



# EHLABE

Inclusión sociolaboral de personas con discapacidad  
Euskal Herriko Lan Babestuen Elkarte

***Social and labour inclusion for people with disabilities***

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# Who are we?



**We are the association of not for profit organizations, that promote the social and labour inclusion of people with disabilities.**



# Employment and disability

**TOTAL  
POPULATION**

46.700.000 people

7,26%

3.379.000 pwd

**SPAIN**

65,5%

**POPULATION OF  
WORKING AGE**

30.589.000 people

4,9%

1.860.600 pwd

**TOTAL  
POPULATION**

2.188.000 people

6,15%

134.600 pwd

**BASQUE  
COUNTRY**

64,2%

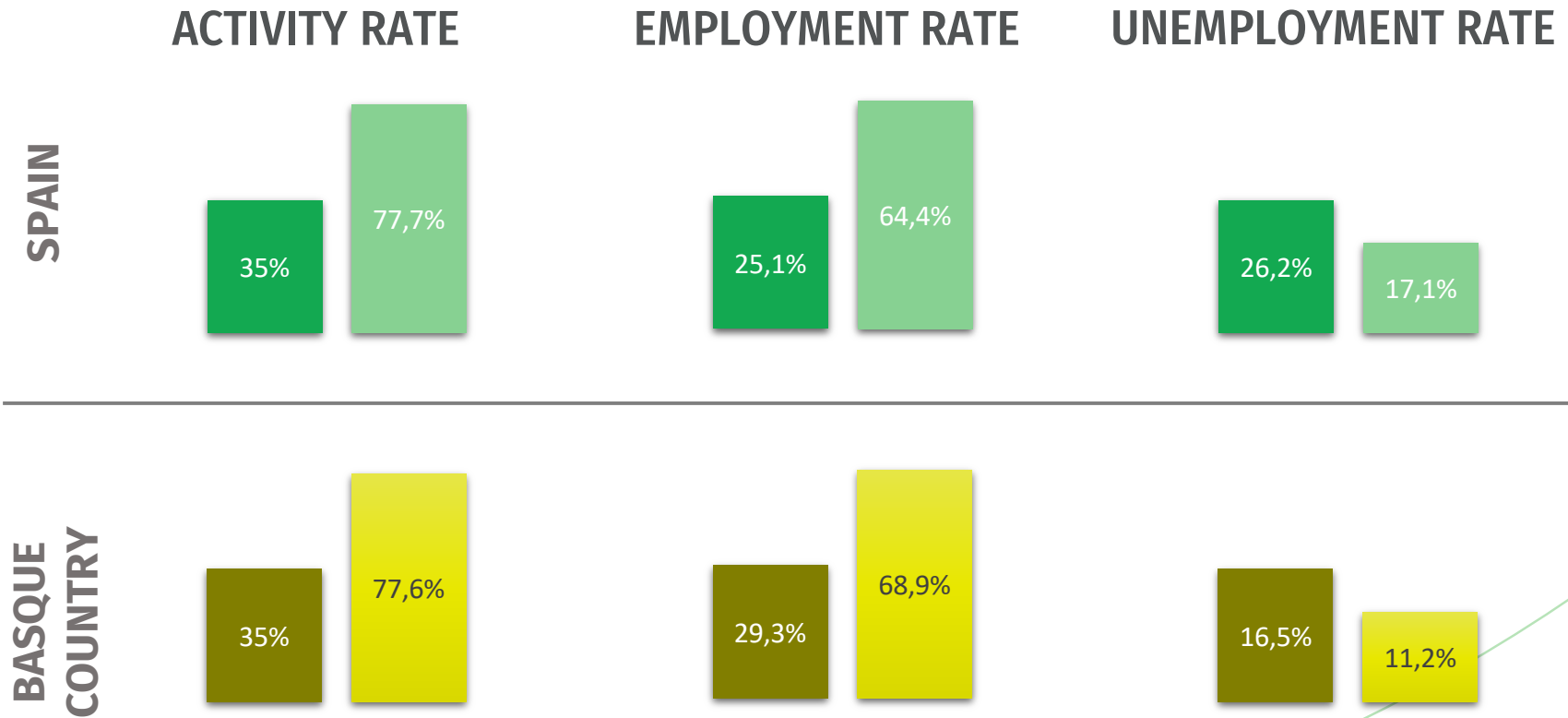
**POPULATION OF  
WORKING AGE**

1.406.000 people

4,7%

66.100 pwd

# Employment and disability



# Employment and disability

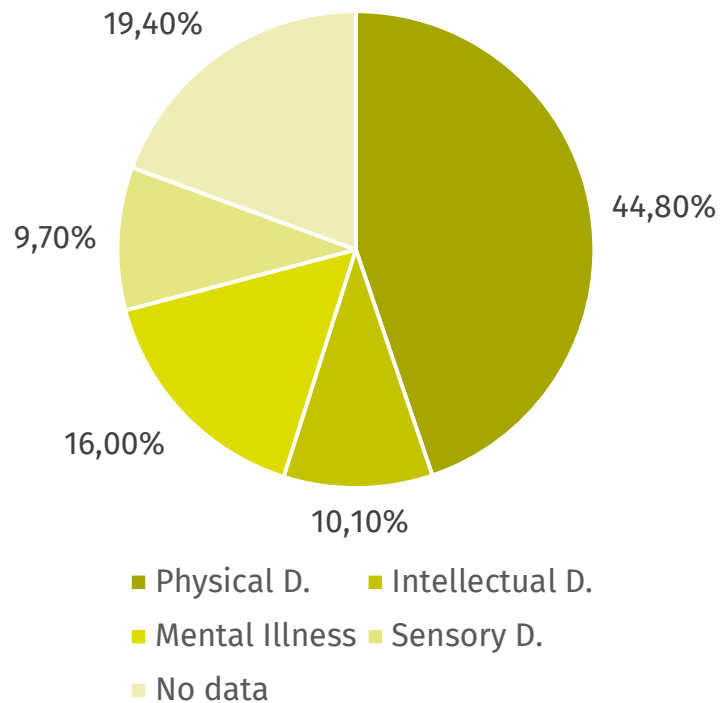
## Employment rate according to disability in SPAIN

|                 | 2017 (%)    |
|-----------------|-------------|
| Physical D.     | 31,7        |
| Intellectual D. | 19,5        |
| Mental Illness  | 18,0        |
| Sensory D.      | 45,8        |
| <b>TOTAL</b>    | <b>25,1</b> |

# Employment and disability

## People with disability of working age in SPAIN

TYPE OF DISABILITY



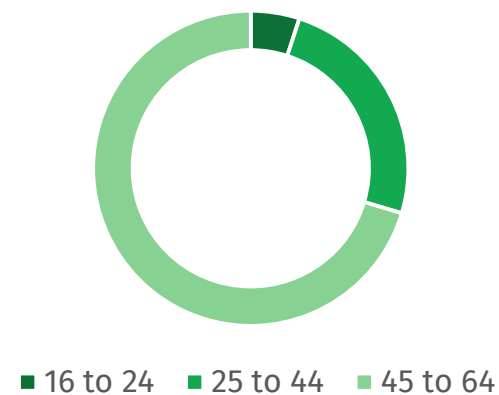
42,5%

Women

57,5%

Men

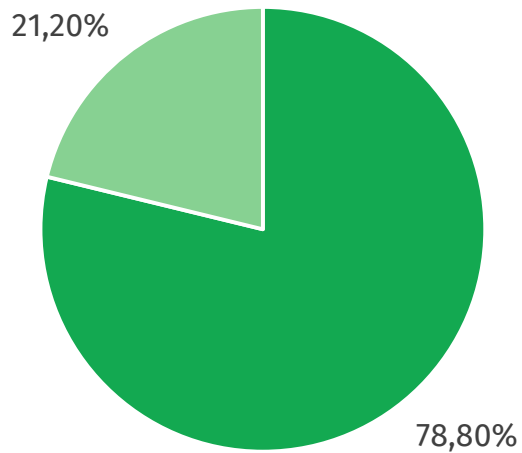
AGE



# Employment and disability

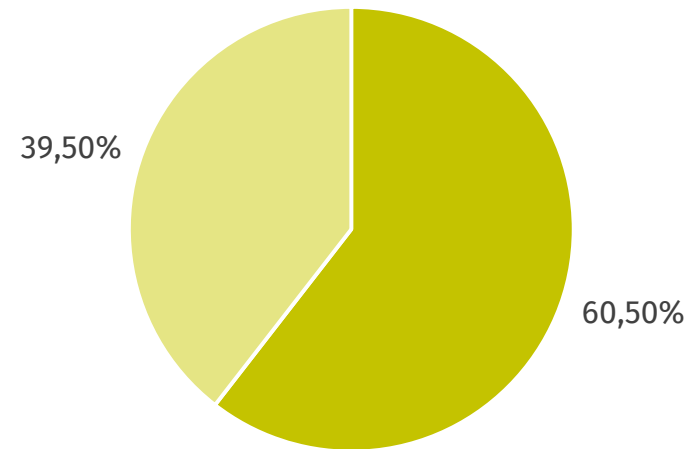
## Type of employment

### SPAIN



■ Open labour market ■ Sheltered employment

### BASQUE COUNTRY



■ Open labour market ■ Sheltered employment

# Employment and disability

## REGULATION

RD 1/2013 general law of rights of persons with disabilities

DISABILITY: *“situation that results from the interaction between people with foreseeably permanent deficiencies and any type of barriers that limit or prevent their full and effective participation in society, on equal terms with others.”*

QUALIFICATION: Multidisciplinary teams from each province assess and qualify disability situations. Categorization is based on the World Health Organization’s classification

RIGHT TO WORK: types of work: open labour market (incl. supported employment), sheltered employment and self employment.



# Employment and disability

## REGULATION

RD 1/2013 general law of rights of persons with disabilities

### QUOTA SYSTEM IN OPEN LABOUR MARKET:

- Companies of more than 50 workers → 2% and 7% Public Administration
- If it is not possible, Public Administration has to approve EXCEPTIONAL MEASURES:
  - Contract with a Sheltered Workshop, for the supply of services
  - Donations to Foundations or Associations
  - Labour enclave

# Employment and disability

## SUBSIDIES

### SHELTERED WORKSHOPS:

- For each person with disability on employment:
  - 50% minimum wage (6.300 €/year)
  - Social Security is paid by the government
- For each person with greater support needs (Int. D, Mental Illness and physical and sensory above 65%):
  - 1.300 €/year
  - For the support staff

### SUPPORTED EMPLOYMENT:

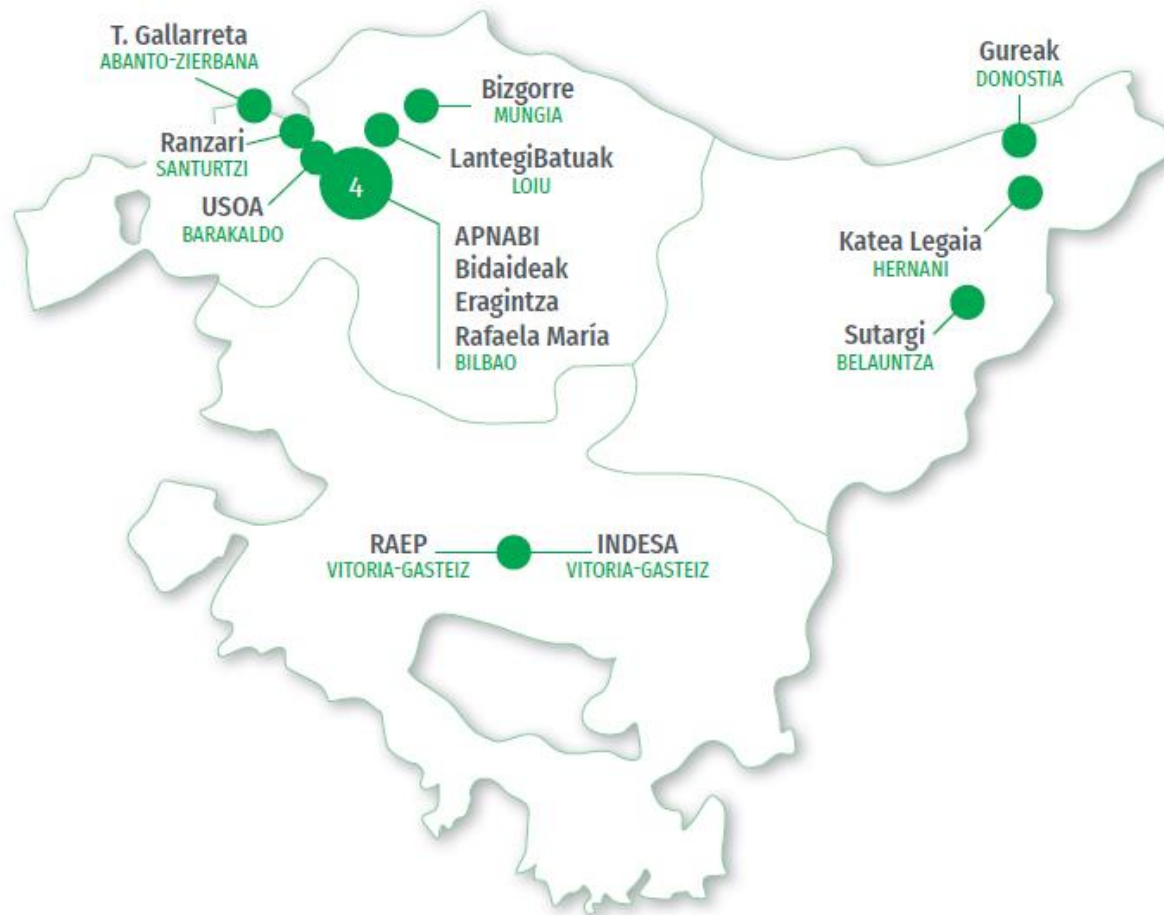
- Market research: 220 €/per visit
- Personal trainer: 6.000 – 8.000 depending on contract and type of disability

# BASQUE MODEL

OF SOCIAL AND LABOUR INCLUSION



# EHLABE



# What do we do?

## **DYNAMIC ASSOCIATION**

(Basque Country, Spain and Europe)

Third Social Sector, Disability Sector, Social Economy, Public Administrations, Social Agents and Education and Innovation.

## **EMPLOYABILITY**

Guidance and Training, Supported Employment (Foro EcA), AukerAbility, GazteAbility.

## **BEST PRACTICES IN MANAGING**

# How did we get here?

**30**  
**YEARS**

working to create  
opportunities for  
people with  
disabilities



- **The value of work**, as a way of inclusion.
- **Professional and competitive management.**
- **The people in the center:** sum of capacities y participation.
- Priority to the **people with more support needs.**
- Combining the work of people with **diverse capacities.**
- Experience in **adaptation** of jobs and processes.
- **Diversification** of activities and work opportunities.
- **Networking.**
- **Public and private** collaboration
- **Stable public funding** and high levels of self financing.
- **Sustainability.**

Associative base grouped  
around EHLABE.



A way of doing things:  
**THE SO-CALLED**  
**BASQUE**  
**MODEL**

# What does it consist of?

A model of its own that promotes social and labour inclusion and generates and manages work opportunities for people with disabilities.

Centered in each  
**PERSON'S**  
capacity and in their  
development

In  
**PROFESSIONAL**  
and  
**COMPETITIVE**  
environments

With an  
**INCLUSIVE**  
point of view during  
all the professional  
itinerary

Prioritizing people with  
**GREATER**  
**SUPPORT NEEDS**

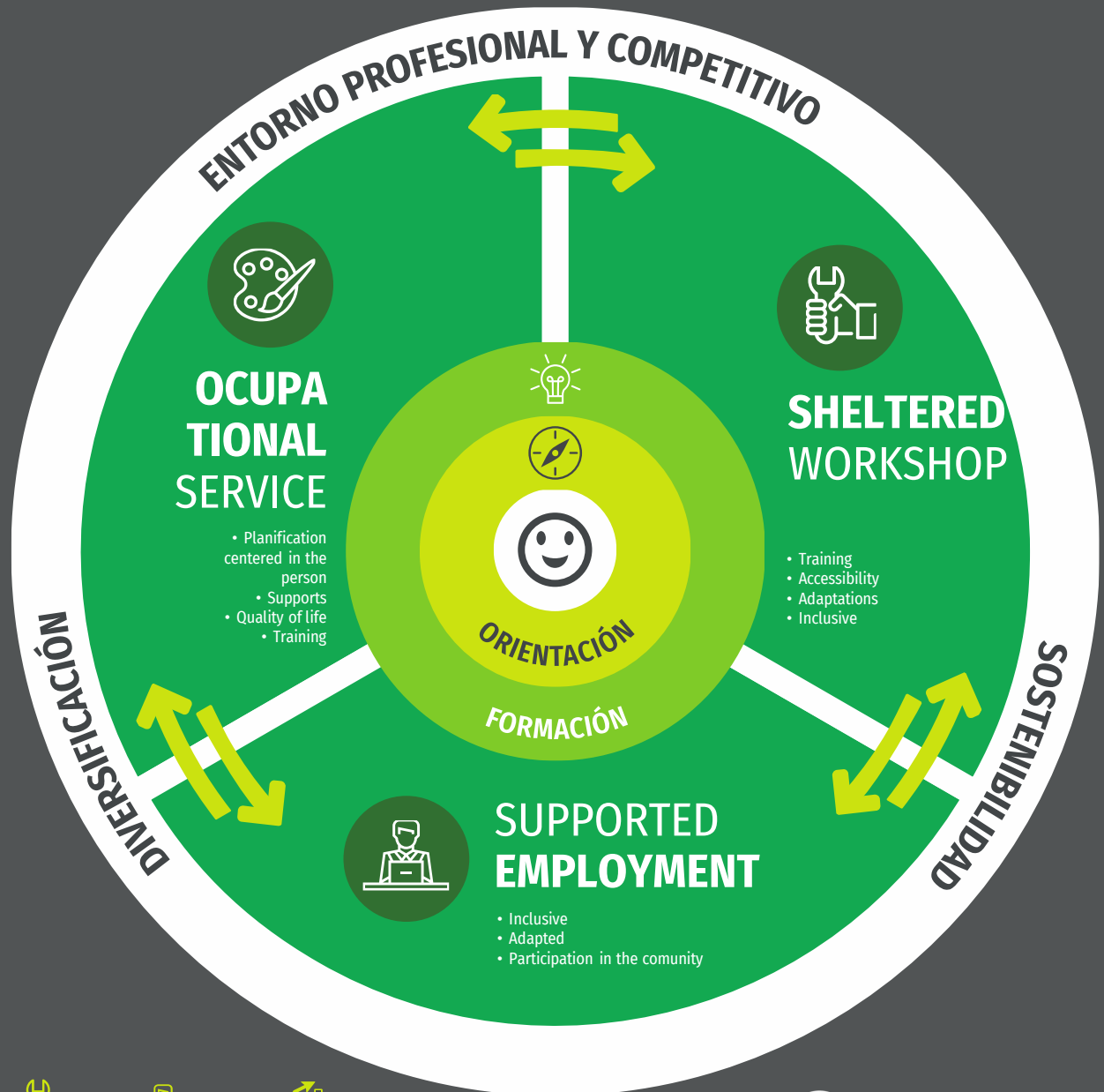
# THE BASQUE MODEL OF SOCIAL AND LABOUR INCLUSION

FOR PEOPLE WITH DISABILITIES

MORE THAN **30** YEARS OF EXPERIENCE

**10.000** PEOPLE WITH DISABILITIES IN EMPLOYABILITY SERVICES

**100** CENTERS AND SERVICES SUPPORTING THE BASQUE MODEL



PERSON IN THE CENTER



GUIDING



TRAINING



OCCUPATIONAL SERVICE



SHELTERED WORKSHOP



REGULAR EMPLOYMENT



PROFESSIONAL AND COMPETITIVE ENVIRONMENT



**EHLABE**

Auherah zabalzen | Creando oportunidades



# OCCUPATIONAL SERVICE



Social service where activities that provide social and labour development are made to improve every person's autonomy and self-determination, assisting a bigger recognition and social value. It is offered by EHLABE's members and council.

**PLANNING CENTERED IN THE PERSON**

**SUPPORTS**

**QUALITY OF LIFE**

**TRAINING**



# SHELETERED WORKSHOPS

Organizations that perform productive work in the market, and are intended to provide employment while provide social and labour social support services.

**TRAINING**

**ACCESIBILITY**

**ADAPTED**

**INCLUSIVE**

# SUPPORTED EMPLOYMENT



Employment in the open labour market through the Supported Employment Methodology, person and job placement supports are provided to get, maintain and promote in it

**INCLUSIVE**

**ADAPTED**

**PARTICIPATION IN THE COMMUNITY**



# PROFESSIONAL AND COMPETITIVE ENVIRONMENT

Our objective is developed in professional and competitive work environments.

**BUSINESS MANAGEMENT SINCE THE BEGINNING**

**SECTORIAL DIVERSIFICATION**

**PRESENCE IN LEADING SECTORS**

**SUSTAINABILITY**

# What have we achieved?

EHLABE's figures 2018:

Number of employment  
total:

**7.966**

(2.788 ♀, 5.178 ♂)

Occupational Service:  
PEOPLE

**2.334**

(835 ♀, 1499 ♂)

New net employment  
generated in the year

**317**

**173** in Sheltered Workshops

**144** in Regular Market

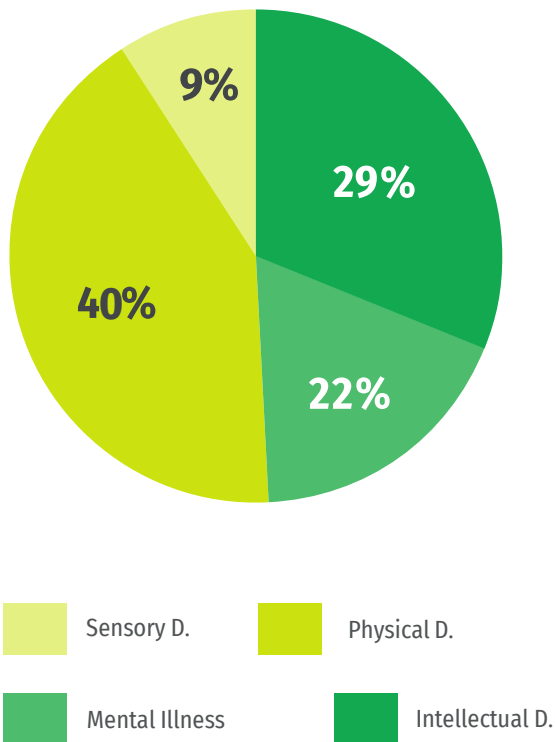
Turnover:

**370**  
**MILLIONS €**

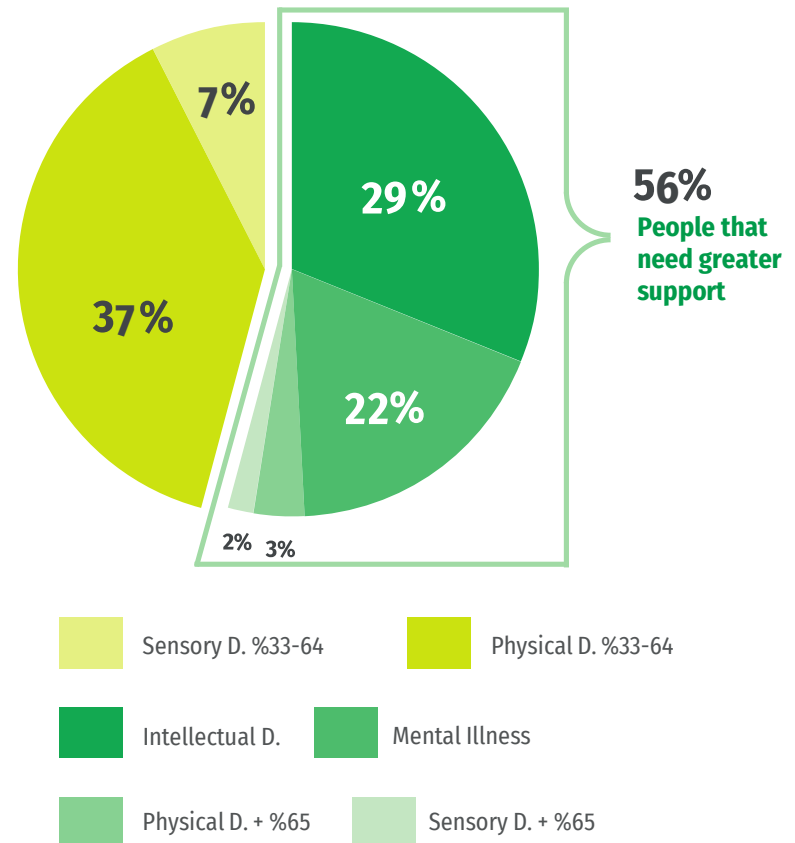
# Employment and disability

## People with disability according to the type in EHLABE

Type of disability



Greater support need



# Why is it a referent model?

## PEOPLE

- High percentage of people with **greater support needs**

## SOCIAL INNOVATION

- **Comprehensive management** of employability through personalized itineraries.
- **Proactive demand management** bringing it closer to employment.
- **Networking.**
- **Coordination with Public Administrations.**

## BUSINESS MODEL

- **Competitive, diversified and sustainable.**
- **Not for profit** (social or public initiatives).
- **Strength** of the model by the concentration on leading organizations.
- **Social reversion.**

# Why is it a referent model?

**SOCIAL  
INNOVATION**

More than  
**10.000**  
people in  
employability  
services

**BUSINESS  
MANAGEMENT**

80% of  
**SELF-  
FINANCING**







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