**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 job  but 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 companies  want to hire people with intellectual disability.    But many people with intellectual disabilities  are working in sheltered workplaces  and 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 disabilities  have 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 work  have 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 only  for people with intellectual disabilities.  For example, in Spain 2 percent of the jobs  in 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 work  and that is not a good thing at all.  People with intellectual disabilities  should be able to tell the police  in an accessible and easy way.  **Relationship with other rights**  Here are other rights that are important  for 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 aggressive  or 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 decision  or 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 things  on 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 state  Reasonable accommodation:  when the company changes things  to make sure people with disabilities  can 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. |