



Report on the employment of disabled people in European countries

Country: Italy
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Background:

The [Academic Network of European Disability experts](#) (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network will support the future development of the EU Disability Action Plan and practical implementation of the United Nations Convention on the Rights of Disabled People.

This country report has been prepared as input for the *Thematic report on the implementation of EU Employment Strategy in European countries with reference to equality for disabled people*. The purpose of the report ([Terms of Reference](#)) is to review national implementation of the European Employment Strategy from a disability equality perspective, and to provide the Commission with useful evidence in support of disability policy mainstreaming. More specifically, the report will review implementation of EU Employment Strategy and the PROGRESS initiative with reference to policy implementation evidence from European countries, including the strategies addressed in the EU Disability Action Plan (such as flexicurity and supported employment).

PART ONE: GENERAL EVIDENCE

1.1 Academic publications and research reports (key points)

Researches and publication are usually published on specific web sites. One of the most important is www.superando.it which contains news, widening, reviews divided into arguments of interests; one of these is entirely focused on employment.

The authors are usually people with disabilities, representing organizations at national and international level who know the current reality very well.

For what concerns the editorial publishing we can point out the editor of the “Erickson study center” who publishes books and magazines about social and job integration of people with disabilities, educational inclusion and thematics concerning learning difficulties.

Another important editor is Rubbettino who publishes and manages a section of reviews on disability world.

Among the specific recent researches about the employment of people with disabilities it's important to underline the following two researches carried out in 2003 and 2005.

1. “Law 68/99, information campaign and research results ”by the Ministry of Labour and Social Policies, with a co-financing from the European Social Fund and carried out by CK Associates, Inc. and the Consortium ISFIMa (year 2003).
 The first phase of the project consisted in promoting an information campaign of provision of information services and consultancy aimed at integrating disabled workers into the labour (Act 68/99);
 the Agency for Employment and all those persons who daily face the various issues relating to the work of people with disabilities, were addressed by the campaign also was

activated a space within the Web site of the Ministry of Welfare (www.welfare.gov.it) specifically dedicated to law enforcement 68/99.

A second phase was the collection of technical documents and best practices, documenting positive experiences of enforcement and fact sheets on provincial and regional status of law enforcement, with statistics and information at local level.

2. "Working scholarships" (Borse Lavoro), a research co-financed by the Ministry of Labour and the European Union and published by the Cultural Center Archè in December 2005, on the desirability of employment for people with disabilities and generally disadvantaged.

This research shows that even today there are policies to combat poverty in order to help people outside the ordinary labour market but that policies consist mainly in economic performances marked at "aid" level and logical frame with "rain" of small contributions not really facilitating the work and social inclusion.

For these reasons we tried to enhance the phenomenon of working scholarships, employment opportunities offered to people coming from the social discomfort (destitute, disabled physical and psychological, former drug addicts, immigrants, etc.), Which is proposed a path of paid employment for one year, thanks to an agreement with a company or a social cooperative willing to host and transform the internship in an employment relationship.

1.2 Employment statistics and trends (key points)

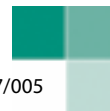
In Italy the percentage of employed disable people is 3,5%, while the percentage of people looking for a job is 0,9%, with a big disparity on the territory. Employments top rates are recorded in Bolzano (Trentino Alto Adige) with 5,7%, Umbria 5,4% and in Lombardia with 4,8%; while the worst rate is represented by Sicilia with 1,2%, followed by Liguria and Sardegna with 2,3% and 2,4% respectively.

For what concerns typologies of disability the numbers are very diversified, specifically the percentage of employed people with functional disability is 1,3%, with movement difficulty is 2,7%, while the percentage of people with seeing, hearing and speaking difficulties results very high reaching 6,4%.

Dividing the data by gender we notice a strong gap; in fact male disable people employed are 6,8%(vs. no disable men: 61,0%), while for women, the percentage decreases to 1,8% (vs. no disable women: 37,5%).

The age range with the biggest percentage of employed disable people goes from 15 to 44 years, with a 18,4% (22,3% men, 13,9% women), then the range from 45 to 64 with a 17,0% (24,6% men, 10,4 women) and finally up of 65 years with 0,5% (0,9% men , 0,3% women).

These data have been collected and elaborated into the project "Sistema di Informazione Statistica sulla Disabilità", promoted by "Ministero della Solidarietà Sociale" (Ministry of Welfare) in 2005 and realized by ISTAT (The National Institute of Statistics); we must keep in mind that in this work all the people living into care centre have been excluded in counting percentages.



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It should be noted the important data as the profound change occurred with the entry into force of Law N° 68 of March 12, 1999, especially in southern Italy regions. The high increase of new subscribers in the lists of provincial placement showed the positive expectations of people with disabilities in respect of this new law. In 2001 there were 110,715 new subscribers, equal to 46% of total subscribers; The higher numbers in 2002 have been recorded in Campania and Sicily with respectively 30,925 and 27,595 more people.

The table below summarises the data collected through the first report to Parliament on the implementation at 2001 year of Law 68/1999, and research about the same law promoted by the Ministry of Labour and Social Policies on 2003.

	31-12-2000	31-12-2001	31-12-2002
Basilicata	5.299	5.947	6.412
Calabria	11.227	13.443	14.333
Campania	28.521	36.931	30.925
Molise	2.778	2.832	3.230
Puglia	21.897	24.476	25.930
Sicilia	25.217	27.086	27.595
Total	95.490	110.715	108.425

With regard to provincial data, the province that during the same period has seen the largest number of new subscribers is Naples (16,245), followed by Palermo (15,957), while those with the lowest number of new subscribers is Taranto (74) , followed by Enna (267).

The same research sources reveal how following the introduction of this new law increased the number of employees, especially in regions of southern Italy, although the full enforcement is still difficult.

The data collected (see below) show a growth between 2000 and 2001 around 14.6%, which has stabilised in 2002 with a slight decrease of 6.8% compared to 2001.

<u>Subscribers</u>	Al 31-12-2000	Al 31-12-2001	Al 31-12-2002
Basilicata	897	404	437
Calabria	62	182	460
Campania	1.022	1.572	1.519
Molise	112	183	118
Puglia	2.255	2.584	2.679
Sicilia	622	772	894
Total	4.970	5.697	5.307

Within these same numbers it has been shown a strong discrimination in the field of women's employment of people with disabilities. Disabled women employed account for only 29.8% of all new recruits.

It confirms the heavy condition of double discrimination living in the regions of Southern Italy. In some regions, moreover, this condition is extremely heavy: it is only a woman worker on 5 employed in Calabria and Sicily on 6. The table below shows the percentage composition by gender of workers with disabilities employed (average 200-2002).

<u>Employed per Regions</u>	<i>Men</i>	<i>Women</i>
Basilicata	55,3	44,7
Calabria	81,7	18,3
Campania	69,7	30,3
Molise	63,9	36,1
Puglia	67,7	32,3
Sicilia	83,3	16,7
Total	70,2	29,8

1.3 Laws and policies (key points)

Work placement and economic autonomy are absolutely very important factors for social integration of people with disabilities. Italian law has had a significant development in that field, in fact the 68/99 Act "Norme per il diritto al lavoro dei disabili" (law for right of working disable people), promotes work placement and work integration of disable people by supporting services and aimed employment.

The 68/99 Act hasn't just represented the overtaking of the precedent law but, abandoning the charity philosophy of the 482/68 Act (legge 2 aprile 1968, n. 482 "Disciplina delle assunzioni obbligatorie presso le pubbliche amministrazioni e le aziende private"), it has structured the new rules grounding on the principle of a placement of the disable person, principle which respects the working capacities of the workers without penalizing the expectations of the employing company.

The aimed employment (art 2.) is based on five key concepts:

- 1) Orientation: having a life project, awareness of self capacities, bonds, potentialities and aptitudes; knowing work market, defining self aims both existential, social and working.
- 2) Education: having a lot of knowledge and intellectual, technical and human competences, acquired by educational processes and opportunely certified;
- 3) Experience: accruing adequate knowledge of work market by stages and internships.

- 4) Motivation: having clearness on values of work: contributing to the development of collectivity, self realization and providing to self maintenance and to the maintenance and of the people depending on us.
- 5) Responsibility: assuming the role of worker and the resulting commitments, without any discount.

The law provides that for every person with disability a diagnosis must be conducted in order to trace the social-working profile, so that the employment agency can, through the fulfilling of personal schedules, have a detailed knowledge of the work potential of the person with disability.

The system for the aimed working placement of the 68 Act is focused on people in working age with physical, psychic, sensorial, intellectual and relational disabilities, furthermore to the people with: civil disability up of 45%, working disability up of 33%, total blindness or with blindness a residual of no more than one tenth in both eyes with a correction, deafness at birth or before the speaking learning, war disability, civil disability of war and disability for service.

It's necessary to submit an enquire to the local ASL (Local Sanitary Agency) for the recognition of the disability condition; the sanitary commission will look over special examinations and interviews in order to verify the condition of the disability.

The regulation provides further methods to get into work market, such as stages and internships in companies which contribute to enrich the curriculum, making experience and acquiring new skills; moreover the students can ask their teachers to activate a project with the alternation of school and work.

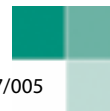
According to law Article 18, companies with more of 15 workers have to employ disable workers (from 16 to 35 workers they have to employ 1 disable person, up to 50 workers 2 and over 50 workers they have to employ a number of disable people equal to 7% of the employed workers); they have also to employ orphans, partners, survivors and same categories, as well as refugees in the measures of 1% of the employed workers. The 68/99 Act arranges for every year a fund of 31.000.000 of euro in order to: to exempt the companies from social security taxes up to 100% and up to eight years proportionally to the disability of the workers to be employed; partially reimburse the expenses for the adaptation of the work environment; finance activities aimed to support work placement of invalids. Otherwise, the provincial direction of work makes provision of sanctions (article 15) in the following measures:

- 516 euro for delayed sending of info prospectus;
- 26 euro per day of delay of info prospectus;
- 52 euro per day, for each disable worker without employment.

The amounts of the sanctions given will integrate the regional fund for the aimed placement and to finance work inclusion projects. The people responsible of public administration who do not respect the law are subject to penal sanctions.

It's possible to find information on the website of the Ministry www.welfare.gov.it; in to the local work placement centers or it's possible to ask to our own work consultant.

In the years after the introduction of the 68/99 Act, all the Italian regions had emitted regional decree laws for the work placement. Italy has recently, taken the EU Madrid Directive (2000/78/CE 27 November 2000) which establishes a general frame for the parity of treatment in occupational and working condition matter, to which the national law will be adapted as soon as possible.



1.4 Type and quality of jobs (summary)

The general principle of each placement is the achieving of the full social-working integration of the disable person in relation to productive context. It can be achieved using the residual working resources of the person: in other words the company has to charge the disable person with necessary job and at the same time suitable for his capacities, in order that the engagement will result fruitful for each other. This meeting point between market and disable working force is only possible with an employment in very gradual and calibrated way, using an accurate analysis which takes into account both the particularities of the different productive contexts on the territory, and of the characteristics of the potential disable worker.

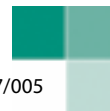
The greater number of people with disabilities is employed in tertiary sector with a percentage of 60,1% for people with a continuous limited autonomy, of 58,6% for the people with an irregular limited autonomy (vs. 63,1% of people without disabilities); industry hosts 30,3% of people with a continuous limited autonomy, the 34,8% of people with irregular limited autonomy (vs. 32,0% of people without any disability); finally the percentages of the agricultural sector are respectively of 9,6 % and 6,5% (vs. 4,8% of people without disabilities). Most of the disable employed people has got a subordinate job (percentages which vary from 68,5% to 73,1%, depending on disability typology) with a long life contract (percentages which oscillate between 61,1% and 65,1%, depending on disability typology). Initially a phase of trial or evaluation is considered, a phase which doesn't represent a bond to the choice of definitively engage in the specific context, in order to evaluate as well with attention the existence of the prerequisites necessary to the job integration and to actuate awaking actions.

The entire process is articulated in three principal phases:

- 1) The first step is represented by the "path of orientation/approaching to the special professional education", which expects that near the conclusion of school cycle, the scholar could experiment alternating moments among school, professional education and job. The path has the variable length within a year and it can be experimented for a maximum of two years.
- 2) The second step, more compelling and binding for the disable and the company, is the so called "P.I.I.L.", a road of an educational internship which provides, like the orientation, a support tutor beside the trainee. In this phase a typology of company suitable for the engagement can be chosen. It lasts about an educational year and the experience can last up to two years.
- 3) The third and last phase, which can come if the scholar has done the road according to the expected goals, is the "taking to the job integration". The percentages of the employed people among disable people who work full time vary between 84,8% and 87,8% (vs. 91,6% not disable), while for what concerns the part time job the percentages go from 12,2% to 15,1% (vs. 8,4% not disable).

For what concerns the percentages of unemployed disable people, these oscillate from 39,8% and 42,3% for men (vs. 33,8% for men without disabilities) and from 57,3% to 60,2% for the women with disabilities (vs. the 66,2% for women without disabilities).

The data above are the most upload and they refer to a statistical survey of ISTAT done in 2002 on people between 15 and 64 years old.



PART TWO: SPECIFIC EXAMPLES

2.1 Reasonable accommodation in the workplace

According to Italian law, all public places or private ones with public access must be accessible and without any kind of obstacle for disabled people, all these rules are into n.13 Act of 1989 “technical prescriptions....” For what concerns the adaptation of the working places, the 68/99 Act fixes that the company, following engagement of a person with a specific disability, applies ad hoc adjustments in order to allow the full working placement. Besides the 68/99 Act provides a person with disability can ask the local municipality an assistance service on the place of work, according to the disposal budget. Furthermore the same law regulates all that concerns transfer service, which allow the disabled person to get to the job place; all that through private and public means already available on the territory (i.e. public transport companies), or by a proper service provided by local administrations (regions, provinces, municipalities) with special annual projects.

2.2 Other activation policies

An important action to support the employment of people with disabilities is represented by institution of fellowships or internships; these are useful in order to experiment, for a limited period of time, the work relationship with the disabled person. This is usually aimed to the engagement, in order to have time to adjust the job environment, both in physical way, time table and mansions.

2.3 One example of best practice

On the Italian territory, it's possible to find very positive experiences of work inclusion; a positive note is the introduction of “job desks” which offer assistance to people with disabilities.

A good practice example is represented by “Handylavoro” financed by the Province of Salerno, situated in Eboli municipality (Regione Campania).

This is coordinated by a person with disability and it has the task to direct, to accompany, and to support, with legal, psychological and technical consultancies (i.e. writing a curriculum vitae, looking for announcements, etc.), people with disabilities looking for a more autonomous life through a job.

In two years of activities, the same desk has assisted about 6000 people. Twenty people have found a long term job.

PART THREE: SUMMARY INFORMATION

3.1 Conclusions and recommendations (summary)

Since 1999 the working job and the philosophy at the base of disabled people job inclusion has undergone into a revolution. With the introduction of the concept of “project life”, the person with disability can have his own plan since his birth, a plan which starts from residual skills, according to the classification of ICF, in order to achieve important goals in various life parts (work, scholastic, sentimental, etc.).

The path has been traced, the wished aim is to achieve autonomous life as much as possible, in order that the person with disability do not represents just an expense for society but a



source of productive value inside the community, in order that the birth of a baby with disability will be welcomed with the same joy of others babies birth.

3.2 References

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