**24th session of the Committee on the Rights of Persons with Disabilities (CRPD)**

Monday, 8 March to 29 March 2021, 12:30- 14:30 (Geneva time)

**Portugal's contribution to the Committee's general comment on the right of persons with disabilities to work and employment**

In its 24th session the Committee on the Rights of Persons with Disabilities[[1]](#footnote-1), which will be held virtually from 8 to 26 March 2021, a general discussion on the right of persons with disabilities to work and employment will take place with a view to prepare a **new General Comment of the Committee on the implementation of Article 27 of Convention on the Rights of Persons with Disabilities (UN-CRPD).**

1. **General remarks on the future General Comment on the implementation of Article 27 of UN-CRPD**

Article 27 of the UN-CRPD is based on a human rights perspective of how the right to work of persons with disabilities has to be protected.

Article 27 frames the State obligation of taking appropriate steps to ensure equality of opportunities, inclusive and accessible work for persons with disabilities, including providing reasonable accommodation to achieve de facto equality. It ensures the protection of the whole cycle of employment of every person with disabilities, which cover pre, during, and post-employment engagement to an open labour market (public and private sectors) with full support by duty bearer. The scope of duties in this regard lies on both open employment and self-employment purposes. Hence all measures taken are going to ensure the opportunity of persons with disabilities to a broader participation in the society on the employment arena.

In the context of a rapidly changing world, the right of persons with disabilities to work and employment is an issue that is a global concern, posing important challenges that need to be addressed urgently in the new General Comment on the implementation of Article 27 of UN-CRPD. One such challenge is how to ensure that the future of work is inclusive, leaving no one behind, including the one billion persons with disabilities living across the world.

Ensuring an inclusive future of work is part of the 2030 Agenda and Sustainable Development Goals. Furthermore, article 27 of the UN-CRPD recognizes the right of persons with disabilities to work on an equal basis with others.

With regard to the equality for persons with disabilities, the latest general comment no.6 of CRPD (2018) on Equality and Non-discrimination should be taken into account.

Employability data of persons with disabilities are hard to obtain. However, when data is available the labour market participation rate of persons with disabilities is lower than that of persons without disabilities. The situation of women with disabilities is even worse. With the foreseeable changes in the future labour market, this gap could widen further, and action must be taken to ensure this is not the case.

In 2018, the global labour force comprised 3.5 billion people – 3.3 billion of whom were employed[[2]](#footnote-2). In this scenario inequality is one of the growing risks. While the number of people unemployed globally remains high – at more than 190 million –, another source of concern is the poor quality of present and future employment. In 2017, 42% of workers worldwide were estimated to be in vulnerable forms of employment[[3]](#footnote-3), and this is expected to rise in the near future.

Concerning this framework, we could already identify **five major trends** that should be considered in the new General Comment and that will shape the future of work of persons with disabilities, which would be affected by the impact of the COVID-19: the **technological revolution**; the **new skills** that will be required; the **cultural changes** being witnessed in society; **demographic shifts and the mitigation of climate change.** All of these trends are closely interconnected.

* **The technological revolution**, which includes, among others, digitalization, artificial intelligence, the use of biometrics, automation, robotics and big data, is one of the main driving forces behind the changes sweeping through the labour market.
* This technological revolution will affect the jobs of tomorrow and will require **different skills** from those of today, creating an important skill mismatch. In a society where knowledge will be easier to acquire, transversal skills will become much more relevant, as content and know-how will permanently be updated.
* The future of work will be affected not only by new technologies, but also by **cultural change** altering the preferences, needs and demands of upcoming generations. Responsible labour relations, work/life balance social values and sustainability will need to be embedded in the organizations/businesses of tomorrow.
* **Demographic shifts,** including ageing population, urbanisation and migration, while varying according to region, will place strains on the labour market and the social security system[[4]](#footnote-4).
* Lastly, **climate change**, as part of sustainability, is one of the major problems that concerns society in general and is increasingly regulated. The transition to a low-carbon economy, the adverse impacts of climate change and the new patterns in production models will also shape the future of work.

The Covid-19 crisis has exacerbated these trends, increasing the need for large-scale, informed and collaborative action.

The expected transformations in the future of work entail risks for persons with disabilities, but they also offer opportunities. To mitigate these risks and maximize the opportunities, policies and measures from State parties must be urgently put in place, and it is essential that persons with disabilities play an active role in decision-making concerning future employment policies.

The following five key objectives for the inclusion of persons with disabilities in the future of work could be identified:

1. Integrate disability inclusion in the new forms of employment and employment relations
2. Skills development and life-long learning made inclusive for persons with disabilities
3. Universal Design embedded in development of all new infrastructure, products and services
4. Assistive technologies, existing and newly developed, to be made affordable and available
5. Measures to include persons with disabilities in growing and developing areas of the economy

In sum, the new General Comment should explore the core elements of the article 27 with the trends and key objectives mentioned below.

Core elements:

* Dignity underlying the right to work;
* Prohibition of discrimination in all forms;
* Inclusive employment setting;
* Positive measures provision;
* Reasonable accommodation;
* Full range of Protection on the Employment Cycle: pre-employment, during-employment, post-employment;
* Self-employment,

Moreover, it should touch on the impact of COVID-19 and the States parties’ response to it. Additionally, it is required to assure a genuine relation between the content of the right to work in article 27 with the UN Sustainable Development Goals (target by 2030) to achieve a better and more sustainable future for all.

Portugal highlights the special need of promoting gender equality in training and employment regarding persons with disabilities and families with dependents with disabilities.

1. **Portugal Guiding principles, policies and measures towards the implementation of article 27 of the UN- CRPD**

Portugal guarantees its obligations, respects and protects the rights of persons with disabilities to work and employment (article 27º of UN-CRPD) bearing in mind the following guiding principles:

* Strengthening public policy measures, particularly in the field of education, vocational training and employment support for improving the employability of persons with disabilities.
* Promoting inclusive education and ensuring lifelong learning for persons with disabilities is fundamental to ensuring consistent transition programs to an active life.
* Support for job adaptation.
* Support for removing architectural barriers.
* Open Market Supported Employment for persons with disabilities and reduced work capacity and the development of personal, social and professional skills necessary for their integration, whenever possible, in normal work.

**In the field of the employment and vocational training**, Portugal has adopted the concept of disability and persons with disabilities in line with a biopsychosocial perspective that considers the limitations of activity as the result of a complex set of conditions many of which are created by the social environment, to the detriment of the medical and rehabilitative perspective that considers disability as "a problem of the person” caused by the disease, trauma or other health problem.

In this sense, the Ministry of Labour, Solidarity and Social Security, **through the public employment service (IEFP)**, has been prioritizing access for persons with disabilities to technical measures and benefits for the general population, creating and developing support, support services and specific measures that reduce the inequality in the conditions of access of persons with disabilities in comparison to other citizens and support employers who hire persons with disabilities or keep in their staff workers who acquire disabilities.

In addition, the government has defined a set of programmes and measures to support the occupational integration of persons with disabilities, whether specific, or by enhancing measures aimed at all unemployed persons, in particular by increasing the support provided for in the latter.

In this context, support for the Professional Integration of persons with disabilities is **based on 5 axes**:

1. **Accessibility to the services and technical services** made available by the different IEFP organic units to unemployed persons who use the IEFP for job-seeking support.

In the context of what are the principles set out in the Convention on the Rights of Persons with Disabilities, namely dignity and autonomy, non-discrimination, participation and full and effective inclusion, equal opportunities and accessibility, **the IEFP has created the conditions** **for persons with disabilities to access, on equal terms with other citizens, services (employment centers and vocational training centers) and technical services provided by them,** benefiting from more individualised support where necessary. In this context, the following support services have been created:

* **Centers for** **support and support for employment services** and specialised assistance in the field of disability and rehabilitation;
* **Interpreting service in Portuguese sign language,** distance and face-to-face;
* **Local interlocutor for the area of professional rehabilitation** in each employment service.
	1. **Resource Centers**

Persons with disabilities unemployed or seeking employment are entitled to services that are available to support persons without disabilities, in seeking a job and to find similar answers and with the same quality.

Employment services staff, whose skills in employment issues are indisputable, may not be experts in the field of disability so they may not provide all persons with disabilities with the quality care they require and deserve.

For this reason, a network of **resource centers was created, consisting of** organisations **with proven experience in the field of professional rehabilitation, accredited by the IEFP for the purpose of supporting the intervention of employment services and specialised intervention**, and which, by their request and obtained the consent of the person with disabilities and incapacity, can develop the following actions:

* Information, Evaluation and Guidance for Qualification and Employment
* Support for Placement
* Post-placement monitoring
* Assessment of work ability
* Prescription of assistive technologies
* Technical support in the field of assessing job adaptations and removing architectural barriers
* Support for enterprises in the field of employability (employment in the labour market, with or without financial support).

Presently, there are **64** entities accredited by the IEFP as resource centers, of which 59 are local, operating as proximity and territorial intervention centers and 5 are regional or national centers with a more specialized intervention. There is a resource center for each of the employment services.

* 1. **Portuguese sign language interpretation service**

In order to create conditions of accessibility for deaf people to IEFP services, in particular to technical employment and vocational training measures and interventions made available on an equal footing with other citizens, an interpretation service was created in a Portuguese sign language, at **distance, using the Internet, complemented by a face-to** **—face interpretation** service.

The long— **distance Portuguese sign language interpreting** service is carried out with the collaboration and support of interpreters provided by:

* Gaia Vocational Rehabilitation Center (CRPG) – Employment Centres and Employment and Vocational Training Centres of the IEFP, I.P. of the Regional Delegations of the North, Centro, Alentejo and Algarve;
* Casa Pia de Lisboa, I.P. (CPL) – Education and Development Center Jacob Rodrigues Pereira Institute – Employment Centres and Employment and Vocational Training Centres of the IEFP, I.P., of the Regional Delegation of Lisbon and Vale do Tejo.

The **face-to—face interpretation** service is provided by the Portuguese Federation of Deaf Associations, on the basis of a cooperation agreement with the IEFP and is intended to ensure communication with deaf persons in technical services and activities lasting 60 minutes or more, where the number of persons involved is equal to or greater than 6 and a minimum of 3 deaf persons are present.

* 1. **Local interlocutor for vocacional rehabilitation**

In order to ensure a more individualised and personalised service, the IEFP has defined in each employment service a local interlocutor for the area of professional rehabilitation, which is the face of the local employment service for persons with disabilities and their families, employers of persons with disabilities and resource centres.

The list of interlocutors from each employment service and their contacts (telephone and e-mail address) is available on the IEFP portal. Persons with disabilities may, when they want more personalised clarification or assistance, contact the interlocutor who will support them in contacts with the employment service and provide all the information they need or will indicate who can provide them.

1. **Boosting the programmes and general measures** targeting unemployed persons, thereby widening the range of opportunities for persons with disabilities

Persons with disabilities can and should be able to access all programmes and measures for the general population, with the specific support they need, by increasing, where appropriate, the support provided for therein, thereby creating a situation of positive discrimination that compensates for the most disadvantaged situation, or by adapting them to the specific characteristics and needs of persons with disabilities

In the context of the general measures, the following should be highlighted (which complement the measures specifically aimed at persons with disabilities listed below).

* 1. **ATIVAR.PT Incentive**

The Incentive Ativar.pt aims to encourage the hiring of unemployed persons registered with employment services, in particular young people and the long-term unemployed, by providing incentives to employers who hire them.

Persons with disabilities may access the measure regardless of the period of time they have been registered with the employment service and do not need to fulfill time requirement of enrolment for access to the measure, as is the case with most of the recipients.

The planned financial support (12 times the index of social assistance in the case of fixed-term contracts, or 4 times in the case of fixed-term contracts of 12 months or more) is increased by 10 % in the case of persons with disabilities and incapacity.

If the fixed-term contract is converted into a permanent contract, the employer may benefit from an amount equivalent to twice the monthly base remuneration provided for in the contract, up to a limit of five times the value of the IAS.

* 1. **Support for entrepreneurship and job creation**

The programme to support entrepreneurship and the creation of entrepreneurship and the creation of one’s own employment aims to support technically and financially unemployed people who wish to create their own jobs or small businesses comprising 3 measures (Support for the creation of small businesses, national micro-credit programme and support for job creation by beneficiaries of unemployment benefits). The modalities of support may be substantiated by:

* Guaranteed credit and interest rate subsidy
* One-time payment of the total amount of unemployment benefits
* Technical support for project creation and consolidation
	1. **Vocational training for persons with disabilities in the IEFP network of centres**

The provision of this specific measure does not prevent persons with disabilities from being able and to have access to all programmes and measures for the general population, with the specific support they need, thus creating a situation of positive discrimination that compensates for the most disadvantaged situation, or adapting them to the specific characteristics and needs of persons with disabilities, being integrated where possible into existing modalities. (see chapter III.)

1. **Use of specific measures** intended only for persons with disabilities and adjusted to their specific characteristics
	1. **Qualification of persons with disabilities**

The measure aims to promote actions that enable the acquisition and development of professional skills, with a view to enhancing the employability of persons with disabilities, oriented towards the exercise of an activity in the labour market.

Training must be organised and developed in close coordination with the labour market, taking into account its requirements and opportunities, and the characteristics and skills of these persons. The curricular structure of actions may include all or only some of the following training components: Training for integration; Basic training; Technological Training and Practical Training in Work Context (FPCT).

As a result of a work of articulation with the Entities of Professional Rehabilitation, it was possible to organise the training offer in 3 routes – type and availability in the CNQ of a set of 21 adapted frameworks, intended for persons with disabilities and disabilities, without the conditions to access regular training courses.

The existing training courses are:

* **Route A – based on CNQ training frameworks, lasting 2 900 hours**:

− Training actions organized on the basis of CNQ benchmarks for ­persons with disabilities.

* **Route B – based on adapted training frameworks integrated into the CNQ, lasting 3 600 hours**:

− Training actions organized on the basis of adapted training frameworks, which are part of the CNQ, aimed at people with altered mental functions, multi-deficiency and others, without the conditions for accessing ­regular training courses.

* **Route C – individualized on the basis of training frameworks not integrated ­in the CNQ, lasting 2 900 hours:**

− Training actions organized on the basis of training frameworks not integrated in the offer of the CNQ, proposed by the Entities of Vocational Rehabilitation­, predominantly oriented to people with changes in mental functions, multi-deficiency and others, which prevent them from attending the previous training courses.

* 1. **Supported Employment**

**Insertion Stages**

Internships are intended to support the integration or reintegration into the labour market of persons with disabilities and incapacity unemployed or looking for first job, through practical training in the workplace, which complements and improves their skills, in order to facilitate their recruitment and integration and enhance professional performance.

The internships are an adaptation for persons with disabilities and incapacity of the measure ACTIVAR.PT Stages, governed by its rules, **with some specificities**, namely:

* Persons with disabilities, unemployed or seeking their first job, registered in employment centers or vocational training centers, may benefit from internships, irrespective of their level of qualification.
* Applications in which the traineeship is the first stage of a vocational integration process are given priority.
* Open application scheme.

In addition, the ordinance regulating the general measure also provides for bonuses for persons with disabilities, namely:

* Longer duration for persons with disabilities (12 months and not 9 months).
* Contribution to transport costs where transport costs are not covered by the promoter.

The internship may be a time prior to the conclusion of the employment contract, allowing a process of integration supported by the company, an adaptation of the person to the functions they will perform, an adaptation of the co-workers to the person with disabilities and the knowledge of the disabled worker and his/her qualities by their co-workers, guardians and employers.

**Employment Contract Insertion**

The insertion contract is intended to enable the development of socially useful activities by persons with disabilities, strengthening their relational and personal skills, valuing their self-esteem, and encouraging work habits, as long as they do not have the opportunity to work on their own or on their own or in vocational training, in order to promote and support their transition to the labour market.

The employment contract Insertion for persons with disabilities is an adaptation of the employment contract insertion and employment contract insertion +, and is governed by its rules with certain specificities, namely:

* In addition to the support provided for in the general measure, the promoter shall also ensure that the person with disabilities is transported between his habitual residence and the place of activity, or alternatively pay the transport costs equivalent to the cost of public transport journeys or, if it is not possible for them to be used, to pay a monthly transport allowance of up to 12,5 % of the IAS, except for exceptional and duly substantiated situations to be assessed by the IEFP, I. P.
* As regards the sponsors, the IEFP, in addition to the financial support provided for in the legal framework of the ‘Employment Agreement -insertion’ and ‘Employment Agreement-insertion +’, also grants them the following support:
	+ Contribution to transport costs or allowances and food allowances paid to beneficiaries in accordance with legislation;
	+ Full contribution to the supplementary monthly grant provided for recipients of the ‘Employment Agreement -insertion’.

**Employment supported in an open market**

Open Market Supported Employment is aimed at persons with disabilities whose activity limitations and participation restrictions significantly hamper their access to normal employment and whose working capacity is not less than 30 % nor more than 90 % of the normal working capacity of another worker in the same professional role.

Employers who create jobs on a supported employment basis and admit disabled workers with these characteristics **the IEFP, in accordance with the law, contributes to their remuneration and the share of the compulsory social contributions of the employer**, corresponding to the contribution in the remuneration, by compensating them for the lower working capacity of these workers.

Whereas the aim of the supported employment is also to enable persons with disabilities to develop personal and professional skills to facilitate their transition, where possible, to the normal working regime, 3 years after the start of their work, a reassessment of working capacity is carried out, with the aim of changing or ceasing participation or promoting their integration into a normal working regime.

The contribution to workers in a supported employment scheme with a working capacity of between 75 % and 90 % ceases after 3 years.

* 1. **Measures to support accessibility and participation of persons with disabilities**

Where, for reasons relating to environmental conditions, access to employment is hampered (accessibility, equipment characteristics, architectural barriers stocks, information available in a non-accessible format), the IEFP shall grant:

* support to employers for adapting jobs or removing architectural barriers
* support to persons with disabilities for the purchase of assistive technologies essential for access and maintenance of employment and career advancement, or access and frequency of vocational training.

**Adaptation of jobs and removal of architectural barriers**

Physical barriers are removed, when disabled workers require for an adequate professional performance or even to be able to access or move within buildings, and equipment, instruments or tools they have to use are adapted. In such situations, the IEFP may provide non-refundable subsidies to contribute to the costs incurred in adapting jobs or removing architectural barriers, up to the following maximum amounts:

* Adaptation of jobs, up to 16 times the index of social support, under the following conditions:
	+ 100 % of the cost of adapting persons with disabilities unemployed or seeking their first job, registered in employment centers or in employment and vocational training centers;
	+ 50 % of the cost of adapting the job in the case of undertakings which maintain at their service workers who acquire disabilities and whose maintenance in employment depends on the adaptation of the job, provided that, in the case of an accident at work, such liability does not belong, under the law, to the employer or its business group.

Companies that conclude traineeship contracts with persons with disabilities or employers that conclude employment contracts may also benefit from support to adapt the job up to 8 times the index of social support. If the cost of the technical solution adopted exceeds this amount, the company may benefit from the value of the difference if it concludes a contract of employment with the person with disabilities at the end of the probationary or employment contract insertion.

* Removal of architectural barriers, 50 % of the cost of removing architectural barriers up to a maximum amount of 16 times the index of social support, whose facilities were licensed or built before 8 February 2007.

**Assistive technologies**

When the person with disabilities needs a support product (technical aid), the IEFP can contribute up to 100 % to access or attend the training, or to maintain a job or career progress or to access or attend training.

Support products or technical aids are any product, instrument, equipment or technical system used by a person with disabilities, specially produced or available on the market that prevents, compensates, mitigates or neutralises the limitation of activity or restriction of participation arising from the interaction between the person with disabilities and disability and the conditions of the environment

* 1. **Technical support for persons with disabilities and employers aiming at integration, maintenance and reintegration into employment**

persons with disabilities, An integrated set of technical support and benefits can be made available to support the occupational integration of persons with disabilities by Employment Centers:

**Information, assessment and orientation for QUALIFICATION AND Employment —**Its purpose is to support persons with disabilities, enrolled in employment centers or vocational training centers, in making appropriate vocational decisions, providing the necessary information, promoting the assessment of their functionality and disability and the determination of the means and support deemed indispensable for the definition and development of their Personal Employment Plan (PPE). In the context of this measure, the following support is provided at the request of the IEFP:

* Prescription of assistive technologies.
* Technical support in the field of assessing job adaptations and removing architectural barriers.
* Support for enterprises in the field of employability (employment in the labour market, with or without financial support).
* Assessment of the Work Capacity.

**Supporting placement –** Itaims to promote the integration into the labour market of persons with disabilities, registered in employment centers or vocational training centers, through a process of mediation between them and employers. It addresses accessibility, adaptation of the job, the development of general employability skills, as well as raising employers’ awareness of the benefits of hiring, and supporting the active job search and job creation.

**Post-placement Follow—up** – It aims to support job maintenance and career advancement of persons with disabilities persons with disabilities through technical support for disabled and incapacity workers and their employers, in particular in the following areas

* Adaptation to the tasks to be carried out and to the workplace;
* Integration into the company’s socio-labor environment;
* Development of personal and social behavior appropriate to the status of worker;
* Accessibility and travel to the company’s premises by disabled workers.

Information, support for placement and post placement follow-up are important, sequential and articulated moments aimed at supporting the integration and maintenance of persons with disabilities, and in which support for employers and colleagues is a priority and determinant in this process.

1. **Use of specific methodologies** **and other initiatives** for persons with disabilities with a certain profile of activity limitations
	1. **Support for the insertion or reintegration of persons suffering from traumatic brain injury and other acquired brain injury**

To support the professional insertion or reintegration of people who are victims of traumatic brain injury and other brain injury acquired in adulthood, who, after medical intervention and hospital discharge, meet conditions to (re)enter the labor market, and need support at the level of their (re) professional insertion, because their new conditions do not allow them to enter/reign back into the labor market, or using the programs or measures that have been implemented in general.

This methodology provides for a “multidimensional, sequential and time-structured intervention”, including, if necessary, the acquisition and development of behaviours and competencies that constitute prerequisites for entry into the labour market and access to (re)qualification. It makes use of the various measures and programmes to support employment (general and specific) in a way that is coordinated and appropriate to each situation, and is operationalised in a manner articulated by existing structures and organisations, in particular:

* Physical medicine and rehabilitation centers
* Employment centers and vocational training centers
* IEFP Resource Centers, I.P. (64 Resource Centers)
* Resource centers of the IEFP network, I.P. with specialised technical team (4 Centers with specialised technical team).
	1. **Employment quota for persons with disabilities**

Law No. 4/2019 of January 10, approved by the Assembly of the Republic establishes the system of employment quotas for persons with disabilities, with a degree of disability equal to or greater than 60 %.

Medium-sized enterprises, with a number of employees or more, and large enterprises, are covered by the Act as follows:

* Medium-sized enterprises or other employers under private law, with a number of employees between 75 and 249: 1 % of disabled workers;
* Large companies or other employers under private law, with 250 or more employees: 2 % of disabled workers.

The Law also covers public sector entities not covered by Decree-Law No 29/2001 of 3 February[[5]](#footnote-5), which employ 75 or more employees and are to this end treated as companies.

Compliance with the quota shall be compulsory from the following dates:

* 1 February 2023 for entities with a number of employees over 100
* 1 February 2024 for employers whose number of employees is between 75 and 100.
	1. **Support for employers and procedures in the submission of disabled job vacancies**

Employers may use the IEFP to meet their employee needs, communicating the job vacancies available at each time and may simultaneously signal whether they want technical support for the purpose of hiring persons with disabilities.

Where the number of candidates to submit to the offer is equal to or greater than 3, the employment services must present the offer of candidates with disabilities, not less than 10 % of the candidates, rounded to the next unit.

When presenting candidates with disabilities, employment services will only take into account the academic and professional qualifications contained in the offer. The assessment of the concrete conditions under which the person may carry out the activity, taking into account its characteristics and context, will be carried out by the employer with the technical support of the IEFP through the Resource Centers.

Employers will also be able to submit specific job offers to persons with disabilities who meet the requirements laid down in the law, to integrate the employment quota.

Technical support to employers who so request in the process of admission of a person with disabilities shall be provided by the Resource Center upon request from the employment service, in particular in the following areas:

* Benchmarking of the profiles of the applicant(s) for employment or of the jobs offered;
* Technical support for the creation of accessibility conditions, the adaptation of the job, the removal of architectural barriers and the process of adequacy of the work process, aiming at the integration of the candidate with disabilities;
* Adaptation to the tasks to be developed and to the workplace and integration into the entity’s socio-working environment;
* Accessibility and movement of dworkers with disabilities to the premises of the company;
* Providing information to the employee, employer and co-workers;
* Support in the formalisation of applications for IEFP support.

The support of the resource center may last one year and be financed by the IEFP in the context of post-allocation monitoring, in accordance with the rules in force.

The resource center uses the technical procedures and methodologies considered appropriate and mobilises the necessary own and external technical resources.

1. **Creation of an Inclusive Environment**

**Inclusive Employer Trademark**

The Inclusive Employers Trademark aims to recognise and distinguish open and inclusive management practices developed by employers in relation to persons with disabilities, thus contributing to the fulfilment of one of the priorities of the European Disability Strategy 2020, accessibility.

The Trademark distinguishes reference practices in the following areas:

* Recruitment, development and professional progression;
* Maintenance and resumption of employment;
* Accessibilities;
* Service and relationship with the community.

The entities to whom the Inclusive Employers Trademark is assigned and which stand out for exemplary practices in the 4 domains are attributed to the mention – Excellency.

The Inclusive Employers Trademark is awarded by a Jury, consisting of representatives of business associations, trade unions, social economy organisations, organisations of entities that support persons with disabilities and the public administration.

Applications shall be examined by a committee of experts, consisting of persons with relevant professional experience in the areas of human resource management, the social responsibility of companies indicated by management organisations and social responsibility.

1. **National Strategy for the Inclusion of Persons with Disabilities (ENIPD) 2021-2025**

The launch of the “National Strategy for the Inclusion of Persons with disabilities 2021-2025” (ENIPD), whose implementation is expected soon, should be highlighted while one of the priorities of Portuguese governmental action and as a corollary of a society that wants to be fairer, more solidary, which respects diversity as a factor of wealth and progress.

Among its 8 strategic axes, there’s one dedicated to employment and vocational training - which focuses mainly in streamline the support system for the professional insertion of persons with disabilities, create contextual conditions that promote the employability of persons with disabilities and developing entrepreneurship and self-employment for persons with disabilities - which includes, among other measures and initiatives, the creation of a National ICT Training Program/digital literacy for training or skills development for persons with disabilities; awareness raising actions for employers and other relevant institutions on the implementation of inclusive management models; or even a quantitative and qualitative diagnosis study on the employability situation of persons with disabilities, aiming transversal change improvements (last two ones foreseen to be presented during the current year).

ENIPD also provides to reorganise the network of Resource Centers (see 1.1 Resource Centers) to support professional integration, promoting its transition to a network services to support the participation of the persons with disabilities articulated with the intervention of the public employment service and in particular:

* Integrating into the network of resource centers of the vocational training network specifically aimed at persons with disabilities in the network of resource centers, redefining their role and attributions and resizing them
* Redefining their tasks so that they can ensure the necessary support for the frequency of vocational training in a regular and support context by persons with disabilities and support for employers.

Regarding point 2.3., in the process of reorganising the network of resource centres, a set of actions are being implemented to improve the conditions of access for persons with disabilities to vocational training courses and actions in IEFP direct management centers, including through:

* Provision of Methodological Guides to support adaptations to the training frameworks available in the National Qualifications Catalogue (CNQ);
* Elaboration of references and/or preparation of content related to curricular complements to be made available under the CNQ;
* Definition of a training organisation model and provision of support and support necessary for learning
* Training of professionals from the training centers of the IEFP network of centers.
1. The Committee on the Rights of Persons with Disabilities (CRPD) is the body of independent experts which monitors implementation of the Convention by the States Parties. All States parties are obliged to submit regular reports to the Committee on how the rights are being implemented. States must report initially within two years of accepting the Convention and thereafter every four years. The Committee examines each report and shall make such suggestions and general recommendations on the report as it may consider appropriate and shall forward these to the State Party concerned. [↑](#footnote-ref-1)
2. World Economic Situation and Prospects. United Nations, April 2019. [↑](#footnote-ref-2)
3. Disability and Development Report: Realizing the Sustainable Goals by, for and with persons with disabilities. United Nations, 2018. [↑](#footnote-ref-3)
4. Work for a brighter future, p.10. ILO Global Commission on the Future of Work, 2018. [↑](#footnote-ref-4)
5. Decree-Law that provides for a system of employment quotas for persons with disabilities, with a degree of disability equal to or greater than 60 % within the scope of the central and local public administration. [↑](#footnote-ref-5)