions: a group of workers with a common goal to defend their interest.  |