

ASSOCIATION  
FOR SUPPORTED  
EMPLOYMENT  
EUROPE

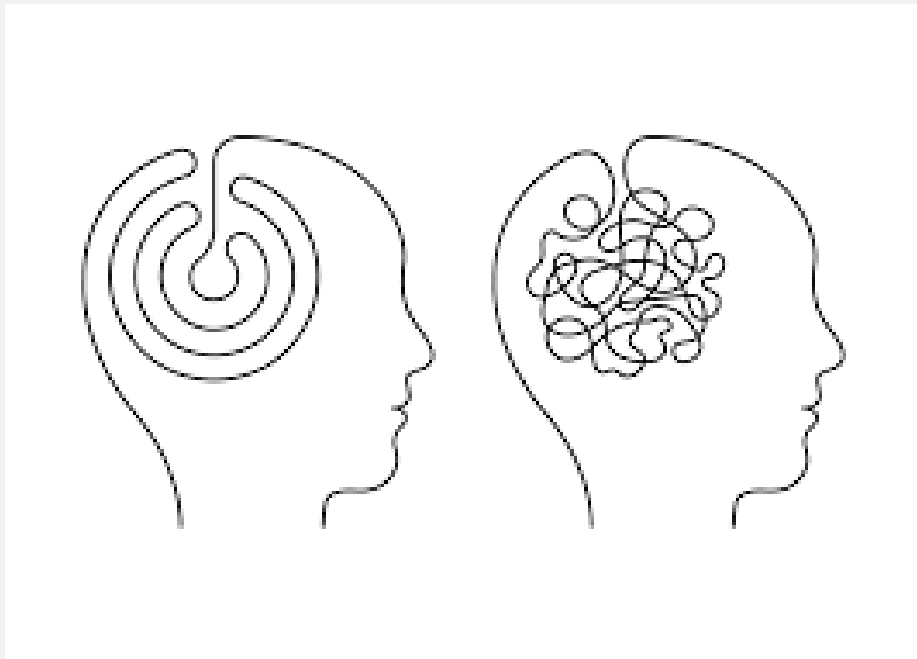


# Supported employment seen from a human rights approach

Karen Warson - 24 September 2024

Slovenian Rehabilitation Days

# Dublin 2013



# Why is having a paid job so important?

- ▶ **Work gives us a sense of purpose and self-worth.**
  - ▶ Our skills and talents are utilised,
  - ▶ our contribution to society
  - ▶ To feel that we matter.
  - ▶ When people work, they feel better about themselves and their place in the world.
- ▶ **A paid job is the key to economic security.**

# Why is having a paid job so important?

- ▶ In addition, work is a source of **social inclusion and community**.

It brings people together, creates networks and strengthens ties between individuals and communities.

- ▶ It is also a matter of **social justice**.

Everyone deserves equal opportunities in life, work contributes to these equal opportunities, and everyone has the right to access them within their means.

# Supported employment contributes to the inclusion of people in society

Because it offers

- ▶ the chance of a paid job in the regular circuit and
- ▶ with the support a person needs
- ▶ With the support their work environment (employer, colleagues) needs
- ▶ For as long and as much as necessary

AND the person = the expert of his life and dreams

# SE contributes to the inclusion of people in society because of the 2 client approach

SE acknowledges that employers are key as they provide the jobs

- ▶ equal attention to his needs and requirements.
- ▶ most employers are really open to profiles of all kinds
- ▶ and are willing to make an effort to get skilled employees.

# Applicability of Supported Employment

- ▶ Build on a vision, principles and values; it's not only a methodology
- ▶ across national borders, regardless of the role of the PES (or legislation)
- ▶ proven good results, evidence based

# Supported employment - definition

“The provision of support to people with disabilities or other disadvantaged groups to secure and maintain paid employment in the open labour market”

*European Union of Supported Employment 2005*



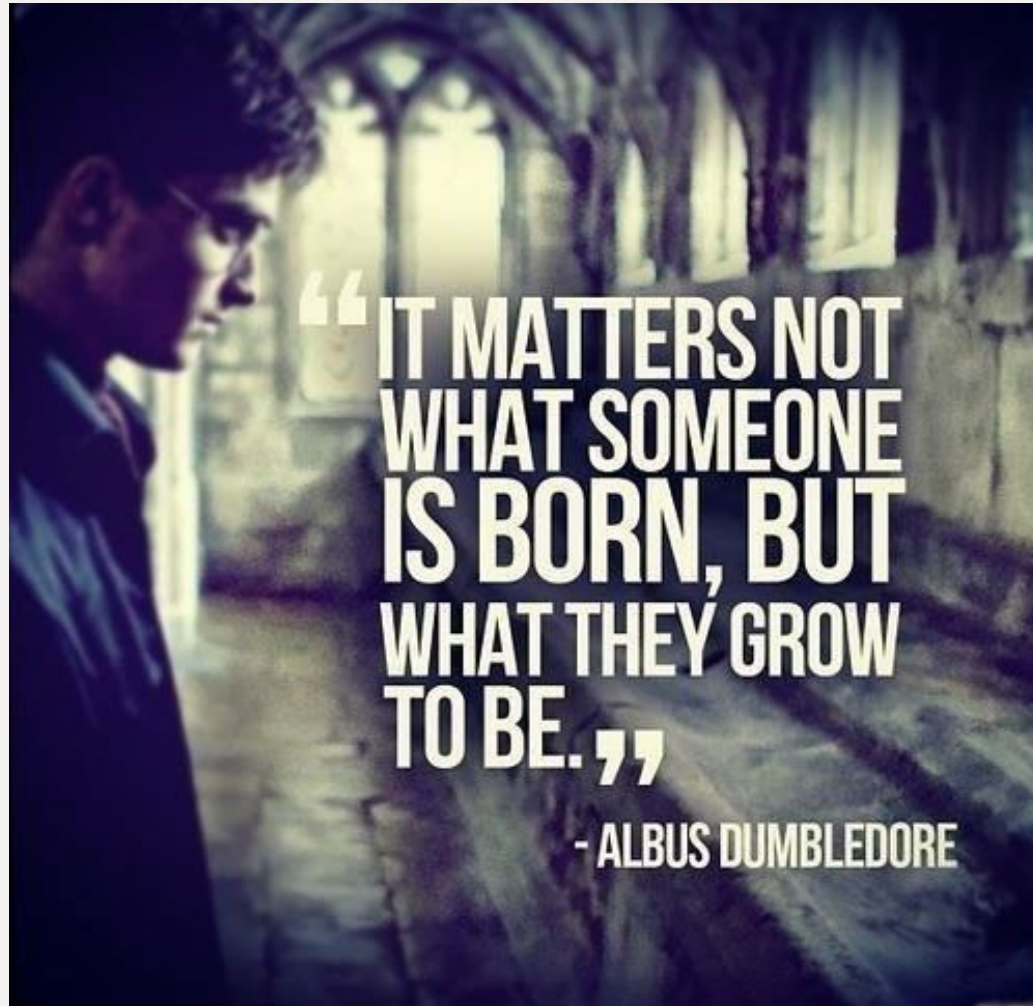
A vision... that starts with dreams, strengths,  
talents & “*can do*”

IF YOU CAN  
**DREAM** IT,  
YOU CAN  
**DO** IT.

-WALT DISNEY



A vision... that starts with dreams, strengths, talents & “*can do*”



A vision... that starts with dreams, strengths, talents & “can do”



# Vision of Supported employment =

Walt Disney



+ Albus Perkamentus



+ Pippi Langkous

# Values & Principles

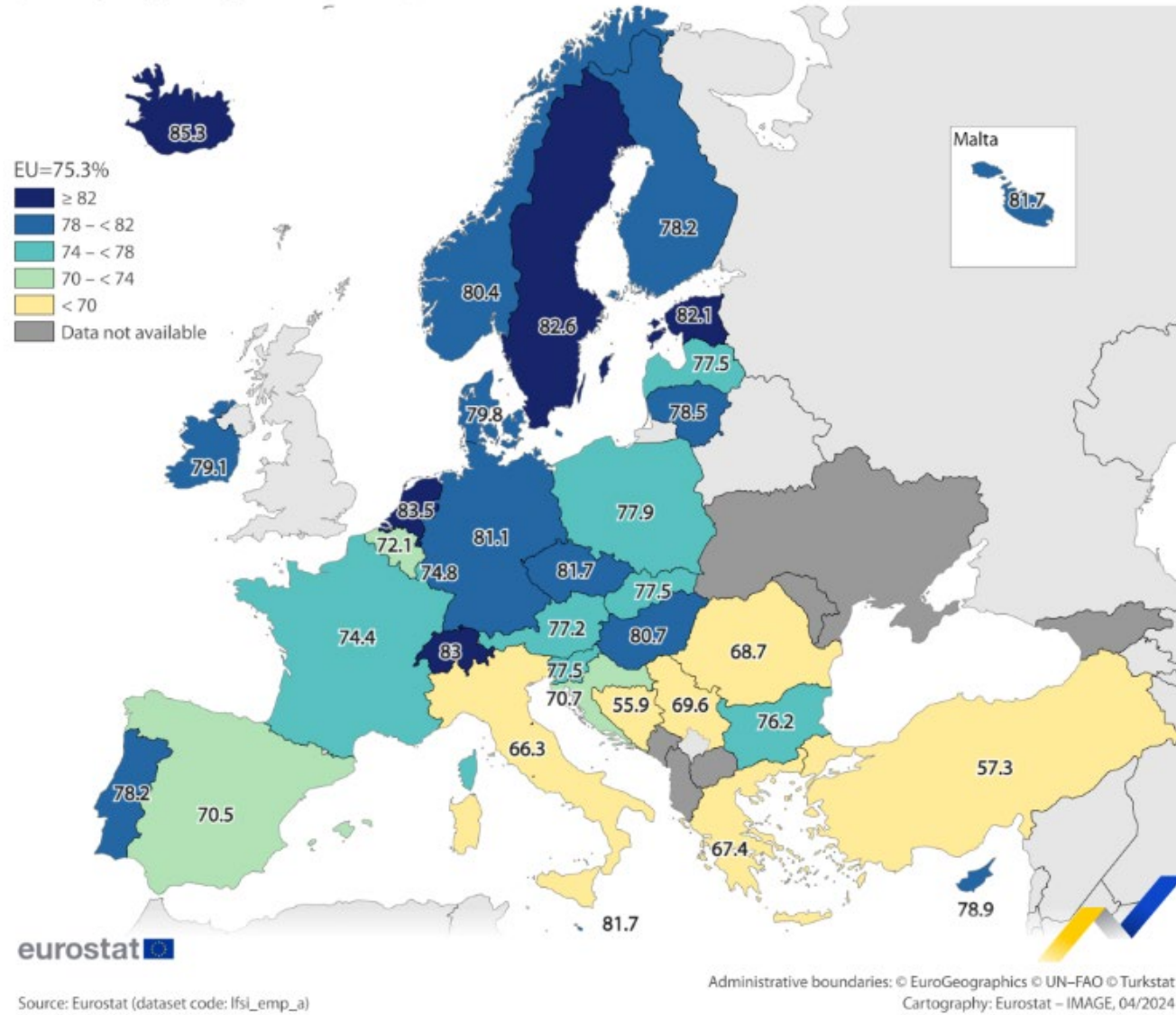
**With people,  
... not about them**

- ▶ **Train - place - maintain - progress**
- ▶ Person centered
- ▶ Respect for their choices & offer choices
- ▶ Respect for each contribution to society
- ▶ Trust

# State of play in Europe and Flanders

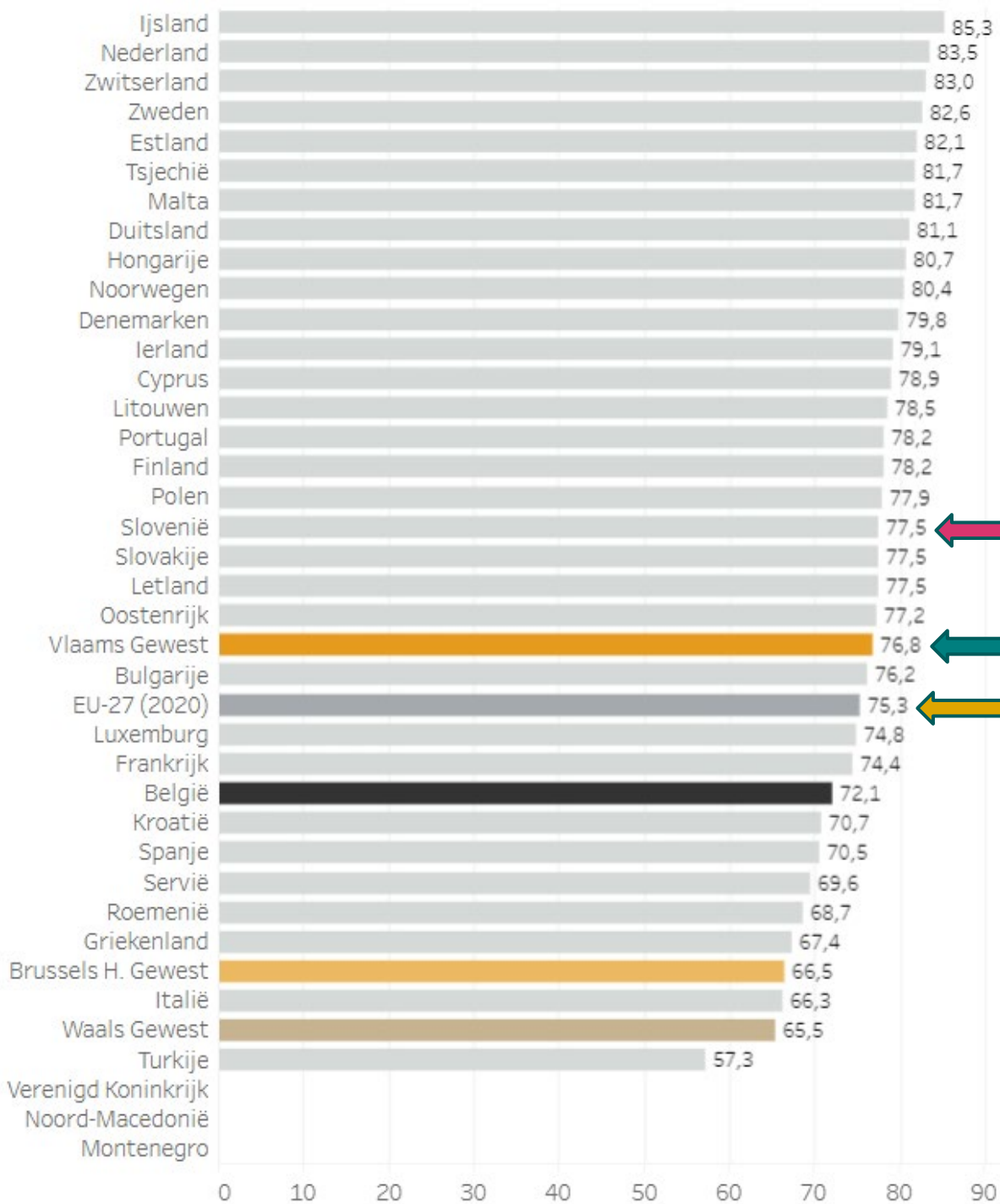
# Employment rate, 2023

(% of people aged 20 to 64)



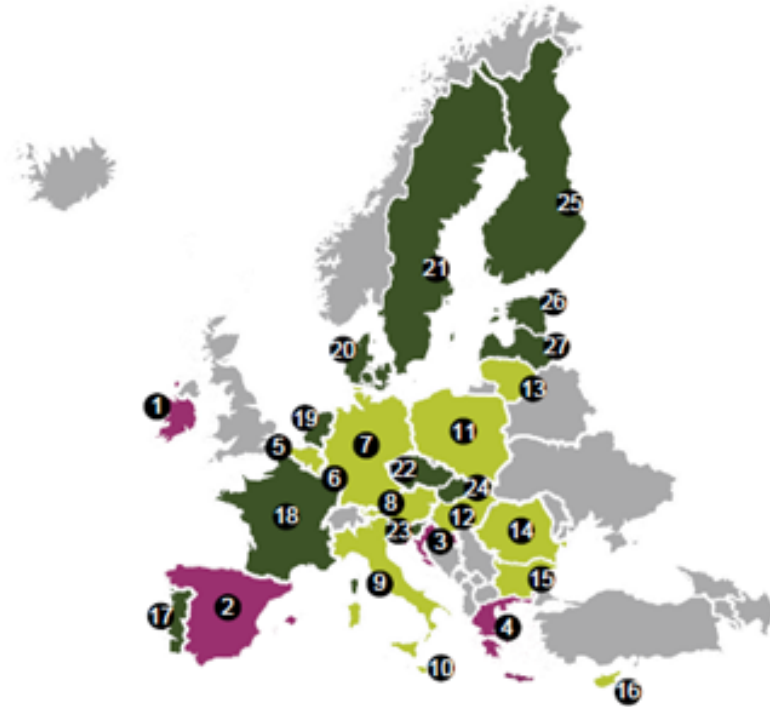
12/2023

source:  
Steunpunt  
werk - EAK,  
Statbel,  
Euostat





Employment rates of persons with disabilities in the EU Member States<sup>10</sup>



● Less than 40% (4)

- 1 Ireland - 32.6%
- 2 Spain - 39.0%
- 3 Croatia - 37.0%
- 4 Greece - 32.6%

● From 40% to 55% (12)

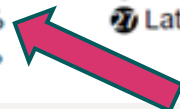
- 5 Belgium - 44.1%
- 6 Luxembourg - 51.5%
- 7 Germany - 53.3%
- 8 Austria - 54.6%
- 9 Italy - 51.6%
- 10 Malta - 47.1%
- 11 Poland - 43.3%
- 12 Hungary - 50.2%
- 13 Lithuania - 53.9%
- 14 Romania - 46.3%
- 15 Bulgaria - 40.2%
- 16 Cyprus - 52.4%

● From 55% to 65% (11)

- 17 Portugal - 59.8%
- 18 France - 56.9%
- 19 Netherlands - 56.3%
- 20 Denmark - 60.1%
- 21 Sweden - 58.4%
- 22 Czechia - 55.2%
- 23 Slovenia - 55.0%
- 24 Slovakia - 56.3%
- 25 Finland - 56.9%
- 26 Estonia - 64.9%
- 27 Latvia - 60.8%

2023

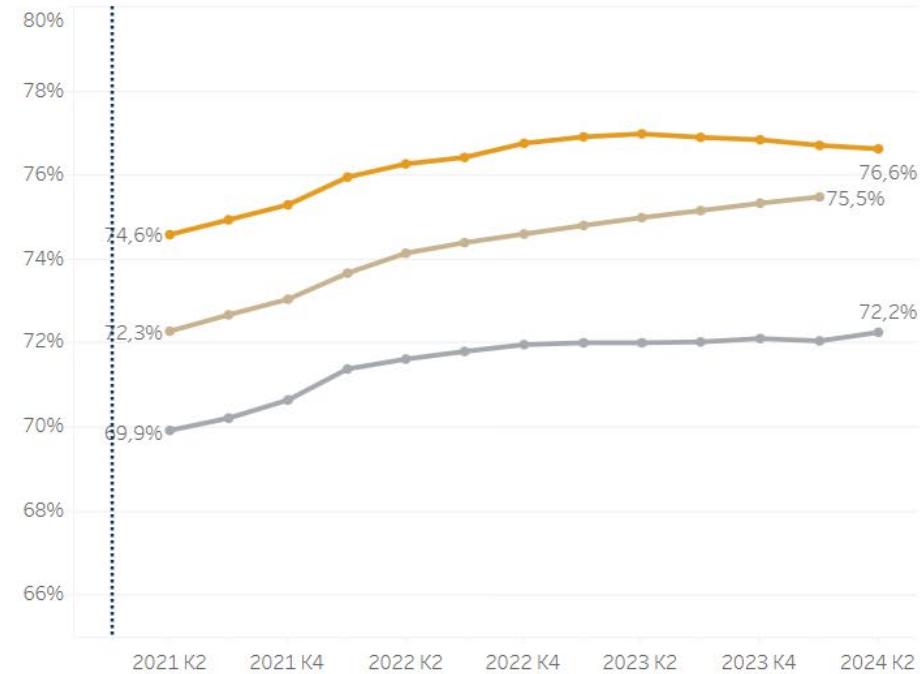
source: EDF: 7th Human Rights Report. The Right to Work: The employment situation of persons with disabilities in Europe



# Flemish employment rate Q2 2024

Trendniveau werkzaamheidsgraad (%) | 20- tot 64-jarigen

■ Vlaams Gewest ■ België ■ EU - 27 (2020)



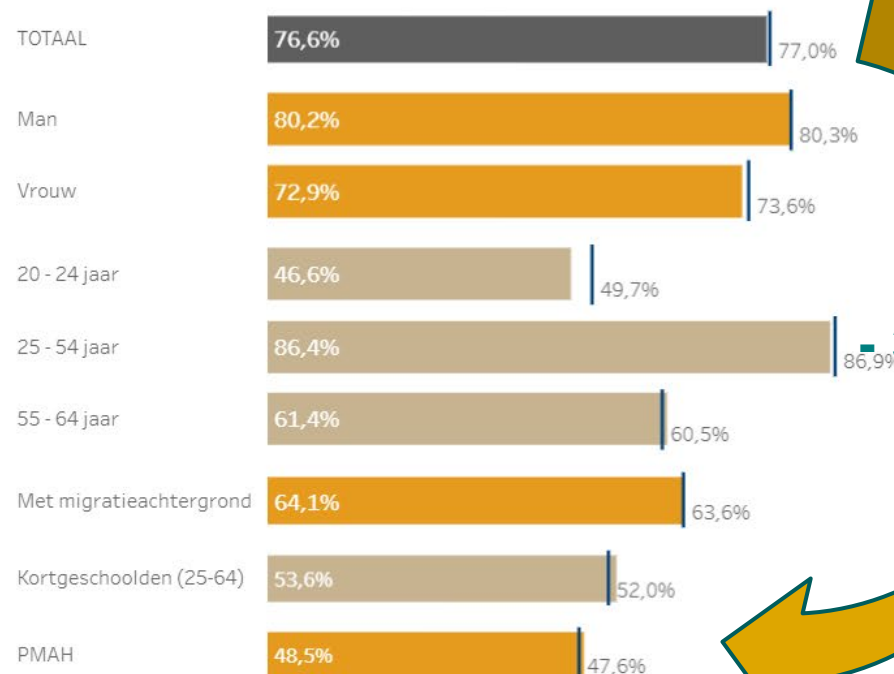
Er is een breuk in de resultaten in het eerste kwartaal van 2021 omwille van de herziening van de EAK vragenlijst en een gewijzigde definitie met betrekking tot werkgelegenheid en werkloosheid.

Bron: Steunpunt Werk op basis van Statbel (Algemene Directie Statistiek - Statistics Belgium) - EAK, Eurostat - LFS

Data laatst geüpdatet: 14/06/2024

Trendniveau werkzaamheidsgraad naar achtergrondkenmerken | Vlaams Gewest

■ 2024 K2 - | 2023 K2

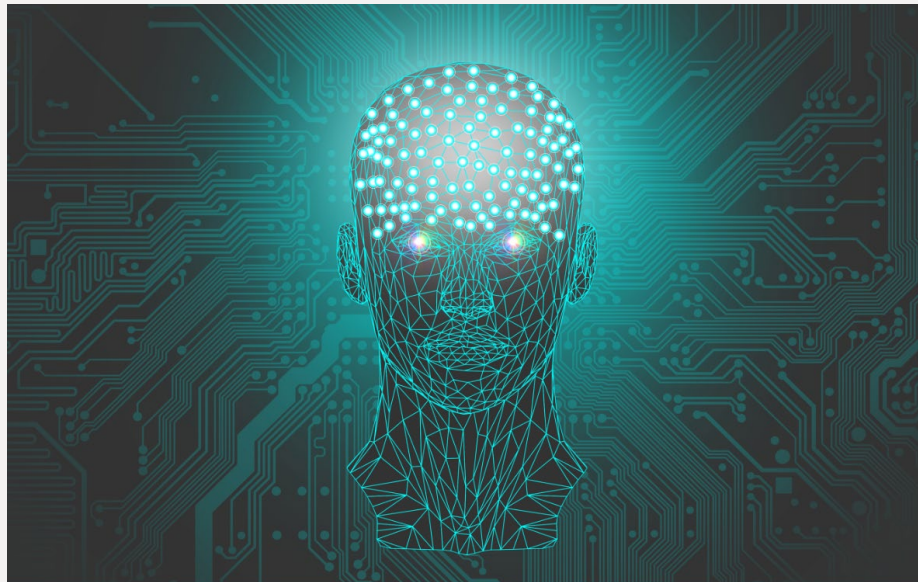
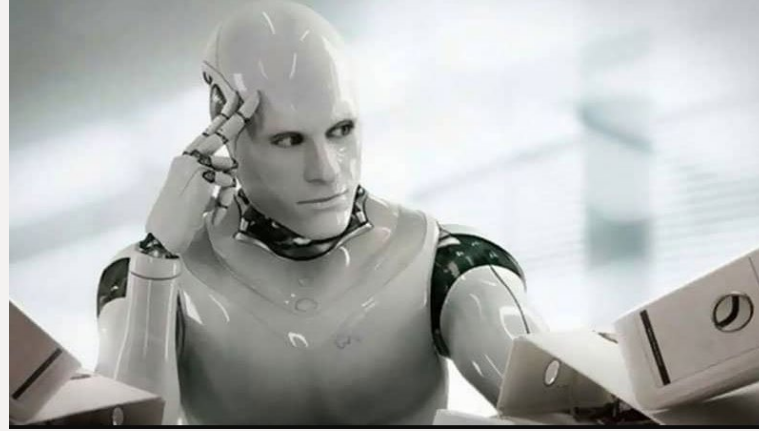


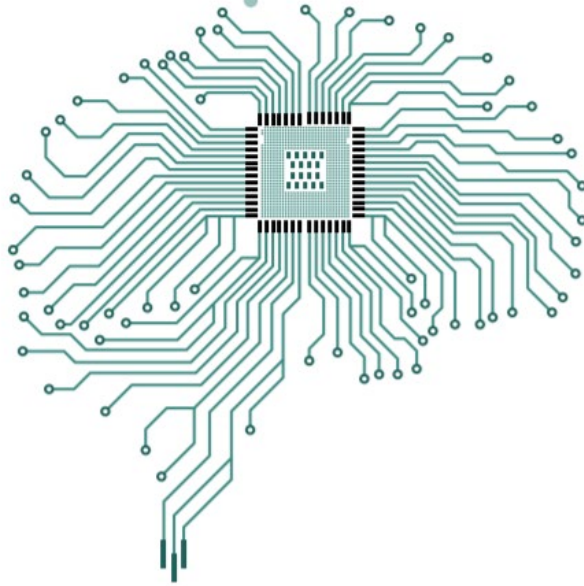
Personen met een migratieachtergrond hebben een geboorteland buiten de EU-27 of het Verenigd Koninkrijk.

Bron: Steunpunt Werk op basis van Statbel (Algemene Directie Statistiek - Statistics Belgium) - EAK, Eurostat - LFS

# Forecasts

- ▶ Importance of digitisation
- ▶ Artificial Intelligence
- ▶ Augmented / virtual reality
- ▶ 21st century skills
- ▶ Lifelong Learning
- ▶ VUCA-world (volatile, uncertain, complex & ambiguous)





## PLUG AND PRAY?

A disability perspective on artificial intelligence,  
automated decision-making and emerging technologies



# Flanders

- ▶ Foundation for supported employment is there
- ▶ No real sheltered workshops anymore => so called collective tailored employment companies
- ▶ Individual tailored employment:
  - ▶ Wage subsidy
  - ▶ Support subsidy
- ▶ Reasonable adjustments

# Flanders

- ▶ Employment for PwD integrated in overall employment
- ▶ Paid by
  - ▶ the department of Work and Social Economy (unemployed persons),
  - ▶ the National Institute for Health and Disability Insurance (RIZIV) (sick people)
- ▶ VDAB (PES) pays different service providers through financing and tenders:
  - ▶ GLOW = Growing and Learning on the Work Floor
  - ▶ GTB =
    - ▶ Ergonomy on the work floor,
    - ▶ ICF
    - ▶ collaboration with hospitals/ GP centers
    - ▶ Collaboration with schools



# Europe

- ▶ Research on behalf of the E.C. published soon!
- ▶ SEQF: Supported Employment Quality Framework
  - ▶ A self- assessment combined with external audit options
  - ▶ Consists of 2 parts:
    - ▶ Model fidelity check + results
    - ▶ Wider organisational quality check (leadership, vision, resources, staff)
  - ▶ Will become an accredited quality mark given by ASEE
  - ▶ Research done by Strathclyde University: SEQF = evidence based



*THANK YOU FOR LISTENING!*

*Any questions?*

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