

Companies get support from governments and disability organisations.

Try an interview with a person with intellectual disability.

Organise a test work placement to evaluate their abilities yourself.

As with all employees, it is important to have a good match between the person and the job. Disability organisations can help you in the identification of possible tasks, to make the necessary changes to accommodate the needs of a disabled employee and to set up job coaching. Your government also supports the employment of people with intellectual disabilities and may provide financial incentives.

To ensure maximal benefits to the employer and equitable opportunities for candidates with and without disabilities, the principle of non-discrimination should be respected throughout the recruitment process.

In some cases, an applicant with intellectual disability may not have the necessary formal qualifications required by the job, but be fully able to perform almost all the tasks required for it. In those cases, it may be necessary to be flexible about the required paper qualifications.

It would also help applicants with intellectual disabilities not to require a written test from them, but to replace this with a personal interview.

For job applicants with intellectual disabilities it is important to ask only questions that are relevant for the job position and the tasks relation of the job performance. Questions about the disability itself are private questions and should not be asked.

Making these small adjustments to the standard recruitment procedure can help you to become a real equal opportunities employer.

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"I have a job in a restaurant and I've been there for five years now. I have a Job Coach who supports me settling in the job. I work three days a week. I mostly do the dishwashing. There aren't that many jobs around so it's important to do well in my job. I would wish more people to get out and get a job. Since I got a job I feel more included in society and a happier person."

Kathleen Ryan, Kilrush, Co.Clare, Ireland

For more information about the possibilities of funding or support in your country please go to:

www.inclusion-europe.org/employment

**Inclusion Europe
Galeries de la Toison d'Or
29 Chaussée d'Ixelles #393/32
B-1050 Brussels
Belgium**

**Tel. : +32-2-502 28 15
Fax : +32-2-502 80 10
e-mail : secretariat@inclusion-europe.org
www.inclusion-europe.org**

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Employing people with intellectual disabilities is good practice for business!



FIND OUT:

- **How to highlight the corporate social responsibility of your enterprise.**
- **How to include people with intellectual disabilities in your workforce.**
- **What are the main needs and abilities of people with intellectual disabilities.**
- **Why adaptations for people with intellectual disabilities are not expensive.**
- **How people with intellectual disability contribute to your economic success.**



Inclusion Europe

A stable and motivated workforce.

Little turnover of employees.

A good possibility to employ disabled people.

You are looking for motivated staff?

Companies need motivated employees to reach their goals. Companies who are hiring people with intellectual disabilities have employees who are excited about coming to work every day.

People with intellectual disabilities feel valued when having the chance to work. A woman with intellectual disabilities makes this clear: *“Independence. It gives me something to do. I'd hate to sit around all day doing nothing it would drive me potty. It makes me use my brain and that is important for people with learning difficulties.”*¹

You are looking for little staff turnover?

People with intellectual disabilities will stay in your company for a longer period because they are more comfortable with routine and systematic tasks. That means that you will benefit from the training that you provide for them.

You have difficulties in finding staff?

People should be regarded as “employable” when they want to work but require some support: don't ignore this untapped labour pool. People with intellectual disabilities are eager to work and to learn different tasks.

Although some specific challenges come with employing people who have intellectual disabilities, many companies are discovering that there are a number of rewards.

¹ Quote of a woman aged 34 in: Beyer et.al. (2004): Working lives: The role of day centres in supporting people with learning disabilities into employment. London: Department for Work and Pensions.

Companies must show their social responsibility.

Public spending often goes to equal opportunities employers.

Disabled people and their families are up to 20% of your potential customers.

“Everybody recognizes that there's an ethical argument for hiring persons with such disabilities, but what employers really want to know is whether it also makes financial sense,” says an advocate. The answer, he says, is a resounding ‘yes’.

Some employers believe that workers with intellectual disabilities will have a higher absentee rate than employees without disabilities. But studies show that this is not true and that workers with intellectual disabilities are absent no more than other workers.

Why does it make a difference for your company?

- You will gain social acceptance, as you are an equal opportunity employer.
- You are sure that you can rely on a stable management framework.
- The atmosphere of the company will benefit from the sensitivity of people with disabilities.
- You will be able to respect the quota of disabled people you may be obliged to hire.
- You will be an esteemed company for disabled consumers and their families.



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People with intellectual disabilities do not need expensive adaptations or special equipment.

They may need some changes in the work organisation.

They need a stable and constant work environment.

You can expect a lot from people with intellectual disabilities. You simply need to be a bit inventive!

People with intellectual disabilities can be employed in a wide range of jobs. Not only dishwashing and cleaning, also data collection is possible, they can be employed as cooks, as messengers, furniture refinishers, textile machine tenders, office assistants, etc. They are capable of holding a variety of jobs.

People with intellectual disabilities do not always need investments in adapted buildings, accessible bathrooms or specialised equipment to perform their work. It can be easy for companies to employ them.

However, they will have difficulties with complex tasks or tasks that demand own decisions and flexibility. They also may have problems to adapt to the demands of direct contact with customers.

Therefore, employers might have to consider a re-distribution of work between their employees. Simple and repetitive tasks will be done well by people with intellectual disabilities. They could take over these kinds of tasks from other colleagues, whereas those could be assigned to more complex work.



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