**ONCE SOCIAL GROUP – ORAL INTERVENTION TO THE GENERAL DISCUSSION OF THE COMMITTEE ON THE RIGHTS OF PERSONS WITH DISABILITIES ON ITS OUTLINE FOR THE PREPARATION OF A GENERAL COMMENT ON ARTICLE 27 OF THE CRPD (THE RIGHT TO WORK AND EMPLOYMENT)**

ONCE Social Group (GSO) is composed of ONCE, ONCE Foundation and Ilunion, our business group. With over 72 000 employees, ONCE Social Group is the fourth largest employer in Spain and the largest in terms of number of employees with disabilities. Our business group is formed by 60% of persons without disabilities and 40% of persons with disabilities, and as entire socio-economic group, we have 60% of persons with disabilities and 40% of persons without disabilities in our staff.

GSO welcomes this consultation and among a number of fundamental issues, we would like to focus on the following ones:

1. **Defining inclusive and segregated employment of persons with disabilities:** At the beginning of the document there is a need to define what is inclusive labour market and segregated labour market, according the following characteristics: Inclusive employment is freely chosen, covered by labour standards, respecting the rights of employees, offering an opportunity for career development and paying wages according to collective agreements for the sector and over the minimum wage. This type of employment could take place in public entities, private enterprises (including supported employment), social economy, social enterprises, self-employment and entrepreneurship and centres or undertakings of inclusive employment. All types of employment not including all or any of the characteristics mentioned before should be considered segregated employment.
2. **Reinforcing laws against discrimination:** Reinforcing anti-discrimination laws by making denial of reasonable accommodation as a form of discrimination, making illegal salaries under minimum wages (equal pay for equal work) and by ensuring that persons with disabilities are included in trade unions.
3. **Inclusion in digital and green economies:** The General comment should include a specific reference to the inclusion of persons with disabilities in the new economy sectors linked to digital skills and green economy, and also by including new work modalities (on-site, remote, homeworking or mixed mode)
4. **Accessibility for Vocational training should be compulsory**: The fact that vocational training is considered non-compulsory training is used as an excuse for the lack of suitable support for learners with disabilities. States parties should ensure support in vocational training and in other non-compulsory formal training processes.
5. **Public employment services** must ensure there are specialist practitioners available in order to seek activation and support of workers with disabilities in the public sector.
6. **Social enterprises within the context of the social economy,** there is a need to highlight this type of economy in the General Comment. We find collective forms of entrepreneurship driven by persons with disabilities themselves (co-operatives and other social economy solutions) or the organisations representing persons with disabilities and/or their families (types of social companies) that seek to offer decent jobs and productive employment opportunities, paying salaries commensurate with the job performed and the sector, but under no circumstances lower than the minimum wage.
7. **Regarding quota systems**, a critical review of models in place should in no case contemplate their elimination. For organisations specialised in the placement of persons with disabilities in the labour market, the existence of quota systems is the first port of call when making businesses aware of their responsibility to include persons with disabilities in their workforces, in order to then go on to develop co-operation programmes to attempt to introduce gradually persons with disabilities and higher support needs
8. **Intersectional approach:** The general comment should include an intersectional approach based on gender, ethnic origin, sexual orientation or beliefs.

Thank you very much