



# PROFESSIONAL INCLUSION FOR PERSONS WITH DISABILITY

Inclusive labour markets: a support service for persons with disabilities to match their skills with employment opportunities

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# summary



- **LIGA Foundation**
- **OED - job operation for persons with disability**
  - Main challenges
  - Our mission
  - Our action
  - Cases

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# LIGA Foundation



- ▶ In 1956, the LIGA Foundation was born with the aim of supporting persons with physical disability and their families
- ▶ It defines as a guideline for the intervention, seeking to respond to the needs and interests of each client in their circumstances, and currently covers about 1,600 persons/year, with conditionings of their physical, social and/or cultural functionality and is materialized in comprehensive programs/services , in the areas of Research, Early Intervention in Childhood, (Re)Habilitation, Professional Training and Employability
- ▶ OED - answer to employability



## OED – job operation for persons with disability

- It is a protocol (created in 1990), between Lisbon City Council, portuguese Institute of Employment and the LIGA Foundation
- OED supports the integration of persons with disability, in the labor market

# some indicators on persons with disability

(in Report “People with Disability in Portugal – Human Rights Indicators 2020” by The Observatory for Disability and Human Rights)



- ▶ Poverty or social exclusion rate of **32.6%** (2018)
- ▶ **School dropout** rate of 32% (2018)
- ▶ Unemployment rate is **3 times higher**
- ▶ They **represent only 0.55%** of the total human resources of private sector companies with more than 10 workers (2018)

# hiring incentives

Employment **Quota System** for persons with disability

**Reduction in the contribution rate for Social Security** – from 20% for incapacity, reduction to 11.9%

**IEFP** - Portuguese Institute of Employment

Adaptation of workstations and elimination of architectural barriers;  
Supported employment contract; Support products financing; Insertion internship; Inclusive Employer Entity Brand; Sustainable Employment Commitment

# main challenges

## Persons with disability

- less opportunities
- more dependence
- lower qualifications and training

## Companies / Employers

- lack of knowledge
- insecurity
- insufficient preparation of human resources
- culture of diversity and inclusion

## Society

- paternalistic
- devaluation of the contribution of persons with disability

# our mission

- ▶ Support the professional integration of persons with disability, contributing for an increase of their employability in several professional areas.
- ▶ Inform companies about the professional skills of persons with disability.
- ▶ Team:

Coordinator 1

Prospecting 2

Psychosocial Intervention 3

Communication and Marketing 1

Functional Assessment 1

Administrative Services 1

## our action



## Persons with disability

- individualized support (interests, motivation, reasonable adaptations needed)
- functional assessment
- training actions, promoting self-knowledge and confidence
- targeted job prospecting
- job matching (compatibility between the candidate and the needs of the employer)
- post placement follow-up

# our action

## Employers

- guidance for an inclusive recruitment and selection process
- assessment and analysis of necessary adaptations for the integration of candidates (acquisition or alteration of equipment, definition of functions, organization of work)
- monitoring in the recruitment and placement process: pre-selection of candidates, monitoring in interviews, support in applying for employment incentives, employee awareness, onboarding
- post placement follow-up



## our action



## Society

- sharing good practices
- participation in seminars and conferences
- dissemination of content on social networks
- giving a voice to people with disability

## OED results (average of the last 3 years)



- ▶ **90%** of the people we support have successfully fulfilled their employment contract
- ▶ 66% of job offers resulted in hires
- ▶ 62% of the people we support, who did job interviews recruited with OED support, were hired
- ▶ **57%** of companies repeat hires with OED support

## Manuel

- ▶ Hearing disability (deaf)
- ▶ Graduation degree
- ▶ Professional experience: store operator, stocker, warehouse worker and factory operator (temporary and precarious work)
- ▶ Soft Skills: persistent, ability to learn and adapt, availability and friendliness
- ▶ Opportunity: manufacturing operator in an ice cream company
- ▶ Hiring: Warehouse Manager

## Machel

- ▶ Multidisability: visual, hearing, organic (renal transplant)
- ▶ Accounting and Management Technical course
- ▶ Professional experience: radio journalist and project coordinator at an NGO (Angola); unskilled laborer and production assistant (Portugal). Temporary jobs.
- ▶ Soft Skills: resilience, positivity, commitment, friendliness and availability
- ▶ Hiring: store replenisher in a supermarket



## Aianura

- ▶ Musculoskeletal disability (dwarfism)
- ▶ Graduation degree in Social Education; Post-Graduation in Human Resources
- ▶ Professional Experience: No experience
- ▶ Soft Skills: Proactive, dynamic, friendly, "fearless"
- ▶ Opportunity: cashier in a supermarket
- ▶ Hiring: cashier
- ▶ Career Development: Human Resources administrative at El Corte Inglés (ECI)
- ▶ Present job: Human Resources administrative

# testimonials



**Aianura Biague** (Administrative in HR Department)

"OED helped me in achieving my financial independence. Without it I wouldn't be able to get my job, which I am very happy to be part of at El Corte Inglés.

OED took care to decipher my profile in terms of skills, objectivity, and behavior in order to propose my joining.

I am very grateful to OED not only because it helped me get a job but also because it has always been by my side following my professional and personal evolution.

OED will always be very important to me.

Thank you, OED!"

**Paula Lobinho** Diversity | Inclusion | Institutional Partnerships, ECI

"Talking about Aianura is very easy; she belongs to the kind of employees that any company wants to have. She is a smart, uncomplicated, easy-going, easy-relationship woman with a great capacity for work and is solution-oriented rather than problem-oriented."

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# testimonials



**Machel Rocha** (store replenisher in a supermarket)

It has been many years since I have felt so proud to see the company's recognition.

I must say that this job has given me motivation for life, it has brought me back my dignity, because in the last 6 months I have been able to pay for the schools of my 4 children, something I have never done before in my life! Including the university of my first child. And I intend to do this every month while I am working.

I also intend to get a more dignified house to live in, thus abandoning the tiny room in the pension where I have lived for 12 years and with God's help, I can reunite my family, wife and daughters who are in Angola.

I wish a lot of health, peace, harmony and I renew my eternal gratitude to the OED's COMPETENT TEAM for the merciful and resolute support in the search for the work that today has made possible the rescue of my DIGNITY. Thank you.

## **DIA Portugal Supermarkets**

Machel is committed, friendly to the clients, does an impeccable job, always arrives ahead of schedule, helps the team a lot, is very willing and responsible, and is an asset without a doubt. I also talked to a co-worker who told me that Machel is a great colleague and that he helps them a lot.

I stayed in the store for some time observing Machel working and he seemed to be organized, within the rhythm of the work, he showed care in the arrangement of the products and the cleanliness of the space. I also observed Machel responding to a customer's request and clarifying the price of a product and doing it in English.

An model worker!

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EVERYONE IS VALUE, EVERYONE CONTRIBUTES,  
EVERYONE MATTERS,  
EVERYONE CAN MAKE A DIFFERENCE!

# "There's place for difference"

"Existe lugar para a diferença"

# Thank you



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