



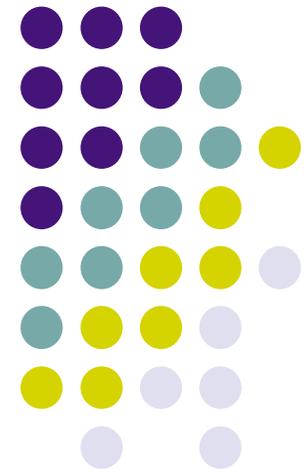
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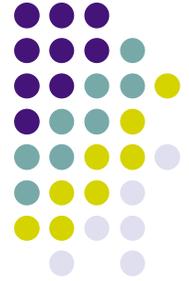
# How multiple discrimination interacts with the working placement of people with disabilities

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# ANDIW



- ANDIW\_Ability not Disability in Workplace
- The objective of the project is to provide employers, human resources managers, recruitment companies, trainers and students with a modern innovated useful distance education course

# Interviews



- The Targeted Employment service of the Province of Genova
- **The Vocational Guidance service**
- **The Job Matching service**



# Employment Centres



- Employment Centres fall under the responsibility of the Provincial Authorities and are designed to provide a series of specially targeted services for workers and enterprises, namely:
  - † Reception
  - † Guidance
  - † Matching labour supply and demand
  - † Pre-selection
  - † Counselling
  - † Assistance for the weaker categories

# Targeted Employment System



- Consists of a series of tools which evaluate the work abilities of disabled people, aimed at finding them an appropriate job. These are:
  - † Job-analysis activities
  - † Support forms
  - † Positive actions
  - † Solutions of problems arising in workplaces

# Figures



- **The targeted employment service**
- In 2008 7,667 people with disabilities were enrolled in the service (972 of them joined in 2008). In the same year the Province of Genova gave the green light to hire 629 workers with a disability, 45% of whom were women. 34% of the workers were between 36 and 45 years old.

# Who are the clients?



- “Few of our clients have only a physical disability; very few need a wheelchair on a permanent basis, for example, or have physical characteristics that identify them at first sight as having a disability
- The majority of them come to our offices after having acquired a disability as adults. Usually the cause of the disability is a disease, cancer, heart disease, stroke, diabetes, multiple sclerosis...diseases that may have resulted in the person having little stamina, or having parts of their body amputated, or a limited range of motion, or visual difficulties, it depends
- Very few people are born with a disability, because there has been a general decrease in this type of disabilities (cerebral palsy, spina bifida, etc.) and also because they have 100% disability so they are not entitled to access our services”

## Who are the clients? (2)



- “The Vocational Guidance service was set up in 2004, with the aim of helping disadvantaged people to find a job. By disadvantaged people we mean basically two main groups: people with disabilities and people who, due to social disadvantages, need support to be included in the labour market.”

# Path



- “The main aim is to understand what the person’s skills are, if the person can continue doing the job s/he was doing before becoming disabled (and unfortunately in general it is NOT possible)
- Then we try to see if it is possible to re-train the person, and we have several options, like training vouchers, training courses, etc.
- When this phase is finished, we can send the person to the job matching service, with clear information about his/her new skills, and it will be the task of the job matching service to look for a suitable job”

# Vocational guidance and skills balance



- “In our system there are no tests. We work through vocational guidance and skills balance evaluation. A person who enrolls in our service will not be chosen for a job from a group which also includes able-bodied people. Of course s/he may be in competition with other people with disabilities, and in this case the employers will make the choice on the basis of their criteria.”



# Frequent situations

- “It is very common now to have what we call a “triple diagnosis”: young people who had a motorcycle accident while being under the influence of drugs or alcohol (or both) and are followed by the mental health service.”



# Training



- **Are the recruitment staff and selection panel members trained in equal opportunities, diversity issues and disability awareness?**
- “Since there is still no official training for becoming a counsellor working in targeted employment services, the curricula of the staff members may vary. However the majority of the staff members are very well trained, with a significant number of updating courses.
- Recently, thanks to a Grundtvig project, they were able to attend an online pilot course titled ADAT Aversive Discrimination Awareness Training, five modules focused on aversive discrimination, aversive disablism, heterosexism and sexism, and intersectional discrimination.”