EASPD Conference
Helsinki 3-5th Oct 2019
“Staff Matters! Disability Workforce of Tomorrow”

Workshop: “Employment: Implementation of the UN CRPD in employment of persons with disabilities: Supported employment and job coaching”

Katalin Galambos, Katalin Monostori
Equal Chances Foundation
Hungary
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Content:

1. Rights of persons with disabilities in the workplace
2. Forms of employment in the labour market for persons with disabilities
3. Overview of the most determinative features of the labour market and comparison of its appearance in the open, supported and sheltered employment
4. Think about what HR means in the supported employment setting
5. Highlighting the importance and possibility of the staff members

Our presentation is based on our experience as an employer who has been employing persons with disabilities for 25 years.
UN Convention on the Rights of Persons with Disabilities - Article 27 Work and employment

- No discrimination
- Protect the rights
- Equal opportunities
- Equal basis with others
- Equal remuneration for work of equal value
- Protection from harassment
- Access to general technical and vocational guidance programs, placement services and vocational and continuing training
- Promote employment (also self-employment, entrepreneurship, public sector, private sector) opportunities and career advancement
- Ensure that reasonable accommodation
- Promote vocational and professional rehabilitation
DETERMINATIVE FEATURES OF THE LABOUR MARKET
<table>
<thead>
<tr>
<th></th>
<th>Open Labour Market</th>
<th>Supported Employment/Social Enterprise</th>
<th>Shelterd Workshops</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Human Resource Processes</strong></td>
<td>Part of the Corporate Structure</td>
<td>Must be Developed</td>
<td>Not really exist</td>
</tr>
<tr>
<td><strong>Recruitment</strong></td>
<td>Naturally part of the process</td>
<td>Required part of the process</td>
<td>Not really relevant</td>
</tr>
<tr>
<td><strong>Selection</strong></td>
<td>Naturally part of the process</td>
<td>Ability taking into account</td>
<td>Not really relevant</td>
</tr>
<tr>
<td><strong>Integration</strong></td>
<td>Not in focus</td>
<td>Part of the process</td>
<td>Part of the process</td>
</tr>
<tr>
<td><strong>Salary</strong></td>
<td>Competitive Basis</td>
<td>Minimum Wage</td>
<td>Minimum Wage</td>
</tr>
<tr>
<td><strong>Choice of Jobs</strong></td>
<td>According to the professional knowledge and experience</td>
<td>Can be realized (in our setting 15 different workshops)</td>
<td>Not really exist</td>
</tr>
<tr>
<td></td>
<td>OPEN LABOUR MARKET</td>
<td>SUPPORTED EMPLOYMENT/SOCIAL ENTERPRISE</td>
<td>SHELTERD WORKSHOPS</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-----------------------------------------------</td>
<td>---------------------------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>MAINTAINING EMPLOYEE MOTIVATION AND COMMITMENT</td>
<td>FUNDAMENTAL PART OF THE PROCESS</td>
<td>ESSENTIAL MUST BE IN THE FOCUS</td>
<td>NOT REALLY IMPORTANT</td>
</tr>
<tr>
<td>TRAINING</td>
<td>PART OF THE PROCESS, BUT SHORT-TERM</td>
<td>PART OF THE PROCESS, BUT LONG-TERM</td>
<td>RELEVANT AT THE BEGINNING</td>
</tr>
<tr>
<td>MENTORING</td>
<td>PART OF THE EMPLOYMENT, BUT SHORT-TERM</td>
<td>ESSENTIAL, CONTINUOUSLY PART OF THE EMPLOYMENT, HIGH DEMAND ON IT</td>
<td>NOT REALLY EXIST</td>
</tr>
<tr>
<td>COACHING</td>
<td>EXISTS (KEY POSITIONS AND TALENTS)</td>
<td>MUST BE DEVELOPED</td>
<td>NOT EXIST</td>
</tr>
<tr>
<td>INDIVIDUAL PLANNING</td>
<td>NOT EXIST AT INDIVIDUAL LEVEL</td>
<td>INDIVIDUAL PLAN</td>
<td>INDIVIDUAL PLAN</td>
</tr>
<tr>
<td>DEVELOPMENT OF WORK COMPETENCIES</td>
<td>NOT RELEVANT</td>
<td>VERY IMPORTANT, PART OF THE EVERY DAY SUPPORT</td>
<td>NOT REALLY IMPORTANT</td>
</tr>
<tr>
<td>KEY COMPETENCIES (EMPOWERMENT, COOPERATION, DECISION MAKING, COMMUNITY BASED CITIZENSHIP)</td>
<td>PILOT PROCESS</td>
<td>VERY IMPORTANT, PART OF THE EVERY DAY SUPPORT</td>
<td>NOT REALLY IMPORTANT</td>
</tr>
<tr>
<td>Environment</td>
<td>Open Labour Market</td>
<td>Supported Employment/Social Enterprise</td>
<td>Sheltered Workshops</td>
</tr>
<tr>
<td>-------------</td>
<td>--------------------</td>
<td>----------------------------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td><strong>Well-being of the Employees</strong></td>
<td>Important taking into account</td>
<td>Very important, high demand on it</td>
<td>Important (mostly ADL functions)</td>
</tr>
<tr>
<td>Environment</td>
<td>Not necessarily accessible</td>
<td>Definitely accessible</td>
<td>Definitely accessible</td>
</tr>
<tr>
<td>New Way of Working (Digital Transformation)</td>
<td>Pilot process at strategic level</td>
<td>Must be proactive, have to be ready for it</td>
<td>Not really important</td>
</tr>
</tbody>
</table>
## Mindset

<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Carrier Management</strong></td>
<td>Exists (Key Positions and Talents)</td>
<td>Possible, it takes time and staff</td>
<td>Not exist</td>
</tr>
<tr>
<td><strong>Performance Management</strong></td>
<td>Part of the Process</td>
<td>Currently Under Consideration</td>
<td>Not exist</td>
</tr>
<tr>
<td><strong>Talent Management</strong></td>
<td>Part of the Process</td>
<td>LLG Process, but it takes time and staff</td>
<td>Not exist</td>
</tr>
<tr>
<td><strong>Leadership Mindset Change</strong></td>
<td>Part of the Process</td>
<td>May be the most important task, working on it</td>
<td>Difficult to achieve</td>
</tr>
</tbody>
</table>
PERSON WITH DISABILITY
Effect on the persons with disabilities:
- Maintaining and improving abilities, skills, competence
- Being in the labor market
- Socialization
- Income, salary
- Time structure
- Self-esteem, self-confidence: ‘I am also able to work, do useful things ...’
- Belong to a community
- Feeling usefulness
- Reduced vulnerability

Effect on the families, close social environment:
- Income is rising
- The social position of the family improves
- No need for constant care at home, other family members can work
Socio-economic impact:

- Ratio of active/inactive employment is improving
- Employee: salary, paid taxes, retirement savings
- Employer: pay taxes, contributions (government income)
- Reducing marginalization
- Strengthening social inclusion
IF THE COMMON GOALS ARE:
- SUSTAINABILITY
- DIVERSITY
- PROPER BALANCE OF THE BUSINESS GOALS AND SOCIAL GOALS

ABOVE ALL / IN THE BACKGROUND / FOR THE SUCCESS
- DEFINITE PRINCIPLES
- QUALIFIED STAFF
- BUSINESS MODEL
  - BEHIND THE PROFIT MUST BE A VALUE ADDED OPERATION WITH AND FOR ENGAGED EMPLOYEES

PILOT PROGRAMS AND/OR PROJECTS
The main messages of the presentation are:

- **PEOPLE ARE THE SOUL OF A BUSINESS/COMPANY (ANY BUSINESS, ANY COMPANY)**

- **ORGANIZATIONAL CULTURE, STRUCTURE MUST BE PERFECTLY ADAPTED TO THE HETEROGENEOUS GROUP OF EMPLOYEE AND TO THE ECONOMICAL ENVIRONMENT.**

**THANKS FOR YOUR ATTENTION!**
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