

Employment and Disability

Portugal's Case Study

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Introduction

People with Disabilities in Portugal

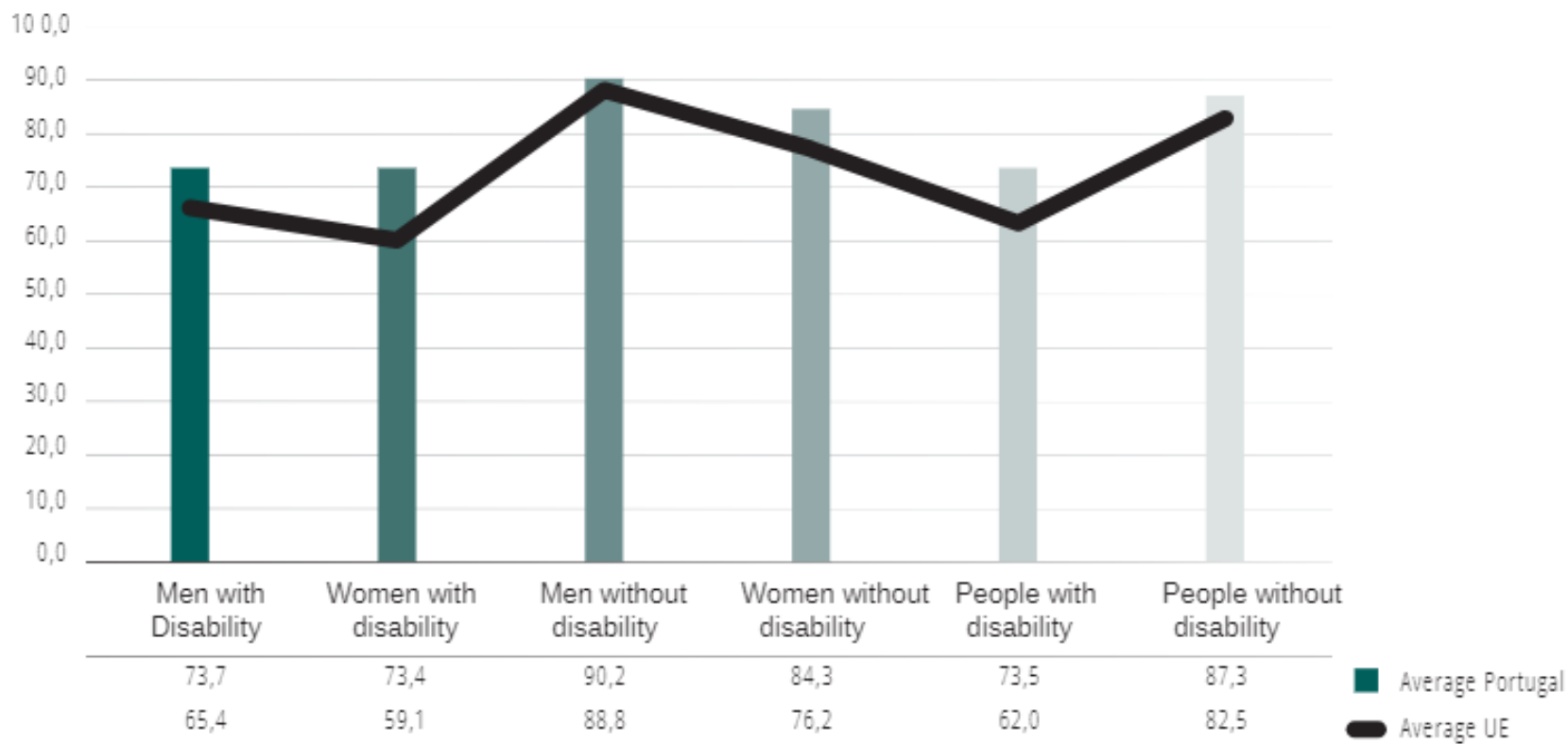
- ▶ According to the Census of 2021, the total prevalence of disability in the population with 5 or more years is about 10,9% ([INE, 2022](#)).
- ▶ The poverty or social exclusion rate for people with disabilities is 26.4% ([INE, 2022](#)).
- ▶ Between 2015 and 2020, inequality in the school dropout rate between young people with and without disabilities in Portugal increased in the 18 to 24 age group (+6.4 p.p.) ([ODDH, 2023](#)).



Introduction

Employment of People With Disabilities in Portugal

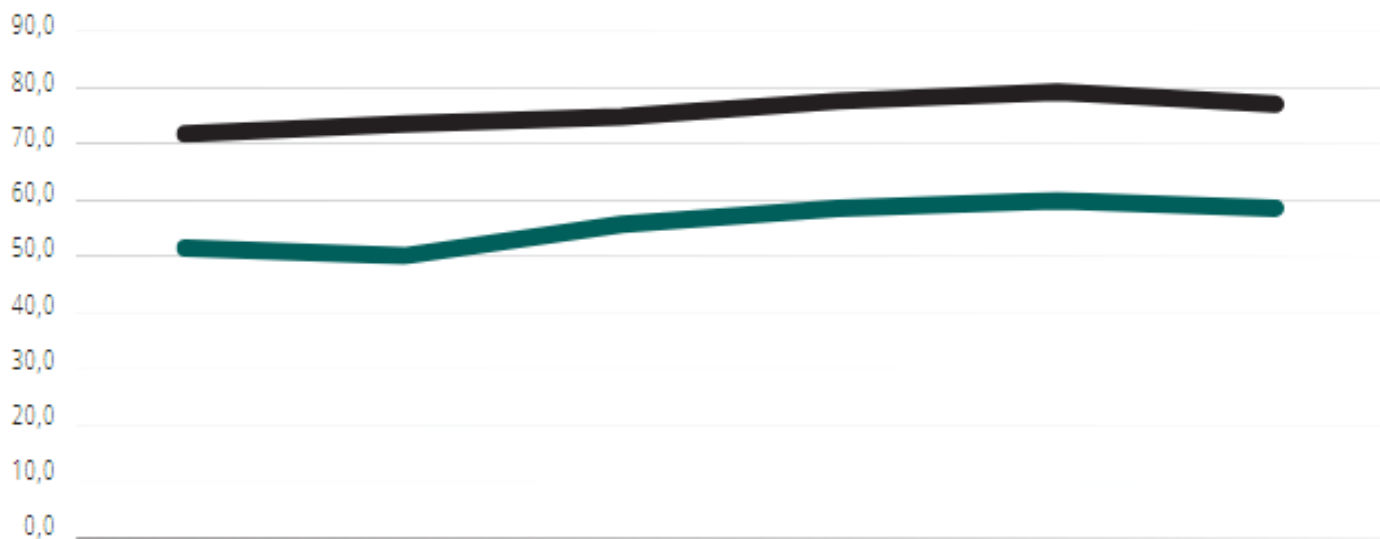
Activity rate, by gender and disability rate, 2020 (20-64 years; average PT and EU; %)



Introduction

Employment of People With Disabilities in Portugal

Employment rate evolution, by disability, 2015-2020 (20-64 years; average in Portugal; %)



2015	2016	2017	2018	2019	2020
51,1	50,5	56,1	58,4	59,8	58,7
71,5	73,2	75,0	77,4	79,1	76,9

● People with disabilities
● People without disabilities

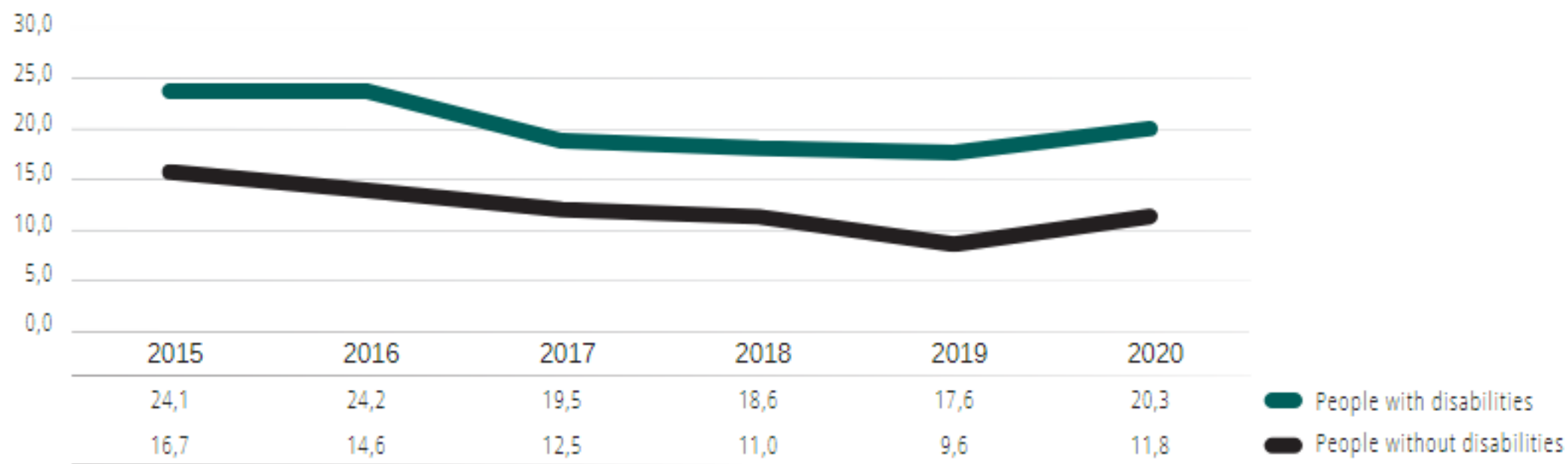
Fontes: EU-SILC 2020 – versão abril de 2022 (e bases de dados anteriores). *Country report on the European Semester – Portugal – Dados processados pelos projetos Academic Network of European Disability Experts (ANED) e European Disability Expertise (EDE)*. Disponível em: <https://ec.europa.eu/social/main.jsp?catId=1540&langId=en>

Nota: Dados indicativos com base numa amostra.

Introduction

Employment of People With Disabilities in Portugal

Unemployment evolution rate, by disability, 2015-2020 (20-64 years; average in Portugal; %)



Fontes: EU-SILC 2020 – versão abril de 2022 (e bases de dados anteriores). *Country report on the European Semester – Portugal – Dados processados pelos projetos Academic Network of European*

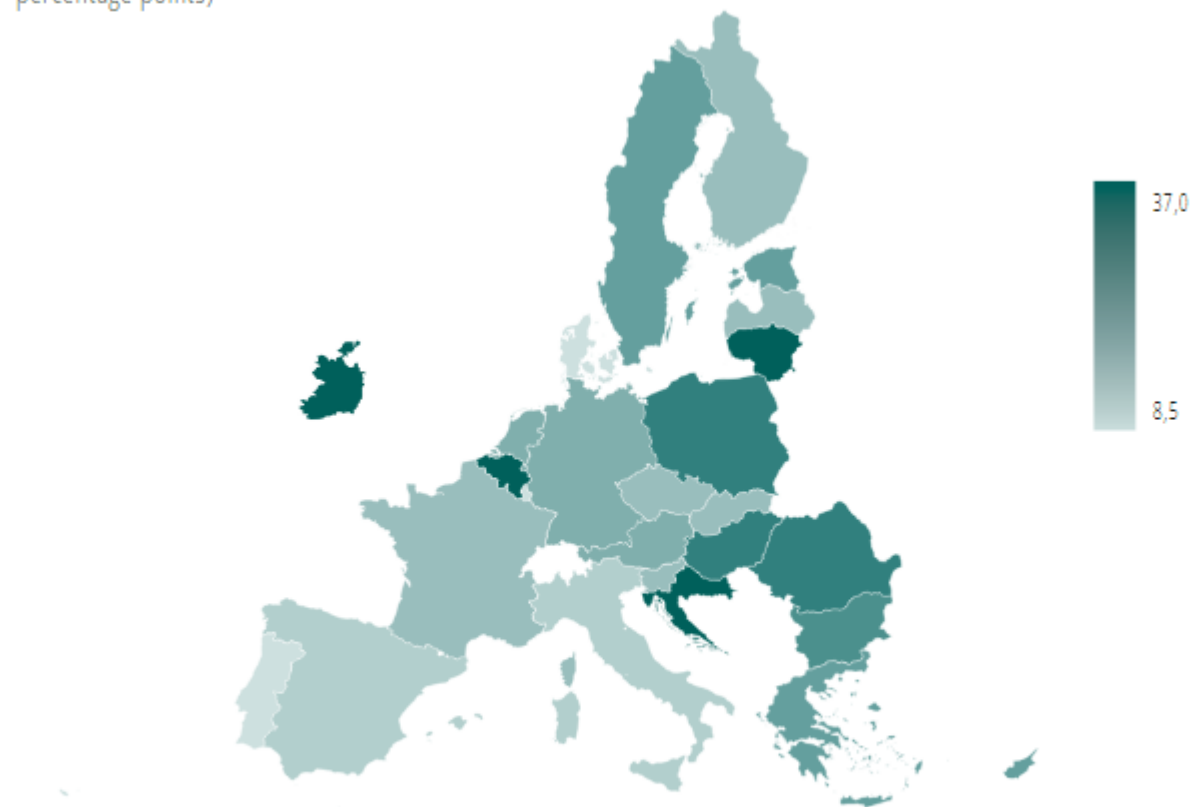
Disability Experts (ANED) e European Disability Expertise (EDE). Disponível em: <https://ec.europa.eu/social/main.jsp?catId=1540&langId=en>

Nota: Dados indicativos com base numa amostra.

Introduction

Employment of People With Disabilities in Portugal

Employment rate disparity between people with or without disabilities, 2022 (15-64 years; EU countries; percentage points)

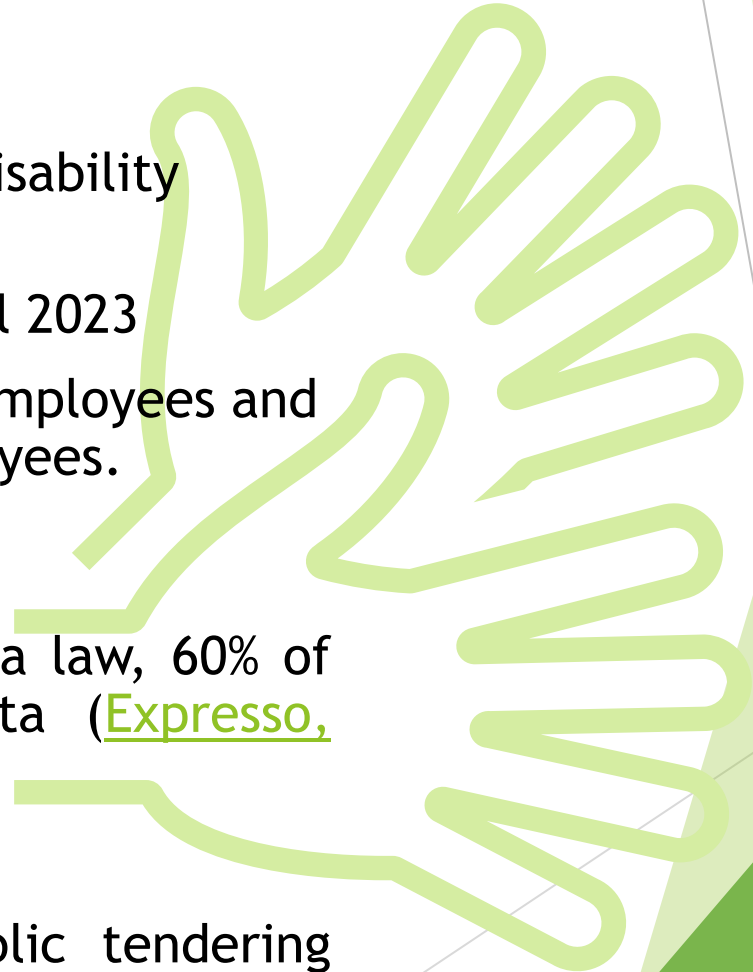


Fonte: Eurostat (2023b). *disabilities employment gap by level of activity limitation and sex*.
Disponível em: <https://ec.europa.eu/eurostat/databrowser/bookmark/ab146329-eddd-483f-971c-99dca4da8c9f?lang=en>
Nota: Situação da base de dados a 29 de setembro de 2023. Dados sujeitos a alterações.

Introduction

Employment of People With Disabilities in Portugal

- ▶ Quotas in private companies
 - ▶ Employment Quota System for people with disability above 60%
 - ▶ Started in 2019, with a transition period until 2023
 - ▶ 1% mandatory to companies with 75 to 249 employees and 2% for companies with more than 250 employees.
- ▶ 5 years past from the introduction of the quota law, 60% of companies fail to meet the mandatory quota ([Expresso, 2024](#)).
- ▶ Quotas in state - since 2001, 5% in all public tendering procedures.



Introduction

Employment of People With Disabilities in Portugal

State forms of support

- ▶ Adaptation of workstations and elimination of architectural barriers; Supported employment contract; Financing of Support products; Insertion internship; Inclusive Employer Entity Brand; Sustainable Employment Commitment.
 - ▶ Low application due to complicated and timely administrative procedures
- ▶ Reduction in the Social Security contribution rate from 23,75% to 11,9% - for entities that hire people with a degree of disability equal or greater than 20% - in all permanent contracts.



LIGA Foundation

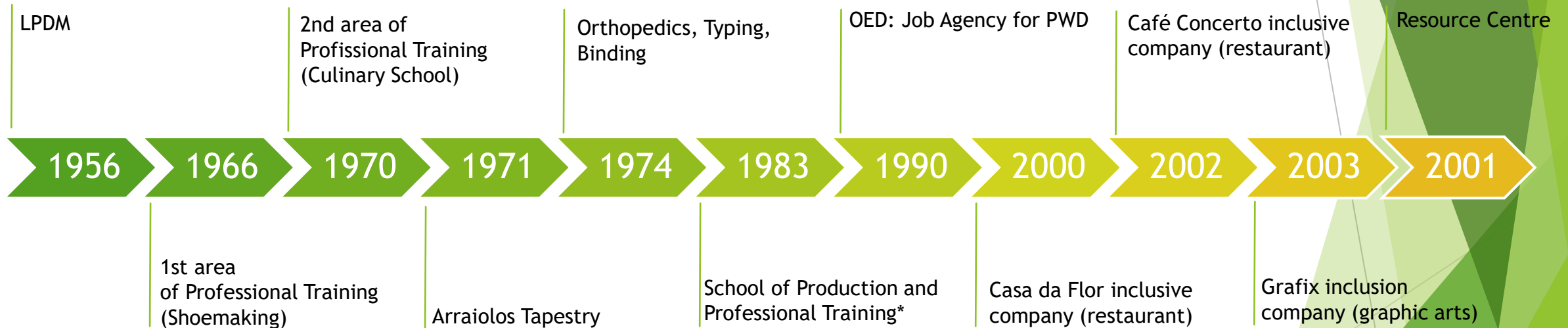
Introduction

- ▶ Established in 1956
- ▶ Intervention seeks to respond to the needs and interests of each user in their circumstances, whatever they may be
- ▶ Wide variety of services
- ▶ Age range from 0-103



LIGA Foundation

LIGA & Employment



*Arraiolos Tapestry, Kitchen, Pastry, Orthopedics, Binding/Golding, Printing, Shoemaking, gardening and Shoemakers: Training in a real work context with real production; professional training has as its ultimate objective integration into the normal job market; it was only in 1987 that the first support framework for professional training for people with disabilities existed.

Our Action

People with disabilities

- 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 disabilities.



OED

Main Results (2021-2023)

- ▶ 90% of the people we support have successfully fulfilled their employment contract
- ▶ 83% of job offers resulted in hires
- ▶ 73% of companies repeat hires with OED support
- ▶ 43% placement rate



Resource Centre

Activity

- ▶ Nationwide network of Centres
- ▶ Accredited NGO's attached to the Official Employment Centres
- ▶ 3 different services for PWD
 - ▶ Information, Evaluation and Guidance for Qualification and Employment
 - ▶ Recruitment Support
 - ▶ Post-Placement Monitoring



Employment and Disability

Main Challenges

People with Disabilities

- Less opportunities
- More dependence
- Lower qualifications and training

Employers

- Lack of knowledge
- Insecurity
- Insufficient preparation of Human Resources
- Culture of Diversity & Inclusion

Society

- Paternalistic
- Devaluation of the contribution of people with disability
- Physical barriers

Employment and Disability

Final Thoughts

- ▶ Reduce the percentage of the multipurpose medical certificate of incapacity
- ▶ Accept other forms of “certificating incapacity”
- ▶ Reduce Bureaucracy
- ▶ Keep disability on the agenda
 - ▶ UNCRPD
 - ▶ 2021-2030 European Union Strategy for rights of persons with disabilities
 - ▶ Disability employment package
 - ▶ S.H.I.F.T. guide
 - ▶ European Charter for Family Carers





THANK YOU!