



Key challenges for sheltered workshops in the future

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I. EASPD

II. Sheltered workshops

III. The way forward



- EASPD is the European Association of Service providers for Persons with Disabilities
- Membership organisation representing around 10.000 social service providers
- Our objective is to promote equal opportunities for PWD through effective and high quality services

- INNOVATION
- INFORMATION
- IMPACT
 - At EU level
 - At national level



- EASPD Declaration on employment 2014
- Research papers
 - Study on sheltered workshops
 - Factsheets on sheltered workshops

Employment for PWD in the EU*



- 78% of PWD aged 16-64 are outside of the labour market vs 27% of people without disability
- 43% of non working PWD would need some support
- 15% of PWD are provided with some form of assistance
- 20% of people with severe disabilities are employed vs 68% of people without disability

Why a study on sheltered workshops*



- Difficulty to interpret sheltered workshops against the UN CRPD
- Taboo on sheltered workshops
- Lack of reliable data and inconsistent use of definitions
- 2-3 million people work in sheltered workshops in Europe

The study



- 2 years study co-funded by BAG:WfbM and Unapei
- Experts from 7 countries
- International organizations
- International experts
- Organizations representing social dialogue in Europe
- Organizations representing PWD
- European governmental bodies

Challenges to the study



- Language barriers
- No relevance of the topic in the political agendas
- Different legal systems organized in a different way

Building blocks of the study

- Spectrum of work (support vs performance)
- Analysis of UN CRPD
- Article 26 and 27 UN CRPD
- Sheltered workshops
 - Protective and supportive working environments
 - People working in sheltered workshops have complex and mixed needs (PWID, mental disabilities, socially disadvantaged categories, TBI)
 - Combination of work and rehabilitation with possibly LLL

The products



- Analysis of Article 27 UN CRPD
- SWOT analysis
- Factsheets
 - Spectrum of work and employment
 - Workers of sheltered workshops
 - Sheltered workshops in the EU
- Newsletter

SWOT strengths



- Working opportunities not/not yet available in the open labour market
- Different models: secondments, outplacement, mobile units, onsite
- Empowerment: protective setting enhances personal and professional development
- Focus on the performance rather than on the result
- Support in all fields of life
- Protection from poverty

SWOT weaknesses



- Low transition towards the o.l.m. (2/3 %)
- Weak contacts with the o.l.m.
- The workshop setting is not always sufficiently inclusive
- Unclearness of statutes and no full award of labour law rights

SWOT opportunities



- Closer cooperation with the o.l.m.
- Support to o.l.m. from sheltered workshops

SWOT threats



- Benefit trap
- Financial issues may limit the range and the availability of services
- The nr of places in sheltered workshops is being reduced although no concrete alternatives are provided

Outcomes



- Sheltered workshops have different state of developments in the EU countries
- Complex reality:
 - individual functioning and development
 - Combination of all possible schemes is the weakness but also the strength
 - What about models of work with no clear definition?

Outcomes



- Lack of data prevents full understanding of the sector
- What about the know-how and the expertise of sheltered workshops
- Intrajob-mobility
- The implementation of the UN CRPD is challenging both for authorities and for the sector: dialogue between stakeholders is fundamental for further developments in the sector

The way forward



- More research is needed
- The relation between Art 26 and Art 27 of the UN CRPD needs further attention
- Data collection is fundamental to understand the disability sector
- Clarification of definitions and concepts at EU level
- More openness of the open labour market is needed
- Cross-sectorial cooperation

(Re)organisation of services



- Flexibility vs rigidity
 - Working schemes
 - Disability allocations
- More trainings (before & during)
- Support PWD in the decision-making process
- Sustainability
- Services are challenged by the UN CRPD:
innovation and cooperation are fundamental

Any questions?



Thank you!

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