



INCLUDED

WP2/A1 Executive summary of Comprehensive report

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Introduction

Promoting Inclusive Employment in the GLAM Sector through Open Innovation (INCLUDED), is a 24-month project co-funded by the Erasmus+ Programme of the European Union (EU), with 6 partner countries from Austria, Cyprus, Greece, Italy and Lithuania.

The project's overall objective is to create a mindset of equal access and non-discrimination for inclusive employment in the Galleries, Libraries, Archives and Museums (GLAM) sector for adults with disabilities. Towards this end, the intention in the INCLUDED project is to make an impact on the capacity of adult education providers for flexible and high quality learning opportunities for adults with disabilities. The reporting of this document, constitutes one of the main outputs of Work Package 2 (WP2) of the project: a comprehensive report analysing the methodological framework and the findings of the research phase from the partner countries.

The comprehensive/comparative report includes a summary of all data collected from the national reports and suggestions to move forward with the digital resources of WP3. The report concludes with a dedicated Guide for inclusive employment in the GLAM sector. The presentation and summary of the individual systems in Austria, Cyprus, Greece, Italy and Lithuania, with reference to the national country reports developed, is the starting point of the comprehensive report, in an attempt to elicit basic information into the legal framework and policies related to inclusive employment for people with disabilities, especially Autism Spectrum Disorders (ASDs) in the labour market at large and in particular in the Galleries, Libraries, Archives, Museums (GLAM) sector. At the same time, the general explanations serve as a basis for understanding the examples of good practice listed.



Methodology

A distinct methodology like the open innovation paradigm, facilitates the smooth delivery of the project, and enhance to the maximum its potential to be impactful during and beyond the project lifecycle. The aim of the comprehensive report is to serve as a basis for the first phase of the envisaged project process, involving the preliminary analysis of identifying the situation, diagnosis and the design elements that could lead to a potential solution. We have engaged in context analysis, field-based investigation, and a literature review to determine the situation.

In particular, the comprehensive report was compiled following the below steps:

- Establishment of research guidelines for primary and secondary research. This draws on principles of design based research, as a means to engage in an intervention through prototyping solutions.
- Data collection and analysis; This data collection process gathered information that is essential to determine the requirements, gaps, and needs, for building adequate digital tools on the subject matter.
- Drafting of five national reports: The respective national reports help the partner countries gain a holistic view of the status around inclusive employment in the GLAM sector. Data for the National reports were collected by each partner through semi-structured interviews and a survey questionnaire. The following section details the primary data collection.
- Review and analysis of five national research reports
- Drafting of a comparative study



PART 1: SYSTEMATIC LITERATURE REVIEW

Defining disabilities

An estimated 1.3 billion people – about 16% of the global population, or 1 in 6 of us – currently experience significant disability. This number is increasing due in part to population ageing and an increase in the prevalence of noncommunicable diseases (WHO, 2023). As already stated, there is a level of complexity in the term disability, as it is an evolving and multi-dimensional concept. Disability is the umbrella term for impairments, activity limitations and participation restrictions, referring to the negative aspects of the interaction between an individual (with a health condition) and that individual's contextual factors (environmental and personal factors) (WHO, 2011).

Article 27 of the United Nations Convention on the Rights of Persons with Disabilities (CRPD, 2015) says that “States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realisation of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia: (...)”.



PART 1: SYSTEMATIC LITERATURE REVIEW

Inclusive employment

When discussing inclusive employment, the concept implies having a job an individual chooses themselves in a place where:

- People with disabilities and people without disabilities work together and are treated as equals.
 - Everyone gets the support they need to do their job.
 - Everyone is valued and treated like they belong.
 - People with and without disabilities are paid fairly for their work and are paid equally to people without disabilities.
- By 'disability inclusive employment', we mean recruitment and workplace policies and practices which welcome and enable disabled people as applicants and employees and provide them with the same opportunities as others to secure 'decent' work (ILO, 2015) matching their aspirations and skills (Shaw, et al., 2022). The concept of inclusive employment assumes that people will be employed in 'mainstream' workplaces, not separate or segregated settings, which are contrary to the UNCRPD (UNCRPD, Article 27 and others, 2015). Welcoming people with impairments into mainstream workplaces may necessitate adapting the environment (physical, communication and attitudinal) to enable people to work effectively and comfortably.



LEGAL FRAMEWORK AND POLICIES

CRPD* and its influence and regulations

The United Nations (UN) Convention on the Rights of Persons with Disabilities (UNCRPD) was adopted in December 2006, opened for signature in March 2007, and entered into force in May 2008. The Convention signifies an explicit social development dimension, intending to 'promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity'; it also sets out a code of implementation.

The Convention is the first international, legally binding instrument setting minimum standards for rights of people with disabilities. It was also the first human rights convention to which the EU has become a party: the Council adopted the Decision for the conclusion of the Convention on 26 November 2009 and the Convention entered into force in the EU on 22 January 2011. All EU Member States have signed and ratified the Convention. A total of 24 EU Member States (all except Ireland, the Netherlands and Poland) have also signed or acceded to the Optional Protocol (UN Optional Protocol, 2006), 21 of which have ratified it (excluding Bulgaria, Czechia and Romania). The core elements of the Convention were reflected in the European Disability Strategy 2010-20 (European Disability Strategy, 2010).

*CRPD: Convention on the Rights of Persons with Disabilities



LEGAL FRAMEWORK AND POLICIES

Partner countries - findings

Austria

In Austria, the main challenge is that disability politics and policies are still perceived and implemented as an add-on and not as a cross-cutting policy issue. The provisions of the UN CRPD and the recommendations of its Committee are taken implemented only to a certain extent (if at all). Consequently, persons with disabilities face continuing challenges in comparison to other persons in Austrian society, which may become even more problematic in the COVID-19 context.

Implementation of the key points for the next Austrian National Action Plan Disability 2022-2030, are highly relevant to the European Semester in 2021 (for example in relation to employment, social inclusion and education). Without financial resources, coordination and clear responsibilities, indicators and systematic data collection, policies with positive potential will not be realised.



LEGAL FRAMEWORK AND POLICIES

Partner countries - findings

Cyprus

In the island of Cyprus, the Department for Social Inclusion of Persons with Disabilities has been established as from 1.1.2009, according to the Ministers' Council Decision n. 66.763 dated 6.2.2008, as a new Department of the Ministry and Social Insurance (Republic of Cyprus, Deputy Ministry of Social Welfare, 2023).

The mission of the Department: To promote social protection, social inclusion and employment of persons with disabilities. The vision of the Department: To improve the quality of life of persons with disabilities, through the formulation and implementation of such reforms, that will create new prospects for social inclusion.



LEGAL FRAMEWORK AND POLICIES

Partner countries - findings

Lithuania

In Lithuania there exists The Labour Code of the Republic of Lithuania, primarily governed by the Law on Equal Opportunities for Disabled Persons (Įstatymas dėl galimybių asmenims su negalia). The law aims to ensure equal rights, non-discrimination, and full participation of people with disabilities in all areas of life, including employment. Notably, there is Article 26. Employee Gender Equality and Non-Discrimination on Other Grounds. This article also defines the equal rights of people with disabilities and forbids discrimination in employment procedures.

There is provision and emphasis on the employment of disabled people and their employment support. Special measures for the integration of the disabled into the labour market are provided for in the Law on Social Enterprises. In order to integrate the disabled into the open labour market, and there is the Employment Support Law which provides active labour market policy measures.



LEGAL FRAMEWORK AND POLICIES

Partner countries - findings

Italy

Since the 1990s, Italy has started a process of revision and implementation of the norms granting special protections to persons with disabilities. From the end of the 1990s, Italy has also started a process of revision of the laws concerned with the occupation of persons with disabilities. Law 68/1999 focuses explicitly on job placement and work integration of persons with disabilities while ensuring the respect of their abilities and attitudes.

Modifying Law 104/1992, Law 68/1999 extends special protection to persons with mental illnesses (who were not covered by previous legislation), and establishes a specifically targeted job-placement service (collocamento mirato in Italian) to be implemented by each Region in the placement centers present in every province.



LEGAL FRAMEWORK AND POLICIES

Partner countries - findings

Greece

Regarding legislation, cornerstones of the regulatory framework for the treatment of people with disabilities in the workplace are two Constitutional provisions found in Article 4 and Article 25 of the Constitution of Greece. The first enshrines the principle of equality and the second the principle of the social rule of law.

The legal framework and policies around inclusive employment for people with disabilities are primarily governed by Law 4483/2017, which establishes measures for the integration of people with disabilities into the labour market. Moreover, Law 4488/2017, also known as the 'Accessibility and Employment of People with Disabilities' law, sets out provisions to promote the employment of people with disabilities in the public and private sectors, including the GLAM sector.



LEGAL FRAMEWORK AND POLICIES

Social and labour market policy for people with disabilities

Many nations have laws against discrimination based on disability in order to address issues with the labour market and promote employment of persons with disabilities. It is anticipated that upholding anti-discrimination legislation will increase access to the formal economy and have broader social advantages. Participation in the labour market, which fosters social inclusion, is a key determinant for integration into society.

In addition to making a contribution to society, employment opens the door to independence and provides a chance to get social security benefits. Only 50.8% of persons with disabilities in the European Union are employed, according to data from the European Disability Forum (EDF), in sharp contrast to the 74.8% of people without impairments.



LEGAL FRAMEWORK AND POLICIES

Social and labour market policy for people with disabilities

Austria

Data from EU-SILC show that in Austria, the employment rate for people with disabilities was 56.5% in 2018, compared to 77.5% for non-disabled people and 5.8 points higher than the EU27 average. Austria has a larger proportion of people with impairments than the average EU27 country, according to EU SILC data (people reporting activities).

Cyprus

Data from EU-SILC show that the employment rate for people with disabilities in Cyprus was 49.7% in 2018, which is about -1.1 points lower than the EU27 average and results in an estimated disability employment gap of about 25 percentage points.

Lithuania

Despite improvements in the overall circumstances, the key issues and concerns with the disability situation in Lithuania persisted in 2020 (European Semester 2020-2021 country fiche on disability - Lithuania). According to data from the EU-SILC, the employment rate for people with disabilities in Lithuania was 49.8% in 2018, compared to 80.3% for non-disabled people. This is one point lower than the average for the EU27, but it still results in a significant disability employment gap of about 31 percentage points



LEGAL FRAMEWORK AND POLICIES

Social and labour market policy for people with disabilities

Italy

The structure of the Italian welfare system has a significant impact on the position of people with disabilities in that country. Due to the large number of entities responsible for planning and carrying out welfare interventions, this system is now very fragmented.

Data from EU-SILC show that the employment rate for people with disabilities in Italy was 51.9% in 2018, which is 1.1 percentage points higher than the EU27 average and results in an estimated disability employment gap of about 15 percentage points (EU27 average gap: 24.2, see Tables 19-21). This is in contrast to the country's 67.1% employment rate for non-disabled people.

Greece

Despite declining in 2018, the employment rate for disabled individuals in Greece remained among the lowest in the EU, despite a slightly better overall state of the labor market. High rates of long-term unemployment exacerbate disability disparity, which also affects female and youth unemployment, all of which continue to be difficult issues.

Data collected by EU-SILC (2018) indicate an employment rate for people with disabilities in Greece of 31.1% compared to 60.7% for other people and approximately 19.7% below the EU27 average, resulting in an estimated disability employment gap of approximately 30% (EU27 average gap 24.2%).



LEGAL FRAMEWORK AND POLICIES

Practices and institutional policies

This comparative report looks specifically into the current status quo in regards to inclusive employment for persons with disabilities, in the GLAM sector.

The vast majority of the professionals working in the GLAM sector are drawn from educated, middle class backgrounds when considering the variety of those working there (with a few exceptions to the rule around the world). Additionally, the industry tends to employ significantly more white people in Europe and the US than black, Asian, and minority ethnic backgrounds.

Whereas numerous good practices were reported in the partner countries for inclusion of disabled people, no significant initiatives were reported in regards to the GLAM sector specifically across the partner countries. Where existent, practices and institutional policies primary focus on accessibility of persons with disabilities in GLAM institutions, and emphasize issues of physical access.

Regardless, several associations and projects were reported which focus on persons with disabilities and which promote cultural actions or awareness and inclusion opportunities for disabled persons in the job market in general.



PART II: PRIMARY RESEARCH

16% of the world's population is made up of people with disabilities. In other terms, there are more than 1.3 billion people worldwide who have a disability (WHO, 2023). More than 100 million people with impairments live in Europe and in the upcoming years, the population will rise to more than 120 million as predicted by demographic trends. The comprehensive report provided only a glimpse into the current status around inclusive employment in the partner countries, drawing on the experience, perceptions and stories of GLAM professionals and persons with disabilities.

The case studies presented in this section exemplify the need for systematic recruitment procedures and job integration processes for persons with disabilities in the labour market and specifically to the GLAM sector. Whereas the legislation and incentives for pursuing inclusive employment processes exists, in practice, persons with disabilities are for the majority excluded from pursuing meaningful and full time job opportunities.

The questionnaire survey enquired into specific institutional practices and policies for inclusive employment in the GLAM sector. It was evident from the survey that GLAM professionals are aware of the existing legislation and that in many cases there are institutional policies in place for recruiting persons with disabilities, but the actual practice and processes are lacking. It was evident that it is important for taking a step forward in regards to inclusive recruitment and integration, to have appropriate training of HR professionals, provide with training to adults with disabilities and GLAM staff at large, whereas it was suggested that specific funding and incentives which would be communicated better to institutions, could likely make a difference towards a more inclusive GLAM sector.

The Covid-19 outbreak has resulted in legislative agenda delays, agenda revisions, and calendar adjustments for the agreed-upon deliverables. The pandemic has served as a reminder that we must work together to find answers to the many problems facing the world today. More cooperation and solidarity are required now more than ever to assure a future of economic and social progress for all Europeans. These principles are the foundation of the social economy and are the only way we can successfully overcome this crisis. In order to protect everyone, uphold democracy, and work toward a diverse economy, solidarity must be at the heart of the crisis response.



PART III: GUIDE ON INCLUSIVE EMPLOYMENT

Inclusive recruitment in the GLAM sector is not a matter of missing financial and non-financial supporting instruments. It's a matter of missing willingness in the GLAM institutions themselves to hire persons with disabilities.

There is still a massive need for awareness raising and especially training for all involved parties. Besides improved education and training, modern digital technology plays a crucial role in supporting people with disabilities on their way into the labour market. Modern ICT supports people with all kinds of disabilities and are a must for almost all job profiles (World disability report pp. 183). Also the GLAM sector is rapidly changing towards being digital and accessible.

Therefore, the trainings developed in the INCLUDED-project should focus on digital literacy and communication in the digital era to create an environment which allows more inclusion and diversity in the European GLAM sector.



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