

Towards inclusive employment of persons with disabilities

A comparative study of six social economy organisations and companies in Europe

Final report

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Vienna, June 2020

Acknowledgement: The authors are grateful to Gülin Öylü for her contribution to the report.

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List of Abbreviations

ANED: Academic Network of European Disability Experts

BE: Belgium

CDD: Contrat à durée déterminée (fixed-length contract)

CEE: Centros Especiales de Empleo (Special Employment Centers)

CNV: Christelijk Nationaal Vakverbond (National Federation of Christian Trade Unions in the Netherlands)

DPO: Disabled People's Organisation

EA: Entreprises Adaptées (Adapted Work Companies)

EATT: entreprises adaptées au travail temporaire (companies adapted to temporary work)

EIF: European Investment Fund

ES: Spain

ESAT: Etablissements et Services d'Aide par le Travail (Medico-social Establishments)

ESF: European Social Fund

EU: European Union

FNV: Federatie Nederlandse Vakbeweging (Federation of Dutch Trade Unions)

FR: France

GBER: General Block Exemption Regulation

ILO: International Labour Organisation

NGO: Non-governmental Organisation

NL: the Netherlands

OECD: Organisation for Economic Co-operation and Development

SDG: UN Sustainable Development Goals

SE: Sweden

SBCM: Kenniscentrum en Arbeidsmarkt- & Opleidingsfonds voor de sociale werkgelegenheid (Knowledge Center and Labor Market & Training Fund for Social Employment)

SI: Slovenia

UN CRPD: United Nations Convention on the Rights of Persons with Disabilities

VNG: Vereniging van Nederlandse Gemeenten (Association of Netherlands Municipalities)

WISE: Work Integration Social Enterprise

WSW: Wet Sociale Werkvoorziening (Sheltered and Supported Employment Act)

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Disclaimer:

Data for this report was collected in 2019 and the final drafting phase took place between January and March 2020. Since this was before the outbreak of Covid-19 in Europe, it does not include the impact of the pandemic on the six social economy organisations and companies.

Executive summary

- The comparative report provides an assessment of approaches and measures for the work integration of persons with disabilities focusing on six social economy organisations and companies across six countries, namely APF Entreprises in France, Cedris in the Netherlands, Groep Maatwerk in Flanders (Belgium), ILUNION in Spain, Samhall in Sweden, and ZIPS in Slovenia. The aforementioned organisations are members of the European Observatory for Inclusive Employment and the Sustainable Development Goals.
- The comparative analysis primarily draws on the National reports that were prepared by the Observatory members on the basis of a questionnaire and subsequent common criteria, under the guidance of Weber Shandwick.
- As social economy organisations and companies, the six organisations share common features. They are characterised by democratic and participatory decision-making processes, have explicit social missions which tend to have priority over capital and profit-making, and provide market and non-market goods and services for the purpose of meeting social needs and for the benefit and in the interest of the community and society.
- A main focus of all six organisations is to support the work integration and social inclusion of persons with disabilities, a group that has been systematically excluded from the labour market in the past and continue to face significant barriers to participate in employment and everyday life on an equal basis with persons without disability.
- The six social economy organisations and companies take different organisational forms ranging from umbrella organisations offering guidance, support and services to their members and acting as an advocate for the sector (Cedris, Groep Maatwerk, ZIPS) to business groups with a network of companies (ILUNION, APF Enterprises) to state-owned company (Samhall). The variety of structures in which the organisations operate, while cannot be considered representative for the whole sector, offers a good illustration of the heterogeneous set of entities that currently constitute the social economy sector in Europe. This also shows commitment to inclusion of persons with disabilities in society.
- All six organisations provide employment opportunities for persons with disabilities in the open labour market covering a wide spectrum of business activities and fields including health and social services, hospitality and tourism, IT and advanced services and logistics. The most common sectors and activity areas are services such as cleaning, laundry, gardening, and manufacturing, production and industry activities. Although the organisations increasingly rely on revenues from commercial activities, financing from governments, through state subsidies and other fiscal measures, remains an essential income source and is vital to secure the continuity of their activities. Ensuring adequate public support is all the more important as these activities provide public benefits, especially in some -rural- areas where they are not only essential employment creators, but also key actors of the local economy.

- The recruitment of employees with disabilities is arranged differently across the six organisations, but a common element in the recruitment process of all is the conducting of a needs assessment and job matching for each individual worker.
- While each of the six social economy organisations and companies offer some form of training to enhance the employability of their workers with disabilities, the extent and format in which they provide this varies. Moreover, only few of them provide an officially recognised certificate for the trainings. Apart from Samhall, Groep Maatwerk and ILUNION, there is no or only very little information available on measures concerning career development and promotion opportunities for the employees.
- Despite the fact that all try to place people in employment on the open labour market, transition to the open labour market is still a challenge. Except for in Sweden, where the state is requiring Samhall to place at least 7% of employees every year in the open labour market, transition rates to mainstream jobs are very low. Main reasons for this include a general reluctance among employers to hire persons with disabilities, inadequate financial incentives and non-financial support for employers, rigid transition process, low educational attainment and skills of persons with disabilities, as well as lack of sufficient knowledge-sharing between stakeholders on methods and practices of successful transition processes.
- Through their work integration activities, all six organisations contribute to social inclusion and inclusive growth. Their contribution can be further enhanced by appropriate policies that help creating enabling environments which are adapted to their specific needs. This entails improving the regulatory and policy framework and promoting access to financing, support structures, and training and knowledge-sharing.

1.Introduction

Persons with disabilities have been traditionally excluded from the labour market, which resulted in social exclusion, deprivation and presented significant barriers in their participation in society. The **UN Convention on the Rights of Persons with Disabilities** (UN CRPD) brought a paradigm shift towards a human rights approach in relation to persons with disabilities, including a clear recognition of their right to employment. The Convention is ratified by all European Union (EU) Member States and the EU itself, thus it is part of EU law and requires thorough implementation at all levels.

Article 27 of the UN CRPD specifically refers to *“the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.”*. This includes the prohibition of discrimination, protection of workers’ rights (e.g. equal remuneration for work of equal value), access to education, employment in the public and private sector, possibilities for self-employment and support to maintain employment on equal terms with others. The Convention also requires that in order to promote equality and eliminate discrimination, *reasonable accommodation* should be provided.

Employment is also a key element to achieve social inclusion, reduce poverty and inequalities. Several of the **Sustainable Development Goals** (SDGs) are also relevant in this context, with special regard to Goal 8 on Decent Work and Economic Growth and Goal 10 on Reduced Inequalities. The 2030 Agenda calls for the promotion of inclusive economic growth, full and productive employment which allows persons with disabilities to fully access the job market. In order to successfully implement the SDGs, it is key to develop policies that contribute to the social, economic and political inclusion of persons with disabilities. It is also important to recognize that these goals, as well as the relevant provisions of the UN CRPD, require States Parties to adopt policies that foster the inclusion of persons with disabilities in the open labour market. In that regard, the Action Plan to implement the **European Pillar of Social Rights**, currently being developed by the EU, is also relevant as it will guide the implementation of the social pillar of the SDGs at EU level.

Discrimination against persons with disabilities in the labour market has been prohibited under EU law, since even before the ratification of the UN CRPD. **EU Directive 2000/78** outlines a general framework for equal treatment in employment and occupation, in order to combat discrimination on the labour market across EU Member States, on the grounds of religion or belief, age, disability and sexual orientation. Under the EU’s Employment Equality Directive, employers have to provide reasonable accommodation to employees with disabilities, to the extent that doing so would not impose a disproportionate burden to the organisation. Reasonable accommodation duties may include technical solutions like providing equipment or allowing flexible working time.

Persons with disabilities represent one-sixth of the EU's overall working-age population, but despite the strong legal protection explained above, their employment rate is still comparatively low (ANED 2019, Eurofound 2018). One of the eight thematic areas of the **European Disability Strategy 2010-**

2020, has been employment, setting a goal to “enable many more persons with disabilities to earn their living on the open labour market”. The European Commission is currently evaluating the impact of the strategy and is planning further actions to improve the implementation of the UN CRPD. For years, EU funds (e.g. European Social Fund) have been key in supporting the labour market inclusion of persons with disabilities by providing them with trainings, creating jobs, or making workplaces more accessible. Nevertheless, there is still a lot to be done to improve their employment rate. In 2017, the employment gap between persons with and without disabilities was 25.7% on EU average, with as high as over 40% in some EU Member States.

The **European Pillar of Social Rights** serves as a compass to deliver social rights to EU citizens more efficiently. Principle 17 of the Pillar is particularly calling for the inclusion of persons with disabilities, by recognizing that they “have the right to income support that ensures living in dignity, services that enable them to participate in the labour market and in society, and a work environment adapted to their needs”. The European Commission is currently working on an Action Plan to implement the principles of the Pillar more systematically.

Building on these comprehensive legislative and non-legislative instruments, and in response to the existing gaps, it is important to consider the implementation aspect and look at practical solutions on how to achieve inclusive employment. Existing practices of companies that already employ persons with disabilities can help understanding the persistent challenges and highlight good initiatives and measures to guarantee the right to employment for persons with disabilities.

This study provides a comparative assessment of policies, approaches and specific measures in six organisations engaged in the work integration of persons with disabilities, who altogether form the *European Observatory for Inclusive Employment and the Sustainable Development Goals*. By doing so, the study seeks to better understand the main challenges and opportunities for these and other social economy organisations and companies to include persons with disabilities in the labour market. The study focuses on the following six organisations: APF Enterprises in France, Cedris in the Netherlands, Groep Maatwerk in Flanders (Belgium), ILUNION in Spain, Samhall in Sweden, and ZIPS in Slovenia.

The rest of the report is structured as follows: Section 2 describes the data collection and method for the comparative analysis and provides the definitions for the key terms used in the report. In Section 3, the six social economy organisations and companies are introduced describing their main characteristics and providing some basic figures on them. Section 4 provides a short overview of the national context. Section 5 describes and compares overall approaches to the work integration of persons with disabilities including social goals, strategies and cooperation activities. The report then proceeds with a detailed presentation and discussion of specific measures implemented by the companies (Section 6). Finally, the report discusses some of the main challenges and future perspectives for the six social economy organisations and organisations in Section 7, before concluding the assessment.

2. Methodology

The information presented in this report is based on National reports that were conducted for each of the six members of the European Observatory for Inclusive Employment and the Sustainable Development Goals and provided to the authors. Data for the National reports were collected by Weber Shandwick through a questionnaire. A detailed account of the primary data collection is presented in the section below. The analysis also builds on some additional information received from members of the Observatory and Weber Shandwick and incorporates preliminary findings that were presented during the workshop in September last year. While conducting a literature review was outside the scope of this assignment, the report makes reference to some relevant legal and policy documents, as well as to data from international organisations active in the field of employment and disability.

2.1. Data collection

With the intended goal of drafting such a comparative report, Weber Shandwick, acting as the Secretariat of the Observatory, initiated the data collection process. Weber Shandwick prepared a template survey and shared it with the focal points of the six Observatory national member organisations. Over April-July 2019 each focal person collected an initial set of data within their respective organisations and prepared a National report. Additional ad-hoc information was also made available through leaflets, reports and websites. The collected data formed the basis of an initial analysis and discussion, which took place during an Observatory Seminar organised on 21st and 22nd October 2019 in Paris, France. Initial conclusions were drafted accordingly. Those 6 National reports and preliminary findings were then shared with the European Centre for Social Welfare Policy and Research for them to review and prepare this comparative report.

2.2. Analysis

The comparative analysis presented in this report brings together findings from six National reports. The methodology adopted for the comparative analysis follows the comparative case-study design, a method which is widely used across various disciplines and areas of research (Goodrick, 2014; Bartlett and Vavrus, 2017). At the core of this methodology lies the possibility to compare similarities and differences in patterns across contexts that are characterized by high variability. For our analysis, this method enables us to assess different approaches to the work integration of persons with disabilities in six social economy organisations and companies across six countries (Table 1).

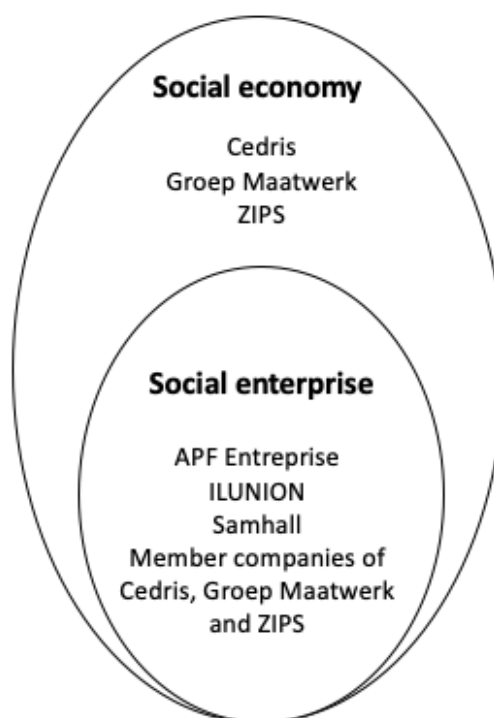
Table 1: The six social economy organisations and companies covered in the report

Name	Country
APF Entreprises	France
Cedris	The Netherlands

Groep Maatwerk	Flanders (Belgium)
ILUNION	Spain
Samhall	Sweden
ZIPS	Slovenia

For the purpose of this comparative analysis, the term social economy organisations and companies is used as an umbrella term. It allows for the inclusion of different types of social economy actors including those that as umbrella organisations or national associations of social enterprises (i.e. Cedris, Groep Maatwerk, ZIPS) would not be considered social enterprises themselves according to the definition provided by the European Commission (See Text Box 1). Thus, when in the report we refer to the six organisations the term social economy organisations and companies is applied, otherwise the term social enterprises is used.

Figure 1: Situating the six social economy organisations and companies in the context of the social economy and social enterprise



Source: Own illustration

Text Box 1 provides a definition of key terms that either frequently referred to or variably appear in the different sections of the report. It is important to bear in mind that for some of the terms listed below there exists other or even multiple definitions. Here, we relied, as much as possible, on definitions provided by the European Commission or EU agencies (i.e. Eurostat), as well as on international organisations such as OECD.

Text Box 1: Definition of key terms used in the report

Reasonable accommodation: Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms (UN CRPD, Article 2). Reasonable accommodation is any change to a job or a work environment that is needed to enable a person with a disability to apply, to perform and to advance in job functions, or undertake training (European Commission).

Disabled Persons' Organisations (DPO): are representative organizations or groups of persons with disabilities, where persons with disabilities constitute a majority of the overall staff, board, and volunteers in all levels of the organization. It includes organizations of relatives of persons with disabilities (only those representing children with disabilities, people with intellectual disabilities, and/or the Deafblind) where a primary aim of these organizations is empowerment and the growth of self-advocacy of persons with disabilities (Disability Rights Fund).

Disproportionate burden: To determine whether the measures in question give rise to a disproportionate burden, account should be taken in particular of the financial and other costs entailed, the scale and financial resources of the organisation or undertaking and the possibility of obtaining public funding or any other assistance. The burden shall not be disproportionate when it is sufficiently remedied by measures existing within the framework of the disability policy of the Member State concerned (2000/78/EC).

Sheltered employment: refers to employment in an enterprise operating in a commercial market, with or without public support, and established specifically for the employment of persons with disabilities or other working limitations, but which may also employ non-disabled people in a limited proportion (Eurostat).

Supported employment refers to "Providing support to people with disabilities or other disadvantaged groups to secure and maintain paid employment in the open labour market" (European Union of Supported Employment, 2005).

Social economy: The term 'social economy' is ambiguous and there is a lack of a clear definition of the concept and scope (Eurodiaconia, 2011). The term usually coexists with other terms, such as enterprises with social goals (Belgium), social cooperatives (Italy), cooperative enterprises serving the general interest (France) etc. and has been used interchangeably with some of these terms (Johnson & Spear, 2006).

Social economy organisations: consist of private, formally-organised enterprises and networks that operate on the basis of democratic and participatory decision-making processes, producing market and non-market goods and services. In social economy initiatives, the distribution of profits or surpluses amongst members is not directly linked to the capital or the fee contributed by each member, but is directed towards meeting the members' needs (Liger et al, 2016:8, drawing on the Social Economy Europe's Charter of Principles of the Social Economy).

Social enterprise: An operator in the social economy whose main objective is to have a social impact rather than make a profit for their owners or shareholders. It operates by providing

goods and services for the market in an entrepreneurial and innovative fashion and uses its profits primarily to achieve social objectives. It is managed in an open and responsible manner and, in particular, involves employees, consumers and stakeholders affected by its commercial activities (European Commission).

State aids: ‘aid’ means any measure fulfilling all the criteria laid down in Article 107(1) of the Treaty (Article 2). State aid for “employment of workers with disabilities in the form of wage subsidies”, and for “compensating the additional costs of employing workers with disabilities” can be found in respectively Articles 33 and 34 of the Commission Regulation (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in application of Articles 107 and 108 of the Treaty.

WISE: Work integration social enterprises are social economy actors that are focused on providing work opportunities for disadvantaged social groups, including persons with disabilities (European Commission, 2016).

Wage subsidies are part of hiring subsidies, that are demand-side labour market measures focusing on reactivating the long-term unemployed, or supporting groups at risk of labour-market exclusion (such as young people, persons with disabilities, women, older workers, etc.) (OECD).

Workers with disabilities: „any person who (a) is recognised as worker with disabilities under national law; or (b) has long-term physical, mental, intellectual or sensory impairment(s) which, in interaction with various barriers, may hinder their full and effective participation in a work environment on an equal basis with other workers.” (Article 2 of the Commission Regulation (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in application of Articles 107 and 108 of the Treaty).

2.3. Limitations

The information received from Observatory members and presented in this report is not validated, therefore inaccuracies, or misinterpretations may occur. The National reports provided different levels of detail and sometimes insufficient information on certain aspects which meant that it was not always possible to cover all social enterprises to the same extent in every section of the report. The Slovenian national report included very limited information about the measures and practices of ZIPS member organisations. Therefore, this report refers mostly to the Slovenian national context and wherever possible, to ZIPS itself, but it was not possible to include ZIPS in all aspects of the analysis.

Furthermore, the report does not provide a comprehensive overview of the situation of social enterprises operating in the six countries (France, Belgium, the Netherlands, Slovenia, Spain, Sweden), but compares the characteristics, strength and challenges of six specific social economy organisations and companies (APF Entreprises in France, Cedris in the Netherlands, Groep Maatwerk in Flanders (Belgium), ILUNION in Spain, Samhall in Sweden, and ZIPS in Slovenia).

Finally, the statistics and data relating to persons with disabilities, which are presented in this report, come from different sources. Some are based on the best available EU level sources, while others originate from the national reports provided by the six social economy organisations and companies. Generally, disability data and corresponding collection methodologies are a debated issue. In 2015, the CRPD Committee highlighted the lack of consistent and comparable data across Member States¹ and this must be kept in mind when quoting any statistics. Therefore, the purpose of this report is not to create any new data but to present overall trends and issues as they may be available. For the readers wanting to know more we refer them to the available sources at European and national levels: Eurostat, ANED or the Odismet Observatory on disability and the labour market (Spain), among others.

¹ Committee of the Convention on the Rights of Persons with Disabilities, Concluding observations on the initial report of the European Union, 2015.

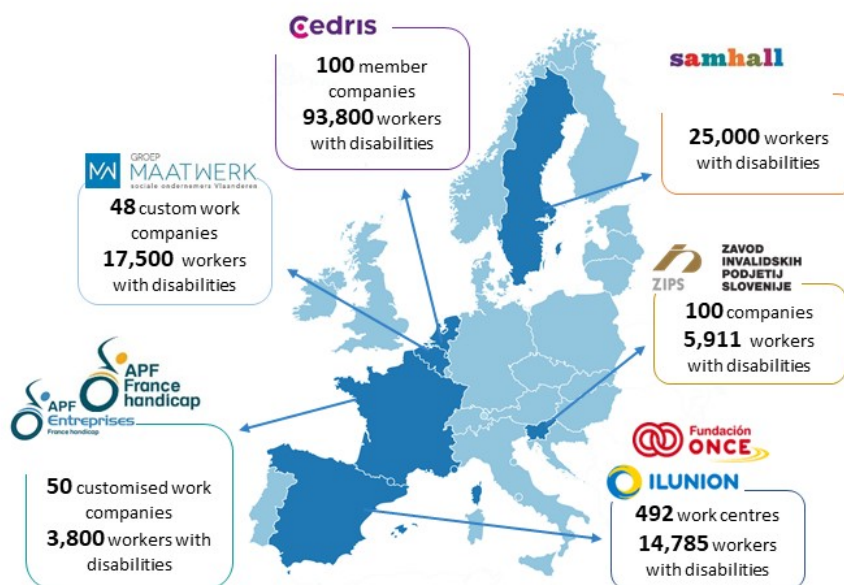
3. Main characteristics of the six social economy organisations and companies

The six organisations that are the subject of this study represent social enterprises focusing on the work integration of persons with disabilities. All have extensive experience with persons with disabilities and some were established well before other types of social economy actors appeared in their respective country. This is certainly the case with APF France Handicap and ONCE, which were founded in the 1930s and recently created their own business groups (APF Entreprises in 2008 and ILUNION in 2014)², as well as the member organisations of Cedris and Groep Maatwerk (in the 60s). Cedris itself was established in 1979. Groep Maatwerk was founded in 1980. Samhall was created in 1980 merging 375 sheltered workshops, while the Alliance of Companies Employing Persons with Disabilities (ZIPS) came into existence in 1991.

Figure 2: Key facts and figures on the six organisations

APF Entreprises	Cedris	Groep Maatwerk	ILUNION	Samhall	ZIPS
France	Netherlands	Flanders (Belgium)	Spain	Sweden	Slovenia
Business division of APF France handicap	National association of social enterprises & sheltered workshops	Umbrella organisation of custom work companies	Business group of the ONCE Social group	State-owned company	National association of companies employing persons with disabilities

² ONCE Social Group is composed of three organisations: created in 1938, ONCE is the historical organisation of Spanish blind and partially-sighted people; ONCE allocates part of its proceeds to other groups of persons with disabilities through the Fundación ONCE; and finally ILUNION is the business branch.



Source: Own illustration based on information from the National reports

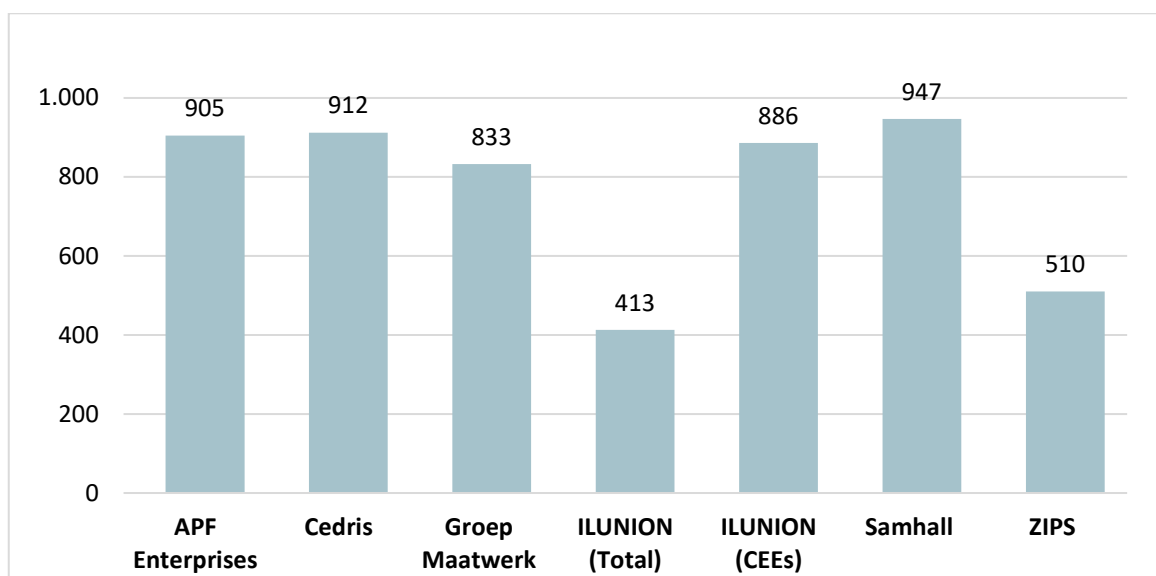
While their status is that of social economy, the six cases offer a good illustration of the various structures in which social enterprises active in the labour market inclusion of persons with disabilities operate in Europe – ranging from single state-owned company such as Samhall to member-based umbrella organisations or associations (Cedris, Groep Maatwerk, ZIPS) to business divisions or business groups (APF Entreprises, ILUNION) with a network of companies. For APF Entreprises this means a network of 50 customised work companies: 25 so-called adapted work companies (*entreprises adaptées* – EA) and 25 medico-social establishments (*établissements et services d'aide par le travail* – ESAT). Within ILUNION, there are 492 work centres of which 273 are special employment centres (*centros especiales de empleo* – CEE) that mainly employ persons with disabilities. Cedris and ZIPS each represent 100 members (sheltered workshops and social enterprises in Cedris, and companies employing persons with disabilities in ZIPS). Groep Maatwerk is the umbrella organisation of all 48 custom work companies (*maatwerkbedrijven*) (formerly sheltered workshops) in Flanders (Belgium). In view of the very different organisational features of the six social economy organisations and companies, in the remainder of the report, the term 'social enterprises' is used when we generally refer to the companies (i.e. the member companies of Groep Maatwerk, Cedris and ZIPS, APF Entreprises, ILUNION, and Samhall).

Size and composition of the workforce of the social enterprises

In the 50 companies of APF Entreprises, there are around 4,200 persons with disabilities. In total, they account for 90% of all staff employed. Most of them (66%) work in EAs. Across the 25 EAs, the

number ranges between 60 and 250 workers with an average of 100 workers with disabilities per company. In Flanders, custom work companies are the primary employers of persons with disabilities. Altogether, they employ 17,500 workers with disabilities. The corresponding number in Cedris and ZIPS member companies is 93,800 and 11,591 respectively. ZIPS member companies employ close to one-fifth of all employees with disabilities in Slovenia while ILUNION is among the largest employers of persons with disabilities in Spain. Of their 35,800 co-workers, 17,485 are persons with disabilities with the overall majority (87%) working in CEEs. Samhall provides jobs for 25,000 persons with disabilities making it one of Sweden’s biggest employers. Given the considerable differences in the workforce size across our six cases, for easier comparison Figure 3 presents the number of workers with disabilities as a ratio (per 1,000 employees).

Figure 3: Number of workers with disabilities per 1,000 employees



Source: Own illustration-based information from the National report

Notes: The number refers to the 50 customised work companies of APF Entreprises, the 100 member companies of Cedris, the 48 custom work companies of Groep Maatwerk, the 492 work centers (total) and the 213 CEEs of ILUNION, the Samhall company and the 100 member companies of ZIPS.

The proportion of employees with intellectual or mental disabilities differs across the social enterprises. Those with intellectual disabilities constitute the largest group of workers with disabilities in the custom work companies of Groep Maatwerk (70%). In Cedris’ member companies, they represent around 30% of workers with disabilities and in ILUNION, 9% of their employees with disabilities have intellectual disabilities.

Table 2: Target group of persons with disabilities

Name	Target group of persons with disabilities	Specific requirements
APF Entreprises	EA: people with less than 25% of remaining work capacity who are older than 20 ESAT: people with reduced work capacity (no specific criteria)	At least 75% of workers hired have to be persons with disabilities
Cedris	Under the Sheltered Employment Act (WSW): people with physical, intellectual or psychosocial disabilities	At least 30% of employees in the company have to be persons with disabilities

	Under the Participation Act: people who due to their disabilities are not able to earn the legal minimum wage	
Groep Maatwerk	Persons with a disability or health impairment who want to work, but are not, not yet or not anymore ready to be employed in a regular company	At least 65% of workers in the company have to be persons with a (labour) disability
ILUNION	Persons with various disabilities including physical, sensory, intellectual and mental disabilities, based on a formal administrative recognition of disability and the level of it is required	In CEEs, workers with disabilities must constitute at least 70% of the workforce
Samhall	Unemployed persons with a disability who due to their reduced work capacity cannot find other work	At least 40% of employees must be recruited from specially prioritized groups (i.e. those with functional impairment who face particular difficulties to enter into employment)
ZIPS	Persons with a significant reduction in the capacity to find, retain and advance in employment as a result of physical or mental disability	At least 40% of the company's workforce must be persons with disabilities

Source: National reports, Samhall Annual and Sustainability Report, 2018.

Notes: See Figure 3

This variation in the number and composition of workers with disabilities across the social enterprises reflects differences in their target groups (Table 2), and partly stems from the different definitions and administrative criteria used for the assessment of disability in the countries, but also from the legal status of the social enterprises and the specific conditions that this entails. This includes legal requirements to employ a certain share of employees with disabilities (e.g. by law at least 70% in CEEs in Spain) or to prioritise specific groups of persons with disabilities (e.g. persons with mental and learning disabilities, and those with multiple impairments in Samhall, a target set by its owner and shareholders during the annual general meeting). The broader policy and regulatory context and the existence of other relevant measures (for instance, mandatory employment quota systems), also play an important role here.

Geographical distribution of the social enterprises

In terms of geographical distribution, the social enterprises are spread across the whole of the five countries and Flanders. However, they are not necessarily evenly distributed as noted in the cases of ILUNION and APF Entreprises where a higher concentration of companies can be found in some regions (e.g. Madrid, Valencia, Catalonia and Andalusia in Spain and Bretagne and Ile-de-France in France). Cedris' members cover almost the entire territory of the Netherlands (there are some small areas which are currently not covered). The companies of Groep Maatwerk are more or less equally represented across Flanders. In Sweden, Samhall is present in most of the country's 290

municipalities and in 600 cities; the allocation of services is based on the annual agreement with the Public Employment Service depending on demand.

Economic sectors of the social enterprises

With regards to the economic sectors that the social enterprises are engaged in, a wide and expanding array of activities is visible (Table 3). The most common sectors and activity areas include services such as cleaning, laundry, gardening and various manufacturing, production and industry activities.

Table 3: Business sectors and fields of activity

Name	Sectors and fields of activity
APF Entreprises	7 main sectors: Digital Services, Administrative Management & Direct Marketing, Communication, Electronics & Electrical Technics, Industry & Metallurgy, Circular Economics (i.e. dismantling, collection, recycling), Management & Logistics Facilities
Cedris	Green keeping, Cleaning, Manufacturing, Catering, Assembly work as the most common fields of activities
Groep Maatwerk	Industry (e.g. metal, high tech industries, wire/cable harnesses and assemblies), Pharma, Packaging, Nutrition, Textile, Conditioning, Printing/scanning, Gardening, Recycling
ILUNION	5 main sectors: Services (e.g. laundry, cleaning, gardening), Health and social care, Business (e.g. Insurance), Tourism, and Consultancy (e.g. IT, communications)
Samhall	Cleaning services, Laundry & textiles, Care services, Workplace & property services, Warehousing & logistics, Production & manufacturing, Circular economy services, Packing & assembly
ZIPS	Washing & cleaning services, Landscape & gardening, Administrative services (e.g. call centres, office support), Security services, Computer programming, Manufacturing and repair (e.g. furniture, motor vehicles, electronic equipment,), Glass manufacturing & production

Source: National reports

Notes: See Figure 3

Financing of the social enterprises

The social enterprises rely on a mix of market and non-market sources for generating their income, but the distribution of revenues from these two sources varies greatly. Moreover, state aid remains a salient source of income for all the social enterprises to ensure their financial sustainability and

survival not only in the present, but also in the future. The importance of public support and in particular state aid is also emphasised in the GBER³.

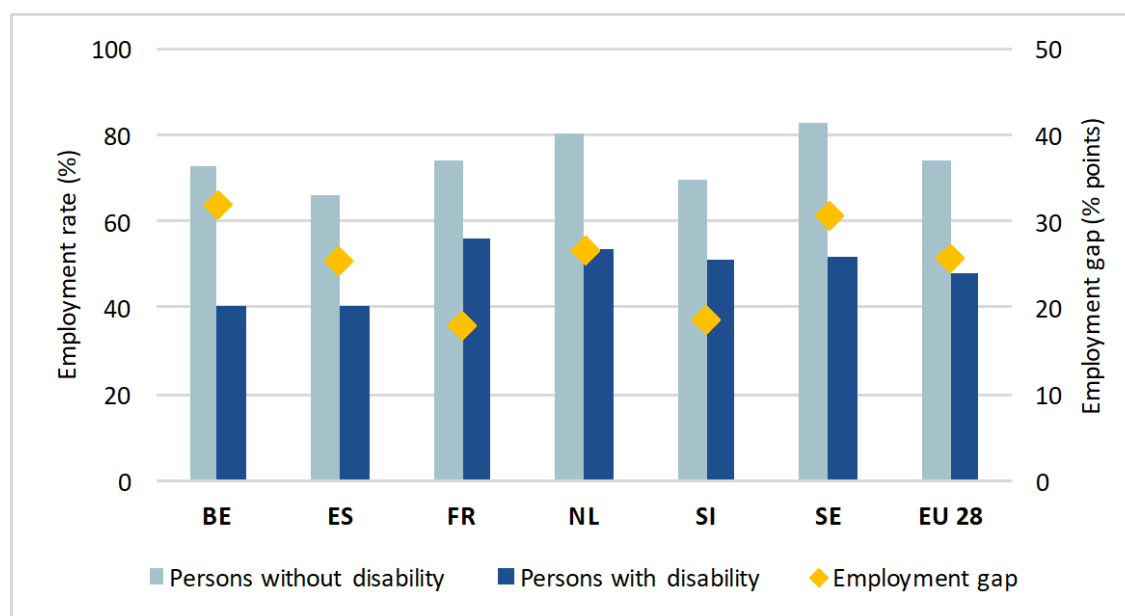
Market income from the sale of goods and services constitutes the main source of revenue in ILUNION and in the custom work companies of Groep Maatwerk (with more than 50%). By contrast, state subsidies provide the bulk of total revenues for APF Entreprises, the companies represented by Cedris and for Samhall. For instance, in Samhall, around 60% of total revenue in 2018 came from state compensation and 40% were derived from sales. While the exact figure for APF Entreprises is not available, state subsidies in its 'mother company', APF France handicap, accounted for close to 80% of all income in 2017. Subsidies being 80% of total income is also true for Cedris in the Netherlands. Additional non-market incomes may include private and public donations, membership fees as well as special grants from local, regional, national and various EU funding schemes (e.g. ESF, EIF). Government support, other than direct subsidies or grants, such as the provision of fiscal incentives in the form of tax reliefs or reduced social security contributions and the availability of social public procurement schemes, can also be important vehicles through which the social enterprises' access to finance are being facilitated (see next section).

³ The GBER, short for General Block Exemption Regulation, enables the Commission to adopt so-called Block Exemption Regulations for State aid thereby allowing EU Member States to implement public support measures without prior notification to the Commission (Commission Regulation (EU) N°651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in application of Articles 107 and 108 of the Treaty).

4. Brief overview of the national context

Despite a general improvement in labour market conditions, characterised by declining unemployment and increasing employment rates, in Europe in recent years, the employment rate of persons with disabilities remains significantly below of that of persons without disabilities. Comparative statistics drawn from the latest ANED reports show that the employment rate of persons with disabilities in the EU-28 stood at 48.1%, which is 26 percentage points lower than for those without disabilities (Figure 4). Across the six countries, the employment rate for persons with disabilities is highest in France with 56.3% and lowest in Belgium and Spain (40.5% in both). While countries with higher employment rates for those without disabilities tend to have higher employment for persons with disabilities, in all countries there is a clearly observable employment gap. The gap is largest in Belgium and Sweden (above the EU average in both) and lowest in France and Slovenia (18% points in both).

Figure 4: Employment rate of persons with and without disabilities



Source: Own illustration based on ANED Country reports (2019).

Notes: The figures are based on EU-SILC, a harmonised European survey, and relate to 2016. Disability is defined based on the question asking respondents if they have been limited because of a health problem in activities people usually do for at the least the past six months.

There is a strong association between disability employment rates and overall labour market conditions, however, the variation in the employment gap across the countries suggests that there are other underlying factors that affect the employment of persons with disabilities such as the degree of segmentation in the labour market, accessibility of environment or discrimination (Priestley 2019). Among those with disabilities, women, those aged between 55 and 64, and persons who have severe disabilities are less likely to be in employment. The patterns for

unemployment and activity rates show that unemployment rates are higher and activity rates are lower for persons with disabilities in comparison to those without in all six countries. These trends are similar in other EU countries too.

To address the needs of persons with disabilities and support their inclusion in the labour market, countries have adopted various measures ranging from legislations tackling discrimination to labour market measures and incentives targeted at employers with an increased emphasis on inclusion in the open or mainstream labour market. Thus, supported employment measures, vocational training and wage-subsidised employment programmes that are aimed at facilitating the hiring and retention of employees with disabilities in the open labour market are increasingly given higher priority. Mandatory employment quotas for private and/or public enterprises that stimulate labour demand by committing employers to hire a certain share of employees with disabilities are also established in many EU countries. In fact, a mandatory quota system currently exists in France, Spain and Slovenia, but not in Sweden. In Belgium, a quota system for employing persons with disabilities only exists in the public sector. The Netherlands has adopted a quota system, however, until now, it has not been enforced (i.e. no fine has been charged).

In the six countries, there are various support measures for companies that operate in the social economy and specifically target persons with disabilities in terms of employment. They may include general measures, which are available for all companies, as well as those specific to their legal status and operations as laid down in national or community/regional level laws (for a non-exhaustive list of relevant legislations see Table 1 in Annex).

Table 4 presents the main financial incentives and financial support measures at the disposal of the social enterprises. A detailed discussion on these and other non-financial types of measures (e.g. those related to supported employment) is presented in Section 5 of the report. As mentioned before, public procurement can serve as an important tool to promote the access of social enterprises to markets through making use of social clauses or reserved contracts for example. Despite the fact that such social public procurement scheme is in place in all six countries (albeit only recently introduced in Sweden and Slovenia) (see Table 4 below), it remains mostly underutilised by the social enterprises.

Table 4: Financial support and incentives for the social enterprises

Name	State subsidies/ grants	Fiscal incentives		Social public procurement schemes
		Tax exemptions/ reliefs	Reduced social security contributions	
APF Entreprises	Wage subsidy Grant for workplace adaptation Grant to transfer to open labour market	✓	✓	✓
Cedris	Wage subsidy No-risk policy* Low wage benefit			✓
Groep Maatwerk	Wage subsidy Coaching subsidy		✓	✓

	Organisational subsidy			
ILUNION	Wage subsidy Subsidy for workplace adaptation Grants for creation/expansion of CEEs** Grants to retain employment** Grants for Support Units**	✓	✓	✓**
Samhall	Added cost state compensation***			✓
ZIPS	Wage subsidy		✓	✓

Source: National reports

Notes: See Figure 3.

* The so-called no risk policy in the Netherlands provides a financial incentive for employers to hire persons with disabilities by removing the employer's obligation of paying sickness benefits for up to two years of illness for employees with a disability.

**Only applies to CEEs.

***State compensation covers most of added costs that Samhall has due to their labour market assignments in comparison to a regular company. This includes costs for workplace adaptations, wage costs, training etc .

5. Mapping approaches to the work integration of persons with disabilities

5.1 Social goals

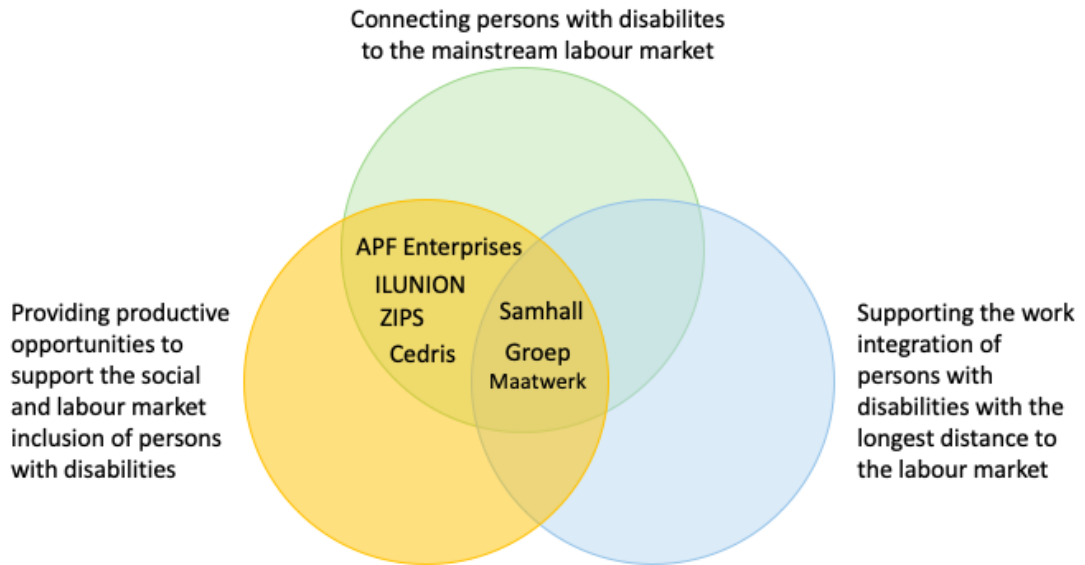
A key objective of the social enterprises covered in this report is to tackle the labour market exclusion and marginalisation of persons with disabilities through providing regular and secure employment as well as training and other social support for their employees. By integrating persons with disabilities in their workplace, they contribute to employment and job creation, increase social inclusion and foster social cohesion. In developing novel forms of work integration and new models for the provision of goods and services they hold the potential to offer innovative responses to social needs. Thus, there are economic and social benefits not only for the social economy, but to the economy and society at large.

It is important to emphasise that as social enterprises, the commercial activities the companies are engaged in are not to maximise profit. While economic activities are important to generate revenue (Samhall, for instance, has clear profit target), they are carried out with the primary goal to fulfil a social mission.

As shown in Figure 5, all six social economy organisations and companies have at least one of the following social goals or missions:

1. To connect persons with disabilities to the mainstream labour market;
2. To provide productive opportunities to support the social and labour market inclusion of persons with disabilities;
3. To support specifically the work integration of persons with disabilities who have the largest distance to the labour market.

Figure 5: Social goals



Source: Own illustration adapted from Laretta and Nakawaga (2016).

Note: See Figure 3.

All six social economy organisations and companies identify goals 1 and 2 to be part of their social mission. In the case of Groep Maatwerk and Samhall, an additional goal is to support those persons with disabilities who face the most difficulty in finding employment. However, many aim to fulfil additional or more specific goals. For instance, both ILUNION and Samhall express a commitment to provide new and innovative employment opportunities for their employees. In the mission statement of Cedris, creating ‘inclusive employment’ is stated as a primary social objective. The mission of EAs (APF Entreprises) is specifically to offer jobs for persons with disabilities and “to allow them to develop and conserve the skills, both professional and social, that will enable them to find lasting, quality employment” (National Report APF Entreprises, p 8). Likewise, Samhall’s core assignment is “to create work that furthers the development” of persons with disabilities (National Report Samhall, p 3). Despite the fact that all try to place people in employment on the open labour market, transition to the open labour market itself is not explicitly stated as a goal.

5.2 Organisational strategies and activities to achieve work integration

In pursuing their primarily social objective, which is the work integration of persons with disabilities, the social enterprises undertake varied strategies. Most provide services to both public institutions and mainstream private companies, in some cases mainly acting as sub-contractors (APF Entreprises, Groep Maatwerk). Workers can carry out work on the premises of the contracting companies depending on the type of service. They can work in inclusive work environments, or also in so-called enclaves (i.e. a group of workers are dispatched to work on the premises of the client company under the guidance of a job coach) (e.g. Cedris, APF Entreprises, Groep Maatwerk). With the exception of ESATs (in APF Entreprises), all social enterprises operate in the open labour market and therefore compete with companies in the private sector.

In Cedris, workers can be placed either in one of their social enterprises or in sheltered workshops. Within ILUNION, persons with disabilities are employed in both CEEs and employment centres as this is part of ILUNION’s mission. In CEEs, the proportion of workers with disabilities is necessarily higher because it is part of the legal definition of a CEE. APF Entreprises have two types of companies: EAs and ESATs. Only those working in EAs are de-facto employees (in ESATs they are considered users). Samhall offers employees three employment programmes: regular sheltered employment (its core assignment), development employment for mainly young people, a separate programme for those with 75% sickness benefit. Samhall also offers a separate placement programme for working capacity assessment and on-the-job-training. The programmes imply different contractual conditions for the employee (see Table 5).

As the information presented in Table 5 shows, all social enterprises try to provide secure employment to their workers with disabilities either providing them with a permanent contract or renewing the contract indefinitely. Their employees typically earn at least the minimum wage (e.g. Cedris, Groep Maatwerk) or similar to that of employees working in the open labour market (Samhall, ILUNION). In most, the same employment protection rules apply as for other workers, however, employees with disabilities tend to be more protected against dismissal due to the discrimination that they face when trying to enter the open labour market. The employment rights of workers with disabilities is further safeguarded by collective labour agreements (in almost all countries) and their representation at all level of decision-making (APF Entreprises, Samhall, ILUNION). In Samhall, employees with disabilities are involved in decision-making as union representatives (6 out of the 14 members and deputies of Samhall’s board are union representatives). The local unions are, for instance, also consulted before a new customer assignment is taken by Samhall. A vast majority of persons with disabilities employed at the custom work companies of Groep Maatwerk are members of the trade union.

Table 5: Contractual conditions for employees

Name	Type of contract	Wages	Employment protection
APF Entreprises	ESAT: Fixed, 1-year contract can be renewed indefinitely EA: long-term indeterminate	ESAT: 55% of the minimum wage EA: n.a.	Same as other employees, no dismissal other than health reasons
Cedris	Under WSW: permanent Under Participation Act: mostly temporary	100% earns at least the minimum wage, 84% earns > minimum wage	Same as other employees, but higher in CEEs
Groep Maatwerk	Indeterminate (usually after first temporary contract)	100% earns at least the minimum wage	Same as other employees, no dismissal for economic reasons
ILUNION	50% permanent in 2019, 48% permanent in 2018	Based on collective agreement	Same as other employees, but higher in CEEs
Samhall	Regular sheltered employment: indeterminate Development employment: 1+1-year	Based on collective agreement	Higher level of protection, no dismissal for economic reasons

	75% sickness employment: indeterminate		
ZIPS	n.a.	n.a.	n.a.

Source: National reports

Notes: See Figure 3

Although the social enterprises use somewhat different approaches to achieve their work integration goal, all attach importance to the following:

- Primacy of social objectives over capital;
- Social and economic balance and financial sustainability;
- Transparent and participatory decision-making;
- Cooperation and partnership-building with different stakeholders (see next section).

5.3 Cooperation with relevant actors

The six social economy organisations and companies are connected and cooperating with a variety of stakeholders, including:

- Non-governmental organisations, including organisations representing persons with disabilities (DPOs);
- Industry and business actors;
- Public authorities at national and local levels;
- Trade Unions.

Figure 6: Main stakeholders for cooperation for the companies



Source: Own illustration based on information from the National reports.

Cooperation with civil society organisations and Disabled Persons' Organisations

It is important to distinguish between disabled persons' organisation (DPOs) and other non-governmental organisations. DPOs directly represent and advocate for the rights of persons with disabilities, as part of civil society, but they are not necessarily actors of social economy. Both APF France Handicap and ONCE are DPOs who created business divisions that operate as social enterprises and are active in the work integration of persons with disabilities (APF Entreprises, ILUNION).

The level of collaboration between social enterprises and civil society organisations depends on the type and specific characteristics of the company, their legal status, as well as the national context in which they are operating. In cases, where the company is a non-governmental organisation itself, or established as a business group by an NGO (e.g. ONCE/ILUNION), there is a genuinely closer cooperation with civil society actors, especially with DPOs. APF France Handicap, as the national umbrella organisation representing persons with disabilities is closely connected to its members, standing for different disability groups (e.g. UNAPEI National Union of Persons with Intellectual Disabilities and their Families, or UNISDA National Union for the Social Inclusion of Deaf People).

ILUNION takes a strong collaborative approach with disability NGOs, through the presence of the main disability umbrella organisations in ONCE Foundation's Board of Trustees. ONCE Foundation supports the disability movement through its grant making programme, and work, in collaboration with the whole disability sector and CERMI (Spanish umbrella organisation representing persons with disabilities). Furthermore, ILUNION creates entrepreneurial alliances (*Unión Temporal de Empresas*) with the disability movement, which are temporary consortiums that apply for public tenders, provide employment to their members, facilitate the sharing of best practices, as well as foster entrepreneurial projects started by DPOs.

It seems that those organisations that cooperate closely with civil society actors are focusing mostly on the disability field (both nationally and internationally), but it is less common to engage with organisations representing other marginalised groups, or working on various cross-cutting societal matters (e.g. on poverty, or gender issues).

The other 4 companies did not mention links to specific representative organisations of persons with disabilities in their National reports.

Cooperation with industry and business actors

While probably all organisations need to maintain some sort of cooperation with private actors from business and industry, little information was provided in the National reports on this aspect. Cedris from the Netherlands is a member of the umbrella organisation of SME's (MKB Nederland) and of the umbrella organisation for big companies (VNO NCW). Through these affiliations they maintain intensive contacts with umbrella organisations for other sectors (e.g. temporary work, gardening etc.). They also seek collaboration with private investment funds for social enterprises. Samhall collaborates with private companies in order to be able to offer its employees developing jobs in the open labour market. Groep Maatwerk also cooperates with umbrella organisations of

other business and industry actors, and many members of Groep Maatwerk are also affiliated with sectoral umbrella organisations

Cooperation with public authorities at national, regional and local level

Collaboration with public authorities at national, regional and local levels was mentioned more often by those organisations that are not DPOs themselves, but operate as companies/business actors.

Members of Cedris are mostly owned by municipalities, therefore it naturally means a closer tie with local authorities, who foster the work integration of persons with disabilities.

In Slovenia, companies employing persons with disabilities collaborate with public authorities through their representative organisations (e.g. ZIPS), or in some cases directly. Samhall, in Sweden, finds it key to maintain close collaboration with public authorities as this enhances the employability of persons with disabilities and increases the jobs that they are able to offer to their employees in the open labour market. In Belgium, Groep Maatwerk as the employers' federation raises awareness about the role of custom work companies among policy makers, employers and the public. They also have good connection to public training services (GOBs/GTBs).

Cooperation with trade unions

In all countries, employees of the members of the six social economy organisations and companies are represented by the trade unions and the wages in their sector is based on collective bargaining. In the Netherlands, there is a collective labour agreement for the WSW, but not yet for the Participation Act. The reason is that the Organisation for Municipalities (VNG) is demanding additional funding from the national government. Cedris is not a social partner, but they are involved in the negotiation process and have close contact to the social partners. In Belgium, each sector has its Joint Committee with representation from employers and trade unions, so in Flanders, the Joint Committee of customised work companies is regulating all collective labour agreements relevant for this sector. In Spain, there is a Collective Agreement specifically covering centres serving persons with disabilities (CEEs), including health care services, education centres and sheltered workshops, however companies can also choose to apply the sectoral Collective Agreement which have higher remuneration tables for the benefit of their workers. Most ILUNION CEEs apply the sectoral one. The Swedish labour market is also organised around collective bargaining between employers' organisations and the unions (i.e. there is no minimum wage). While there were a few initiatives targeting the situation of persons with disabilities, they rarely led to new jobs. Samhall works closely with trade unions (they meet regularly at local, regional and national working environment committees, and consult on important decisions concerning budgetary issues and personnel). ZIPS in Slovenia cooperates with sectoral trade unions and with the Economic and Social Council of the Republic of Slovenia for the purposes of preparing legislation and in relation to the training and employment of persons with disabilities.

In France, trade unions have been increasingly speaking up on disability-related issues and in 2016 the General Confederation of Labour (CGT) signed a three-year agreement the Association for the Management of the Fund for the Professional Integration of Persons with Disabilities (AGEFIPH) to make disability as a priority and include it in the negotiations with other actors. An inter-federal

disability group was also set up, including a network of regional disability referents to better coordinate efforts. However, the overall role of collective bargaining in the supported employment sector is still minor compared to that of public initiatives. The number of specific social agreements passed in relation to the employment of persons with disabilities is around 100, and the vast majority of those concerns two companies.

6. Company-specific measures

6.1 Hiring and accommodating workers with disabilities

Company measures and practices

The recruitment of employees of the social enterprises is mostly arranged internally (e.g. APF Entreprises), through the municipalities (e.g. Cedris), or through public employment services (e.g. Samhall, Groep Maatwerk). The number of employees the companies hire differ each year, but priority is always given to persons with disabilities (e.g. 8193 persons hired by Samhall during 2019 and 120 persons recruited by APF Entreprises each year).

A common element in the recruitment process for all social enterprises is the conducting of a **needs assessment** to allow **job matching** for each individual. In the case of Belgium, an assessment of the need of support is carried out by the Public Employment Office, so persons with disabilities are directed to concrete job offers published by the custom work companies. The situation is similar in Sweden, where labour market policy is a state responsibility and the Public Employment Service (*Arbetsförmedlingen*) decides who will be employed by Samhall, i.e. persons with disabilities whose working capacity is reduced and cannot find other work in the labour market. ONCE Social Group publishes all open vacancies internally and externally, although priority is given to employees to allow promotion opportunities. It then manages the recruitment process internally, including the needs assessment.

Samhall developed a unique methodology to assess the capacity of persons with disabilities, which can be used both as a tool and a management philosophy to facilitate their labour market inclusion (Text Box 2). Through the Samhall Method, it is possible to form working teams where the employees complement each other and together can perform tasks that they may not have been able to perform individually. Their aim is to provide employees with the opportunities to develop their skills and capacities through tasks that suit their specific needs. Besides the assessment and matching, the model focuses also on dialogues, where the employee and the manager work towards a specific target. These targets can be anything from learning a new work task within 6 months to being able to leave Samhall for a job on the open labour market within one year.

Text Box 2: The Samhall Method

Throughout the years, **Samhall** has matched over 200,000 employees to jobs in the mainstream labour market, through its unique model for working capacity assessment, the so-called Samhall Method. The Method is based on the philosophy that the working capacity of a person is a result of three interacting factors: the individual, the work task and the work environment. Samhall's methodology for assessing the functional ability of the individual has 16 various functional parameters categorized as sensory functions, intellectual ability, psychological

ability, social ability and physical ability. The matching process ensures that employees' skills and competences are matched against relevant job requirements, both existing and new tasks. For each of the parameters, Samhall grades both the requirements and the capacities in: high, good or limited.

Reading	Writing	Calculating	Time and punctuality
Hygiene	Fine motor ability	Strength	Mobility
Physical endurance	Concentration and focus	Problem solving	Cooperation and teamwork
Communication	Flexibility	Independent work	Service performance

Source: National report Samhall, Sweden.

Needs assessment and job matching can also be supported by a number of professionals at social enterprises, such as occupational therapists, social workers job coaches (e.g. Groep Maatwerk). Needs assessment most commonly happens before persons with disabilities are hired by the social enterprise, while job matching is ideally an ongoing process.

Figure 7: Steps of entering a social enterprise



Source: Own illustration based on information from the National reports.

Financial support available to social enterprises

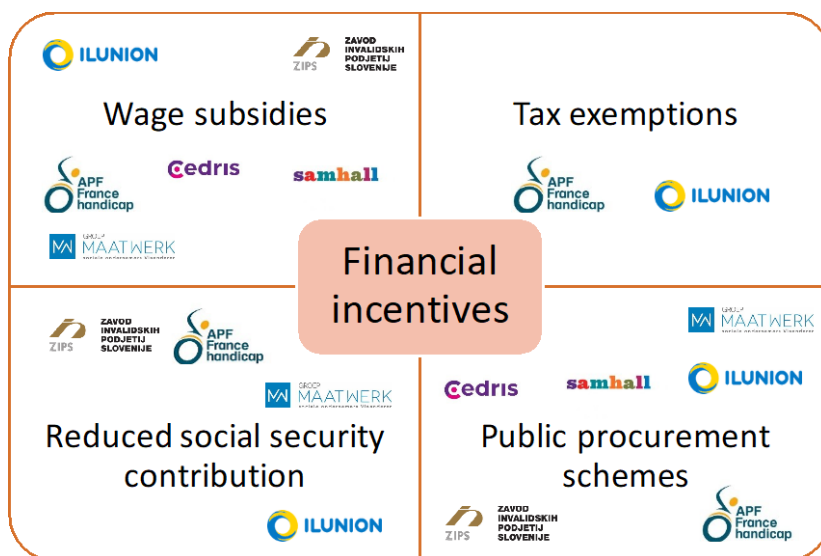
As it was mentioned before, various supported employment measures, vocational training and wage-subsidised employment programmes exist in the six countries, which aim to facilitate the hiring and retention of employees with disabilities in the labour market. Financial incentives include:

- State subsidies/grants
- Fiscal incentives (Tax exemptions/reliefs, Reduced social security contributions)
- Public/social procurement schemes.

Public/social procurement measures are the most common form of financial incentives in the sector to hire persons with disabilities (Figure 8). Wage subsidies are also present everywhere. In Sweden, for example, there are many types of wage subsidies programs where employees get full payment by the employer and the employer is compensated by up to 80% of the wage cost by the Public Employment Services. The different kinds of wage subsidies cover both people with a permanently reduced working capacity and people that will be able to develop their capacities over time. The national budget for wage subsidies was 1.82 billion Euros in 2019, as due to the high salaries in Sweden, people with low productivity need to be granted with a high wage subsidy.

Other grants, available to social enterprises include low-wage benefit, coaching subsidy, grant for workplace adaptations, or even grant to transfer people to the open labour market (only in France).

Figure 8: Financial incentives provided to the six social economy organisations and companies



Source: Own illustration based on information from the National reports.

Non-financial support available to social enterprises to support the employment of persons with disabilities

Besides the variety of financial benefits, employees of social enterprises also receive several forms of non-financial support. Some of these directly relate to the tasks they are performing, whilst others have a more far reaching impact on their personal development. Employment-related measures could include job trainings, assistive devices or various workplace adaptations. Social support could provide personal skill development (e.g. on leadership, interpersonal

communication), counselling, different trainings to become more autonomous (e.g. on how to handle money).

Even within one organisation, there can be significant differences on the extent of the resources available for different non-financial support measures.

Figure 9: Non-financial support provided to employees



Source: Own illustration based on information from the National reports.

6.2 Improving the employability of persons with disabilities

Company measures and practices

All social enterprises offer some form of training for persons with disabilities (Table 6). Some provide training directly to the employees with disabilities (Samhall, ILUNION, Groep Maatwerk), while others target their member companies who can then implement the programmes for the benefit of their employees (APF Entreprises, Cedris). The member companies of Cedris, ZIPS, and partly APF Entreprises rely on external training providers while Samhall and Groep Maatwerk have in-house expertise. ILUNION uses both internal and external training providers and lately also introduced e-learning solutions. Also, only few of the social enterprises provide employees an officially recognised certificate after completing trainings. Such certificates are available for all training programmes at Groep Maatwerk and for some at ILUNION and Samhall (e.g. education programs for cleaners includes the service industries professional certificate).

Table 6: Company measures for training

Name	Access to training	Certification
APF Entreprises	Each company is responsible to organise their employee's training. APF Formations, a sub-division of APF France handicap, provides a variety of training schemes for the companies	n.a.
Cedris	Differ across the companies. Companies providing training to their employees are supported by a special training fund that collaborates with Cedris	Partly
Groep Maatwerk	Provided mostly in-house by its own training department. Custom work companies also develop (on-the-job) trainings.	Yes
ILUNION	Combination of in-house training & development programmes and on-the-job training	Partly
Samhall	Combination of in-house and on-the-job training (Samhall school) and external traineeship outside Samhall	Partly
ZIPS	Differ across the companies. Occupational training for employees and professional guidance for the companies are available through a network of vocational rehabilitation providers	n.a.

Source: National reports

Notes: See Figure 3

Trainings provided to employees with disabilities

Groep Maatwerk has its own department and staff (three own trainers and several freelance trainers) dedicated to developing training programmes for persons with disabilities, job coaches and middle management. The training programmes cover a wide range of topics including communication skills, social skills, health and safety, leadership, coaching, conflict management etc.

Samhall has developed its own internal training scheme called the Samhall school. The programme is built on a sequence of training blocks covering the employee's entire journey through Samhall. The training starts with an introductory course that all new employees have to complete. This is followed by a preparatory training. In the third step, after the assessment and matching process (see Samhall method above), employees receive basic training in an occupational role. In each occupational role, employees have the possibility to further develop their skills in subsequent training phases and through supplementary courses offered by Samhall. In 2019, the Samhall school offered 4,923 courses for its 24 occupational roles and provided 34,438 training places as well as courses for professional employees. Important training areas included cleaning, facility management and health care, as well as leadership and diversity.

While ILUNION does not have a separate division in charge of trainings, its companies have an annual training plan for their employees and carry out regular trainings (provided both internally and externally). Also, workers can participate in career development programmes to improve their employability and their professional promotion (see Text Box 3).

Text Box 3: ILUNION training programmes

ILUNION implements annual training plans that combine face-to-face and online training. In 2018, the total number of training hours delivered for staff amounted to 190,231 (5.31 hours per employee). The primary recipients of these trainings were employees in non-managerial positions. ILUNION offers training to develop and enhance their employees' professional skills (e.g. technical knowledge, digital skills) as well as personal and social skills. In ILUNION and ONCE Social Group CEEs, training programmes for employees are developed by Support Units comprised of multi-professional teams.

In addition to offering training for its employees, ILUNION invests in the training and upskilling of management and CEE support teams. In 2018, a sign language training for managers was carried out in ILUNION Hotels to facilitate communication with employees. Also, one ongoing project of ILUNION (DIVERSABILITY II), which is co-financed by the ESF, is about upgrading the professional skills of staff at the CEE Support Units.

Several ILUNION companies have developed targeted training and professional development initiatives. Examples include the Commercial Development Plan of ILUNION Contact Centre and a new Management Career Development programme, launched by ILUNION Lavanderías, which is exclusively aimed at university students and graduates with disabilities.

Source: National report ONCE, Spain and ILUNION Shared Value Report, 2018.

Trainings provided to the member companies

For Cedris member companies, SBCM, the Knowledge Centre and Labour Market & Training Fund for social employment, is the main training provider. SBCM is a foundation managed by four employer and employee organizations (VNG, Cedris, FNV and CNV) and funded by the national government. It develops knowledge products and practical instruments, offers training and education tools and organizes knowledge sharing meetings. The activities are aimed at both WSW employees and vulnerable target groups, including persons with disabilities, of the Participation Act. SBCM works closely with Cedris and the two have initiated a knowledge partnership. The resulting Knowledge Centre for Inclusive and Social Employment wants to further develop and share knowledge and instruments aimed at sustainable work for vulnerable groups under the Participation Act. The training programmes are developed in cooperation with Cedris companies and other organisations. Besides this, Cedris members also work together with local educational organisations both public (schools) and private.

Within APF Entreprises, most customised work companies have some form of training for their employees, but these are not centrally coordinated. It is APF Formations, a sub-division of APF France Handicap, that provides companies with training programmes and guidance for implementing training activities and other employability enhancing measures for employees. The trainings span over 100 training themes and are delivered by 23 permanent teachers and 400 occasional speakers across eight sites in France.

ZIPS itself is not engaged in training activities. Its member companies have the possibility to receive assistance and support from public employment services and vocational rehabilitation providers (currently there are three networks of providers in Slovenia).

Career advancement and promotion opportunities

Besides training and skills development, workers with disabilities are offered various opportunities for advancement and promotion from within the companies. For instance, Samhall employees can become team leaders (heads of working teams) or be promoted to an operational manager position where they can be in charge of customer relations and contracts. Moreover, employees regularly deliver trainings (almost all of the courses are led by the company's own employees with disabilities). Higher managerial positions are also open to employees with disabilities, however such promotions are rare in Samhall where workers are generally encouraged to leave for jobs outside the company in accordance with Samhall's core assignment. In the custom work companies of Groep Maatwerk, employees with disabilities can become job coaches assisting and guiding fellow workers. To support their employees' development, all custom work companies have to adopt yearly personal development plans. As part of its internal promotion policy, ILUNION also has an annually updated professional development or career plan with possible paths for development and advancement for the employees. Moreover, workers with disabilities at ILUNION and ONCE Foundation are prioritised when it comes to internal job openings. Whether it's a direct promotion to a position with higher managerial responsibility or an expansion of tasks and autonomy, the aim is to help employees grow and to improve their employability.

Constraining factors and legal incentives and policies

The extent and type of training that the social enterprises offer and the models they adopt to deliver these are greatly influenced by national institutional settings and regulations. In most countries, there is financial support available, mainly in the form of grants or subsidies, to ensure access to training. In Spain, the grant for the Support Units helps to finance the wage costs of the Unit's employees who are then responsible for designing and organising trainings for workers with disabilities. Beyond financial incentives, companies can be supported through transfer of knowledge and expertise provided for example by special training funds such as SBCM in the Netherlands. The relevance of training also depends on the nature of the tasks that need to be carried out. Companies whose portfolio includes services that rely more heavily on skilled and trained staff (e.g. IT or digital services) may have higher training needs also involving higher training costs.

6.3 Supporting transition to the open labour market

Company measures and practices

Besides employing persons with disabilities in a protected working environment, social enterprises are also key actors in facilitating their transition to employment possibilities in the open labour market. Supporting the transition of employees to the open labour market is understood very differently by the six social economy organisations and companies. For some social enterprises,

helping as many people as possible to find a job in the open labour market is the overarching goal (e.g. members of Cedris). For some others, this is not the primary aim, however, they would support their employees in carrying out work for companies in the open labour market, while remaining employed by the sheltered employment services (e.g. ILUNION). There is no common understanding among the social economy organisations and companies whether their general role is to be the “springboard” for persons with disabilities to transition towards the mainstream sector, or to remain providers of long-lasting, secure jobs as an alternative of the mainstream sector.

When discussing this matter, it is important to distinguish between the percentage of employees who are performing work at mainstream companies/clients and the transition rate of employees who find a job in the open labour market, outside of the realm of social enterprises. For instance, all of Samhall’s employees work in mainstreamed jobs and 96% work in the facilities of customers like IKEA, Volvo, DHL or Burger King. In 2018, about 7% of Samhall’s employees with disabilities made a transition to a regular employment on the open labour market. In the case of Cedris, 35% of their employees are working in the open labour market, of which 30% is still on the payroll of Cedris’ members⁴.

In general, transition rates to the open labour market are very low for all social economy organisations and companies (Table 7). The highest transition rates were reported at Samhall (7%). Reportedly, it is difficult to measure how many people transitioned successfully to the open labour market. It is also challenging to assess how successful the transition was, considering medium and long-term impact on individual’s life. Nevertheless, there are already specific measures in place in all companies to facilitate the transition (Table 7). Samhall is assigned by the government to prepare at least 1,500 employees per year to leave the company and to find a new job in the open labour market. ILUNION member Support Units implement, among others, the following specific measures to support transition to the open labour market:

- Training on how to do “Active job search” (e.g. coaching, job interviews, CVs preparation, use of the internet and social media for job search);
- Research of employment opportunities in the surroundings;
- Digital and technological skills training.

⁴ In the Netherlands, due to the change in the legislation, the conditions for those who are under the new Participation Act is different, as they have less guarantees when they are on the payroll of an employer in the open market (e.g. in case they lose their job, they fall back on support from the municipality to find a new place and also regarding unemployment benefits

Table 7: Transition rate of persons with disabilities to the open labour market

Name	Transition rate of persons with disabilities to the open labour market	Specific measures
APF Entreprises	Below 1%	Social innovation plan
Cedris	Below 1%	Applying national quota system
Groep Maatwerk	Below 0.5%	Transition plan (foreseen in the decree on custom work companies) 10% of the workers are evaluated, with the view to possible transition
ILUNION	0,55%	Job coaching and training
Samhall	7%	Long-term arrangement with big national employers Target and development dialogues (e.g. learning a new work task)
ZIPS	n.a.	n.a.

Source: National reports

Notes: See Figure 3

It is important to provide some safety net for persons with disabilities, in case their transitioning is not so successful, to avoid them falling out of the system and potentially becoming unemployed. Such **measures supporting the return to sheltered work environment** can also serve as incentives for people to try themselves out in a different work environment. Different measures to support the return to sheltered work environment can be found in several countries. In France, employees leaving a sheltered/customised company to work on the open labour market are entitled to a one-year priority status and during this time they can experiment and return to their old job if they want to do so. Workers can also be seconded or temporarily transferred to a regular company (in that case the customised company receives a grant of 4,100€ to facilitate the process), but these transfers rarely result in a lasting employment at the regular company. APF Entreprises have also designed a social innovation plan to facilitate the inclusion of workers with disabilities in the mainstream sector.

Employees in Samhall's core assignment who make a transition are also entitled to return to Samhall within one year. Known as "returns", this entitlement is regulated in both the directives from the owner and the collective agreements. The right to return entitlement is an important condition for many people to try working outside Samhall and gives the necessary security to employees. In order to make the transition as smooth and sustainable as possible, the managers at Samhall keep in contact with the former employee until they feel confident enough at the new workplace.

Constraining factors

Companies listed the following reasons for the low transition rate:

- Type or severity of disability (e.g. psychosocial disabilities, complex intellectual disabilities) make employers reluctant to hire them in the open labour market;
- Lack of adequate educational background of employees (e.g. lack of academic degree) and low skills of persons with disabilities;
- Rigid transition procedure;
- Relatively low subsidies provided to employers (except for Sweden as it is a State-owned company);
- Better conditions and greater security are provided by social enterprises for persons with disabilities as employees – little interest to transition to the open labour market;
- Lack of sufficient knowledge shared between stakeholders (employers, policy makers, employees etc.) on methodologies and practices of successful transition process to the open labour market.

Legal incentives and policies

Some countries already have positive policy measures in place to facilitate the transition of persons with disabilities to the open labour market, including follow-up and possibility to return to their former jobs in sheltered workplaces. Nevertheless, ILUNION emphasised that the transition to the open labour market could potentially result in worse conditions for the employee (e.g. less protection and flexibility, more pressure etc.), thus persons with disabilities should not be pushed into transitions at any cost. Cedris also reported that when employees enter the open labour market, they lose some of their social rights. In general, the Dutch labour law and collective agreements strongly influence the hiring of workers with disabilities, more than any other factors. Under the Swedish “Employment Protection Act”, people working in sheltered workshops or who have been granted wage subsidies by the government, have a higher level of protection than all other workers (e.g. protection from firing).

Policy makers at national level therefore could further strengthen measures to facilitate the transition of persons with disabilities to the open labour market, while ensuring that persons with disabilities and other groups in a vulnerable situation are not losing their protection, or possibilities to return to a sheltered environment.

It would also be important to have a better understanding at national, or regional level of the existing skills of employees and map who could potentially take up a position in the open labour market, with necessary support. In 2019, the Flemish Employment Office launched a large-scale evaluation of the abilities and skills of about 10% of persons with disabilities currently employed in customised work companies, to see whether they could be employed in the open labour market. As opposed to this, in France, there are no obligations for adapted work companies to plan the transition of employees to the open labour market.

Employment quotas represent one of the most frequently used policy measures to promote mainstream work opportunities for persons with disabilities. Quotas are part of the implementation of the anti-discrimination provision of the UN CRPD (UN CRPD, Articles 5 and 27), ratified also by all six countries that are covered in this report. According to ILO, slightly over 100

countries around the world introduced employment quotas in their national legislation, but without following a standard approach (ILO, 2019). As they point out “quotas vary from country to country in terms of the level of the percentage obligation, the size of company covered, whether they apply to public and private sector employers, how compliance is monitored and what measures apply in the case of non-compliance” (ILO, 2019).

Three of the six (France, Slovenia and Spain) countries covered in this report have quotas in place along with anti-discrimination legislation and key provisions (Table 8). Belgium (Flanders) does not have an obligatory quota system; except for public federal authorities, whereas it’s 3%, but without any sanctions. Sweden does not have a quota system regarding the employment of persons with disabilities, but the Swedish general labour law (The Employment Protection Act No. 80) provides employment rights on an equal basis with others, which contributes to Sweden having one of the highest employment rate of persons with disabilities in the OECD region (Zero project, 2013).

Table 8: Quota, non-discrimination law and key provisions in the six countries

Name	Quota %	Non-discrimination law	Key provisions
France	6%	Law no. 2008-496 of 27 May 2008	Prohibits discrimination on the ground of disability
Netherlands	25,000 extra public sector jobs by 2024 100,000 private sector jobs by 2024	Constitution Equal Treatment (Disability and Chronic Illness) Act 2003	Prohibits discrimination on the ground of disability in employment and other spheres.
Belgium	3% (Only for public federal authorities, without sanction)	Anti-discrimination Act of 10 May 2007 on combating certain forms of discrimination	All forms of discrimination in employment prohibited including denial of reasonable accommodation for persons with disabilities (art. 14).
Spain	2%	Constitution Act No. 51/2003 of 2 December 2003 on equality of opportunity, non-discrimination and universal accessibility for persons with disabilities (LIONDAU) and its enabling regulations. Act No. 49/2007. General Law on the Rights of Persons with Disabilities and their Social Inclusion, Art. 2.m	Establishes a category of offences and penalties relating to equality of opportunity, non-discrimination and universal accessibility.
Sweden	n.a.	The Employment Protection Act (1982:80) The Discrimination Act (2008:567)	Grants employment rights on an equal basis with others. Prohibits discrimination on the ground of disability

			in employment and other spheres
Slovenia	2-6% depending on size of company	Employment Relationships Act 2013 Vocational Rehabilitation and Employment of Disabled Persons Act, Art 5, 2007 Implementation of the Principle of Equal Treatment Act, 2004 Equalisation of Opportunities for Persons with Disabilities Act 2010	Prohibits discrimination on the grounds of disability

Source: ILO (2019)

7. Trends and future perspectives

7.1 Main challenges

In an ever-changing world, social enterprises face several legal, financial and operational challenges. In an absence of a clear EU level framework for these types of companies, national level regulations play a crucial role for the future of this sector. In Slovenia, there is no integrated national policy in the field of training and employment of persons with disabilities, thus any unexpected change in the operation of companies employing persons with disabilities have a huge impact on their labour market integration.

One of the main challenges for social enterprises in the near future will be that they contribute to or serve sectors (e.g. manufacturing, logistics, laundry) that will likely go through significant changes due to digitalization, resulting in shrinking need for human workforce. OECD predicts that 14% of jobs could be automated and 32% will change significantly (OECD, 2019). This will mostly impact manual, middle and low-skilled jobs, while the share of highly-skilled jobs has already increased by 25%. It is therefore important to ensure that employees of companies in the social economy will have the necessary skills for emerging jobs. That includes for instance, ICT skills, or experience with using computers. In parallel to the decrease of jobs in the manufacturing sector, between 1995 and 2015, there has been an increase of 27% in the service sector (OECD, 2019). This means that the profile and clientele of social enterprises should also respond to this and seek for potentially shifting to a greater extent towards the service sector (e.g. tourism, hair and beauty sector etc.). This is already reflected in the directives of Samhall, outlining that the company shall continuously seek new business opportunities to ensure increased turnover and growth.

Across the EU, persons with disabilities are leaving education and training earlier than persons without disabilities (31.5% vs 12.3%) (Eurostat). The lack of inclusive education also leads to lower access to first and second stage of tertiary education, compared to persons without disabilities (15% vs 25%) (Eurostat). Due to these barriers in the education system, as well as persistent discrimination, persons with disabilities often have a low education profile and obtain lower skills. As a response to the upcoming challenges in the transforming labour market, the European Commission adopted a new Skills Agenda for Europe on 10 June 2016, and launched 10 actions to make the right training, skills and support available to people in the EU. Such initiatives should be inclusive for persons with disabilities and social enterprises, including the members of the Observatory. They have an important role to play in delivering, or organising trainings (in-house, or through external actors) that improve employees' skills and autonomy, both at work and in their personal life. It was mentioned that only few organisations provide employees with an officially recognised certificate after completing trainings, thus it would be necessary to start issuing certificates to participants upon successful completion of such trainings and to integrate them into the mainstream vocational education curricula. Preparing persons with disabilities adequately to the new challenges of the future world of work is a prerequisite to ensure their economic independence and social inclusion. The new European Commission also named as one of their political priority to create 'an economy that works for people'. The EU's unique social market

economy is key to achieve that goal by contributing to economies to grow and to reduce poverty and inequality.

Text Box 4: Defining social economy and social enterprise in the six countries

Belgium, France, Spain and Sweden all adopted overall legal frameworks covering the social economy sector. In the Netherlands, the concept of social economy is not yet legally recognised. Slovenia has a law on social entrepreneurship, but there is no overarching legal framework concerning the social economy. Moreover, even in those Member States where such legislation exists, the term is defined differently and cover different types of organisations. Social enterprises, which is one particular type of social economy entity, takes on various legal forms depending on national definition. In Sweden, for example only work integration social enterprises are recognised, whereas Spain includes a wide range of organisations.

Source: Liger et al, 2016.

To fulfil their social mission and achieve financial sustainability at the same time, social enterprises need to generate sufficient income which they can then reinvest to finance their economic activities and compensate for additional costs that are not covered by the public support (e.g. subsidies, tax exemption) they receive. This challenge is common to all six social economy organisations and companies covered in this report, albeit to varying degree. Addressing this challenge requires a careful balance between economic and social objectives as well as developing innovative strategies. In fact, strategic innovativeness has often been linked to social enterprises that face resource constraints (Doherty et al, 2014). As part of their work integration activities, the social enterprises do not only employ, but also train persons with disabilities, investing therefore both in their personal skills development and the actual employment performance of the employee. While this generates benefits for the individual and society alike, it also means a competitive disadvantage compared to regular companies. The absence of a financial and fiscal ecosystem geared towards the needs of the social economy adds further difficulty as social economy actors typically lack access to financial options available for conventional enterprises (Liger et al, 2016). Legal obstacles (e.g. unclear legal status, lack of clear regulatory framework) can also significantly hinder the social enterprises' development increasing their operating costs and reducing their funding capacity to pursue their social and economic goals. Improving access of these companies to EU-level funding would therefore be urgently needed.

There are already some good initiatives in place among the six social economy organisations and companies to find the best response to these imminent challenges. For instance, by focusing on jobs that offer personal development for employees, Samhall has managed to create new ways to replace jobs in sheltered workshops with mainstreamed jobs in the open labour market. This adaption to future and on-going changes in the commercial markets has meant a better situation for Samhall's employees with disabilities, both in terms of personal development and labour market competitiveness. In fact, the share of employees who are leaving Samhall for new jobs in the open labour market have multiplied and Samhall can now offer a broader range of work, to more persons with disabilities, than before.

7.2 Future goals

Creating more employment opportunities for their workers in the open labour market through increasing transitions to mainstream employment is a primary goal for Groep Maatwerk, Cedris and APF Entreprises. While Groep Maatwerk plans to accomplish this through the use of new transition models, APF Entreprises intends to rely more on new types of contracts (CDD) and the recently introduced EATT scheme that offers temporary jobs combined with coaching. In addition, it will increase the number of persons with disabilities in customized work companies by hiring 40,000 new workers raising the total number to 80,000 by 2022. Groep Maatwerk aims to collaborate more closely with GOBs (the main training providers in Flanders) building on the complementary knowledge of GOBs' trainers and the job coaches employed in the custom work companies of Groep Maatwerk. ILUNION's main goal for the future is to become a benchmark in the Spanish market, while creating more quality employment for persons with disabilities, in particular for groups most excluded from the labour market. To reach that goal, ILUNION works on increasing profitability, growth, developing new activities and entering new sectors and markets. In the case of Samhall, future goals are always aligned with the terms outlined by the Government, namely to create meaningful and developing jobs for persons with disabilities and reduced working capacity, responding to individual needs.

8. Conclusions

This comparative study, while of limited scope, provides insights to the different approaches and models of work integration of persons with disabilities and highlights related challenges in six social economy organisations and companies. There is little research that focuses on this area from a comparative perspective. This could partly be explained by the wide variety of social economy actors that are engaged in work integration of persons with disabilities (e.g. cooperatives, foundations, networks, non-profit companies) and which might hinder comparisons between these different entities.

The social economy organisations and companies that are the subject of this report represent different organisational forms. Moreover, their legal status, organisational structure and the way they approach and carry out the work integration of persons with disabilities are shaped by the institutional, cultural and policy context in which they operate, and in particular the impact of labour laws and collective agreements. Many of the constraints and barriers they face are also specific to those contexts, there are nevertheless challenges which are common to all. These challenges mostly stem from the distinctive features linked to the status of social enterprises, specifically, to the balance between social and economic goals. For the organisations to accomplish their social objectives requires attaining sustainable finance. While the income that comes from market-sources are becoming increasingly important, this cannot secure the organisations' survival. Continued provision of public support is therefore essential, especially state aids as spelled out in the GBER legislation. Besides financial support (i.e. state subsidies), governments can make use of other channels to facilitate access to finance. As the report shows, in all six countries, there are public procurements that insert social clauses in public contracts or reserve contracts for social economy actors. However, these are used only to a limited degree by the social economy organisations and companies. Understanding the reasons for this would merit further research.

Another issue that would deserve more attention pertains to inclusive employment, in particular, to the inclusion of persons with disabilities in the open labour market. Except for Sweden, the low transition rates reported by the six organisations point to the difficulties persons with disabilities continue to encounter in entering and retaining employment in the mainstream labour market. For many of the employees with disabilities, the work opportunities provided by the social enterprises remain the only option. At the same time, it is important to emphasise that the jobs offered in the companies should not be considered as a 'last resort'. In fact, what the report clearly highlights is the substantial effort and investment made by the companies to create and sustain employment and offer a range of support (e.g. training, individual development plans, career paths, job search etc.) for their workforce. The employees are also represented and actively involved in decision-making. The report offers a showcase of a number of good initiatives that other similar organisations can look into and build on.

Although the salience of social economy organisations and companies and social enterprises and their role in job creation has already been widely recognised, their contribution in terms of value creation, innovation and social cohesion should be equally acknowledged. The six organisations reviewed in this report may have different approaches to the employment of persons with

disabilities and the measures they implement to hire, retain, train and support their workers in the transition to mainstream jobs vary between them, but they all share in the benefits they bring to their employees, their communities and society.

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Annex

Table A1: List of key legislations concerning the inclusion of persons with disabilities in the labour market (non-exhaustive)

BE	<p>Federal:</p> <ul style="list-style-type: none"> - General Anti-discrimination Federal Act - 1963 Social Rehabilitation Act - Decrees of 28 October 2016 and 8 November 2016 on compulsory reintegration <p>Flanders:</p> <ul style="list-style-type: none"> - Implementing Decree of 17 February 2017 to implement Decree of 12 July 2013 regarding customization with collective engagement (<i>Maatwerk bij collectieve inschakeling</i>) - Ministerial implementation of several regulations of the implementation decree of the Flemish government of 17 February 2017 to implement the decree of 12 July 2013 regarding customization with collective engagement - Ministerial implementation to implement the articles 13 and 51 of the Implementation decree of the Flemish government of 17 February 2017 to implement the decree of 12 July 2013 regarding customization with collective engagement
ES	<ul style="list-style-type: none"> - Law 62/2003, on Fiscal, Administrative and Social measures, of 30 December 2003, as last amended in 2014 - General Law on the Rights of Persons with Disabilities and their Social Inclusion - Law 31/1995, of 8 November 1995 on prevention of occupational risks - Law 5/2011 on Social Economy - Law 44/2007) on Employment Integration Enterprises - Law 9/2017 on Public Sector Contracts - Royal Decree 1/2013 - Royal Decree 2273/1985 and the Royal Decree 469/2006 on Special Employment Centres - Royal Decree 1368/1985, Regulation of the special labour relationship for persons with disabilities working in CEEs and later Royal Decree 427/1999, modifying the previous one. - Royal Decree 364/2005, Regulation of Alternative Measures to quota compliance. - Ministerial Order of 16 October 1998 (Spanish Official Gazette of 21 November 1998), on aid grants.
FR	<ul style="list-style-type: none"> - Labour Code - Law No. 2008-496 of 27 May 2008 relating to the adaptation of National Law to Community Law in matters of discrimination - Law no 2005-102 of February 11, 2005 for equal opportunities and integration of disabled persons of 11 February 2005, as last amended in 2014
NL	<ul style="list-style-type: none"> - 2015 Participation Act - 1997 Social Employment Act (WSW) - 2015 Social Support Act

	<ul style="list-style-type: none"> - 2015 Job Agreement Act and quota for the disabled - 2010 Work and Employment Support for Young Persons with Disabilities Act (WAJONG) - 2003 Act on Equal Treatment on the Grounds of Disability or Chronic Illness - 2006 Health Care Insurance Act
SI	<ul style="list-style-type: none"> - 2010 Act on Equal Opportunities of People with Disabilities - 2004 Vocational Rehabilitation and Employment of Persons with Disabilities Act - 1999 Pension and Disability Insurance Act - 2013 Employment Relationship Act - 2010 Social Security Benefits Act
SE	<ul style="list-style-type: none"> - 1977 Work Environment Act - 1982 Employment Protection Act (amended in 2007) - 2008 Discrimination Act (amended in 2017) - Act on Social Insurance (amended in 2008) - 2017 Act concerning Support and Service for Persons with Certain Functional Impairments