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SENDI - Special Education Needs and Disability Inclusion

# **GENERAL MARKET RESEARCH**

## **In Spain, the Netherlands, the UK, the Czech Republic and Bulgaria**



*This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.*

SENDI project aims to manage a low cost certification system for people with SEN (special educational needs) and especially those with disability. Our project has developed 8 courses of training:

- Cleanroom processing
- Catering
- Cutting and construction
- Packaging
- Order picking
- Facility services
- Green jobs
- Working safely

It is important to make sure that the planned courses have future and fit the employment demands in all the partners' countries. The objective of this research is to ensure future for our certifications, analyzing the labour market demands, especially the demands within the labour market of disabled people.

In this research, we focus our attention to three main aspects:

- ✓ Quantification of disabled population in Europe and the key sociodemographic features;
- ✓ Educational levels of disabled people;
- ✓ Disability and employment; the most demanded jobs for disabled people.

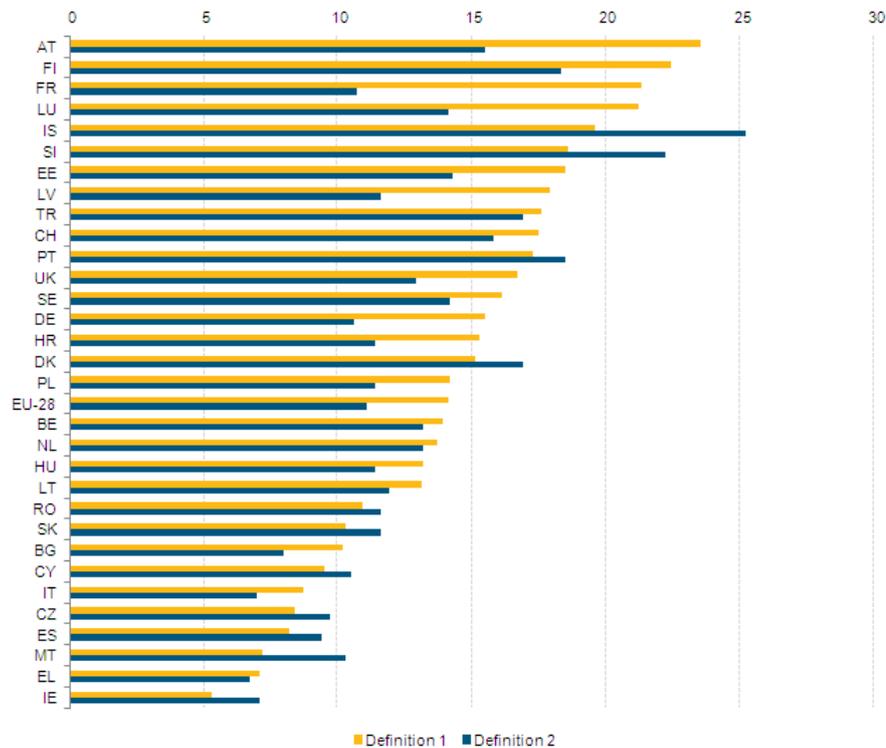
## **I. Sociodemographic features of disability in Europe.**

According to *Eurostart Statistics Explained*, in the European Union, almost 45 million people aged between 15 and 64 (14.1 % of that age group) reported a disability having basic activity difficulty (disability definition 1). Less than 10 % of people aged 15-64 reported a disability in the Czech Republic and Spain.

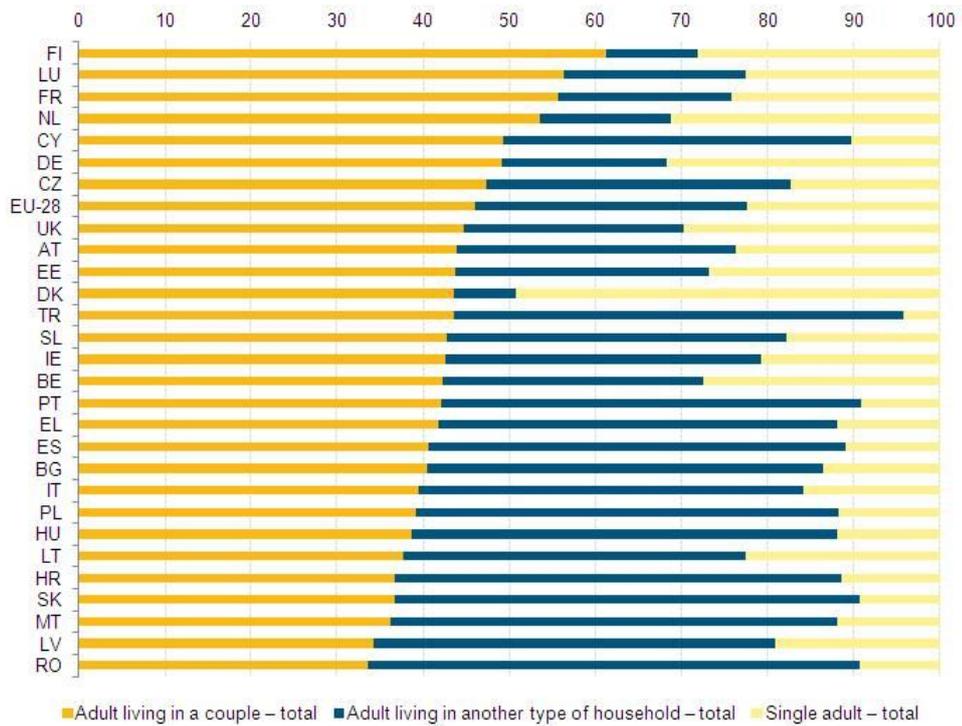
Some 35 million people aged 15-64 (11.1 % of the whole European population of this age group) in the EU reported a disability of being limited in the work they can do because of a longstanding health problem and/or a basic activity difficulty - LHPAD (disability definition 2), which is 10 million fewer people when those with basic

activities difficulty. This phenomenon was observed in most countries, including the Netherlands, the United Kingdom and Bulgaria. However, in Spain and the Czech Republic more people reported a disability when the second definition was used.

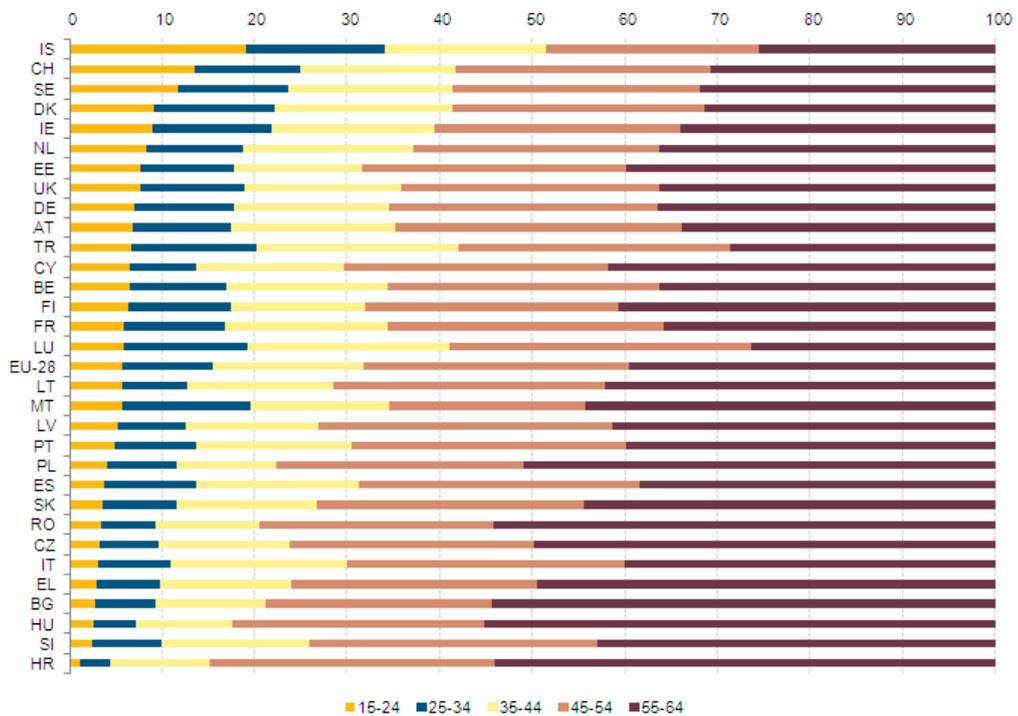
Here is the graphic illustration of this diversity in disability in Europe.



Although the legal marital status is of little relevance for the youngest people in the 15-64 age group, most people with basic activity difficulties were married or living in a registered partnership (57 % across the EU, compared to 51 % of those without these difficulties), and another 17 % had previously lived in a marriage/registered partnership (compared to 8 % of those without these difficulties). Just over a quarter (26 %) lived on their own and had never lived in a legal union, considerably fewer than those without similar difficulties (41 %). In the following figure you may see this situation illustrated for each country.

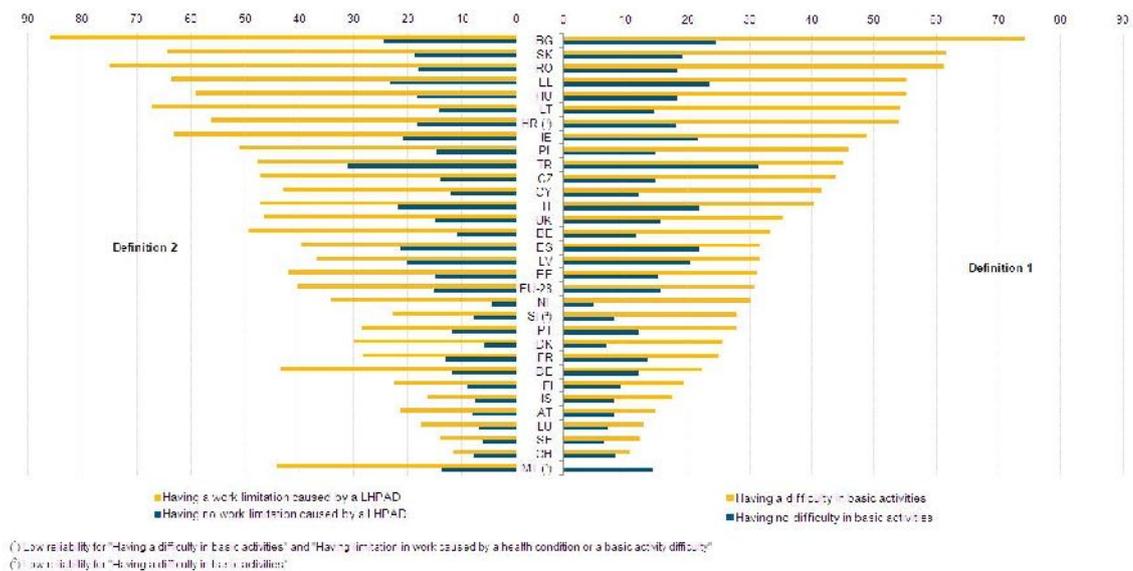


The likelihood of having a disability increases with age. In all the countries that we study, over half of the people with basic activity difficulties were 45 or older. In the following graphic you can check this information.



## II. Educational levels of disabled people

There are still considerable differences in the education levels of people with and without disability. Unfortunately, 1/4 of people aged 18-24 leave education and training with lower secondary education, among those reporting a basic activity difficulty, compared with 12.4 % of those without difficulty. You can see the statistics in the following figure.



30.7 % of people aged 15-34 having a basic activity difficulty were neither in employment nor in any education or training. This is 15 percentage points higher than those in this age group without basic activity difficulty. The gap was much more marked (25 percentage points) for people with limitations in work caused by a LHPAD (40.4 % and 15.4 % respectively).

	Having a difficulty in basic activities	Having no difficulty in basic activities	Having a work limitation caused by a LHPAD	Having no work limitation caused by a LHPAD
EU-28	23.9	35.8	22.1	35.9
BE	19.6	47.0	17.8	47.0
BG	: u	29.7	: u	29.8
CZ	10.7 u	24.2	11.3 u	24.4
DK	19.1	43.3	21.7	43.3
DE	14.2	29.8	: u	29.9
EE	: u	41.3	: u	41.3
IE	27.5	50.6	20.3	51.3
EL	: u	28.4	: u	28.6
ES	34.8	43.0	35.3	43.1
FR	32.6	48.1	33.8	47.6
HR	: u	25.8	: u	25.5
IT	8.8	20.2	11.2	20.0
CY	: u	45.9	17.9 u	46.2
LV	: u	37.2	: u	36.4
LT	: u	45.9	: u	46.0
LU	37.3	49.8	32.1 u	49.2
HU	11.6 u	28.4	: u	28.5
MT	: u	27.2	: u	27.1
NL	23.3 u	43.1	22.1 u	43.2
AT	25.5	24.6	17.5 u	25.2
PL	17.0	37.6	13.2 u	37.6
PT	22.3	24.7	18.0	25.2
RO	17.9 u	20.0	: u	20.3
SI	20.6 u	38.4	25.2 u	38.5
SK	: u	23.3	: u	23.6
FI	36.7	49.6	33.0	49.8
SE	29.7	51.4	34.0	51.2
UK	30.4	47.1	25.4	47.2
IS	: u	51.5	40.9	49.4
CH	22.3	44.9	32.5	44.2
TR	8.8	17.1	6.8	17.4

u: low reliability

: not available

Educational level influences professional future and labour sphere. Thus, the employment among disabled people increases with educational level, and the higher the educational level is among disabled people, the smaller is the difference in the labour field between them and people without any disability.

### III. Disability and employment.

At the EU level, about 47% of persons with disabilities are employed compared to 72% of persons without disabilities. The EU average is 67%. The employment gap is about 25 percentage points. The national employment rates of people with disabilities range from 20% (Croatia) to 59% (Sweden). We may note that countries with similar employment rates for non-disabled people present big differences for people with disabilities. This means that there is a potential for increasing the employment rate of people with disabilities.

Concerning people with disabilities, the female employment rate is 44% and the male employment rate is 51%. We observe a gender gap of 7 percentage points. The employment rate of women without disabilities is 65%. Among women, the disability gap is 21 percentage points.

The degree of disability decreases employment rate. At the EU level, the employment rate of severely disabled people is 28%. The employment rate of people with a moderate disability is correlated with the employment rate of persons without a disability. On the contrary, the employment rate of people with a severe disability is loosely related to the employment rate of people without disabilities, according to Academic Network of European Disability experts (ANED). Measures which are aimed to affect the general population might not have a significant impact on people with a severe disability.

At the EU level, 13% of persons with disabilities work part-time and 34% work fulltime. Furthermore, the importance of part-time work increases with the degree of disability. A policy of flexible working hours coupled with social security guarantees might make part-time jobs accessible and attractive to severely disabled people.

The recent financial crisis did not deteriorate the employment situation of persons with disability at the EU level. But there was a significant deterioration in certain countries, notably Greece and Spain.

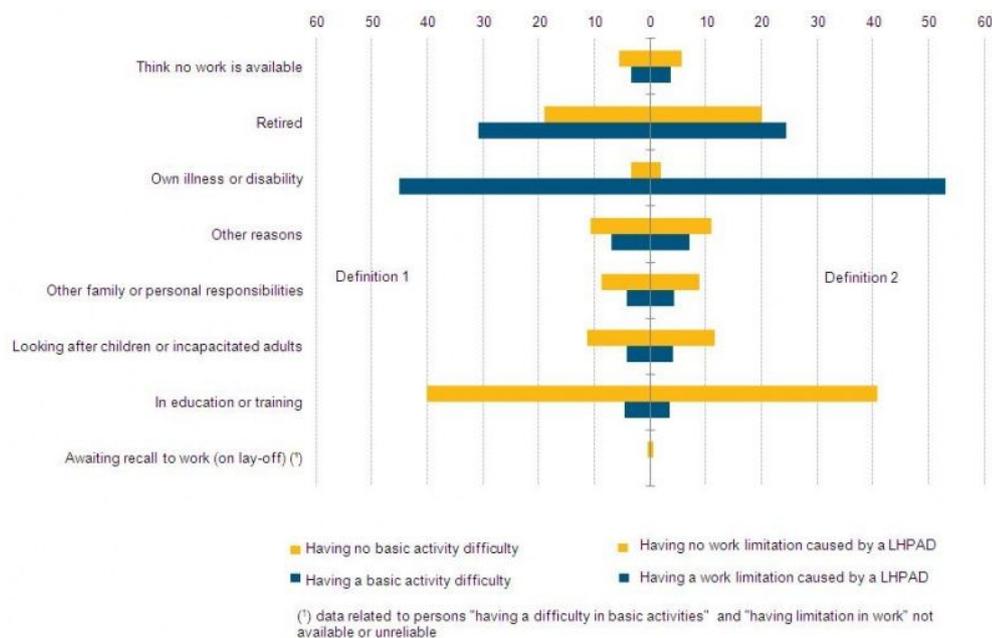
In the EU as a whole, the proportion of people working from home is higher amongst people with a disability (15 %) than others (13 %).

In the EU as a whole, people who reported having a basic activity difficulty (definition 1) are more likely than others to be employed part-time (26 % compared to 18% of those with disability of definition 2). A similar picture is observed at country

level (in Spain, the Czech Republic, the UK and Bulgaria). The Netherlands had the highest proportion of part-time employment in both groups, irrespective of the definition of disability used (61 %).

#### IV. The most demanded jobs for disabled people.

Education is closely related to employment. Thus, we have developed 8 courses for disabled people that may improve their labour situation and consequently their life quality. The research shows that the main reason for disabled people for not seeking employment is the education or the lack of it. SENDI project wants to allow disabled people access to vocational education and certification, which will make them more confident and consequently push them to the labour market.



Source: Eurostat (online data code: hlth\_dlm060).

According to our research, the most frequent jobs carried out by disabled people are jobs related to the areas of cleaning services, such as “Cleaning activities”, “Industrial cleaning and Maintenance of buildings”; “General building cleaning”; “Integral building Services and Facilities”. In our case, we propose 2 different courses related with cleaning sphere, which are Cleanroom processing and Facility Services.

Another significant labour area where disabled people get more contracts is “Workers of restaurant business”, “Sellers”, “Restaurants and Food Stalls”, “Fruits and

Vegetables' processing and Conservation", "Goods Handling", "Manufacturing industries", "Shop Middleman". SENDI has programmed different courses that fit in this labour sphere: Catering (restaurant business), Working Safely, Order Picking and Packaging (sellers).

Among the sphere of "Facilities workers, Machinery workers and assembly operators", the courses of Cutting and Construction, Order Picking, Packaging can be distinguished.

Green Jobs are also present in the European labour market among the field of "Gardening Activities".

We can conclude that the direction of development established by the project SENDI is the correct one, and we hope that the certification of these already demanded jobs will facilitate the employment of disabled people.