



Italian Association for the protection of people with disability “of
CISAL “the Italian Confederation of free workers’Unions

PRESI PROJECT

“BUILD LOCAL NETWORKS FOR THE SOCIAL AND LABOUR
INCLUSION OF PEOPLE WITH DISABILITIES“

CISAL

AITH

***“DISABILITY IS A MATTER OF PERCEPTION. IF YOU
CAN DO EVEN ONE THING WELL, YOU ARE NEEDED BY
SOMEONE“***



4 MAY 2020 - PARIS

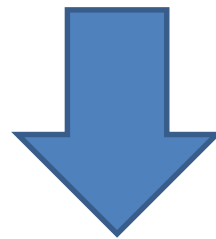
AITH CISAL

- The AITH CISAL "Italian Association for the protection of people with disabilities" of CISAL "Italian Confederation of Autonomous Workers' Unions" is based in Rome and its legal representative and Secretary General of CISAL is Mr. Francesco Cavallaro.
- The Association was created with the aim of promoting and implementing social solidarity projects, including the implementation of socio-educational and cultural initiatives on the theme of disability.

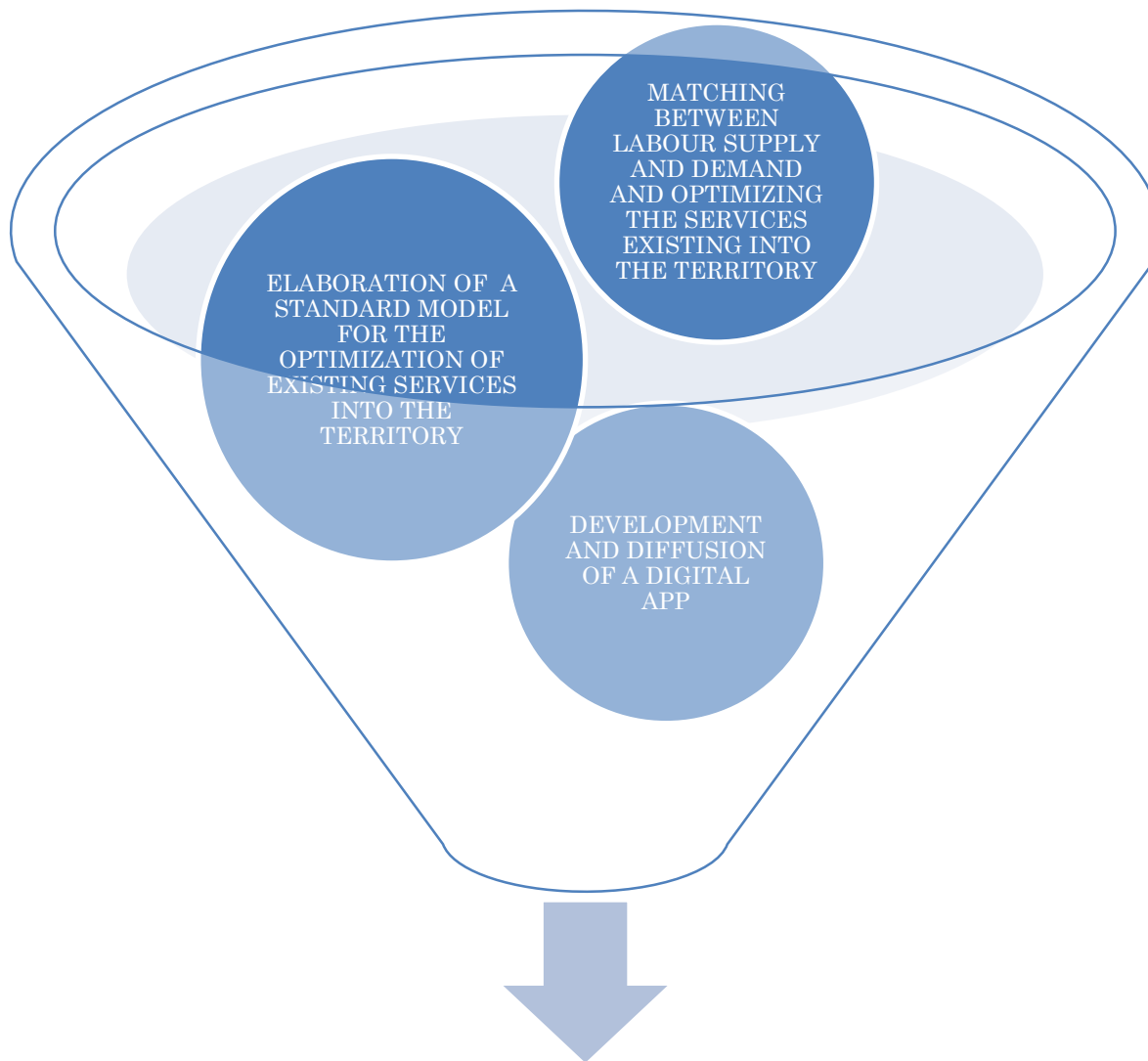


THE AIM OF THE PROJECT PRESI

- The Presi Project's main goal is to **find efficient methodology** to promote the entry into the labour market of people with disability that are signed into the employment lists pursuant to **law 68/99** in order to **improve their quality of life** and **guarantee their sustainability in the future**.
- The project intends to carry out the following activities:



THE AIM OF THE PRESI PROJECT



EUROPEAN FRAMEWORK

- The European Union policy about disability aims to eliminate all forms of discrimination and exclusion, with particular attention to the protection of people with disability and their social and working inclusion.
- The Charter of Fundamental Rights of the European
- Council Directive 2000/78/EC (Employment Equality Framework Directive)
- Resolution 2039 (2015) on Equality and inclusion for people with disabilities
- UN Convention on the Rights of Persons with Disabilities



COE STRATEGY ON PERSONS WITH DISABILITIES

The Council of Europe adopted its Strategy on the Rights of Persons with Disabilities 2017-2023 on 30 November 2016.

The Strategy identifies 5 priorities areas:

- Equality and non-discrimination
- Awareness raising
- Accessibility
- Equal recognition before the law
- Freedom from exploitation, violence and abuse



EUROPEAN DISABILITY STRATEGY 2010-2020

The European disability strategy 2010-2020 aims to promote a barrier-free Europe and to empower people

with disabilities so that they can enjoy their rights and participate fully in society and economy.

It describes a set of objectives and actions for the implementation of the disability policy at the EU level.

Priority areas:

- accessibility:
- participation:
- equality:
- employment:
- education and training:
- social protection:
- health:
- external action



EUROPEAN DISABILITY STRATEGY 2010-2020

EMPLOYEMENT

- **Objective** : increase the participation of people with disabilities in the labour market, where they are currently under-represented.
- It will pay particular attention to young people with disabilities in their transition from education to employment.
- It will address intra-job mobility on the open labour market and in sheltered workshops, through information exchange and mutual learning.
- It will also address the issue of self employment and quality jobs, including aspects such as working conditions and career advancement, with the involvement of the social partners.



ITALIAN CONTEXT

- **In Italy, people with disabilities are 3.2 million, including 2.5 million elderly.** The share of women is higher than that of men: 7.1% vs. 3.8%. In more than half of the cases (55.5%), people have many types of functional problems (1.8 million are considered seriously disabled), while approximately 540,000 are aged under 65 and mostly of them live in the Southern Regions of the Country.
- **People with disabilities have an employment rate by around 35% against 66% for the whole population.**



THE ITALIAN LAW 12 MARCH 1999 N. 68



- The Law on the employment of disabled people (Law no. 68 of 12 March 1999: "Regulations on the right to employment for persons with disabilities") is the main legislation governing the employment of disabled workers in Italy.
- Law 68/1999, whose aim is the regulation and promotion of the employment of persons with disabilities, delegates to regions the management of the labour market.
- A training scheme is made available to both disabled workers and job seekers under this law. This scheme is known as “targeted employment” because it aims to allow disabled people to compete on the job market. An individual plan is designed and if it includes training the regional government will mandate the company that employs the disabled person or a disability specific organisation to carry out the relevant training.



THE ITALIAN LAW 12 MARCH 1999 N. 68



- In order to support employers who hire disabled people in Italy, the Law no. 68 offers a bonus on social security tax fees and a funding scheme to adapt the premises and working conditions to the disabled worker. This scheme is set depending on the employee's disability level and it is financed by a National Fund for the Right to Work of People with Disabilities.
- Based on the size of their workforce, both private and public sector employers are required to hire a certain percentage of disabled workers:
 - Employers with more than 50 employees must meet a 7% disability employment quota;
 - At least 2 disabled workers must be hired in workplaces of 36 to 50 employees;
 - Workplaces of 15 to 35 employees must hire at least 1 disabled worker if they operate new intake
- Employers in unfavourable economic situations may be exempted from meeting the target or paying the compensation fee until their situation improves. Otherwise, employers who do not meet the disability employment target must pay a compensation fee to a specific fund.



LAW N. 68/99: CRITICALITY

The social and labour inclusion of people with disabilities in Italy is well regulated ...

BUT

There are difficulties in the system in the application of the law

Targeted employment

Only a small part of graduates reach the benefits offered by the legislation

Gender gap

Procedure for Labour inclusion

Lack of information on the procedures and on the organizational context of the workplace

Territorial Framework Conventions

These Conventions are very often delegate to Local Social Cooperatives. This creates the situation that the obligation to hire disabled goes in charge of the Cooperatives

Nominal Call

Training activities seem to not work very well



DIGITAL APP “PRESI” FOR THE MATCHING BETWEEN JOB DEMAND AND SUPPLY FOR DISABLED PEOPLE

- The Digital APP set out by the PRESI project is aimed at:
- Favour the matching between job demand and supply for people with disabilities
- Help people with disabilities to think about their career project
- Help enterprises to find the right disabled people to hire



THE HOME PAGE

USERS (EMPLOYERS AND EMPLOYEES) CAN:
REGISTER THEMSELVES
SEARCH JOB OFFER
SEARCH JOB DEMAND



AITH ASSOCIAZIONE ITALIANA TUTELA HANDICAP

OFFERTE DI LAVORO PUBBLICA UN ANNUNCIO **REGISTRATI**

Servizi per il lavoro ai disabili

Trovare il tuo nuovo lavoro è diventato più semplice

Cosa cerchi

Dove

CERCA


04/05/2020

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TAKE A LOOK AT THE LAST JOB OFFERS !!!

Ultimi annunci di lavoro

 **Database specialist (audio interview)**
Infinity Full time negotiable
Asti 3 anni fa [DETTAGLI](#)

We are looking for talented individuals with attention to detail. Contact recruitment department for immediate interview assesments. Kindly download the audio interview transcript above and send us the answers to our email address. John Malwick

 **Talented Designer (Lists)**
Infinity Contract 300\$/day
Alessandria 4 anni fa [DETTAGLI](#)

List styling example. In our company you will start from day one working on a great startup projects. We work remotely most of the time and use Slack and Skype for team communication. What we expect: • attention to detail• team spirit• analytical thinking What we need: a) attention to detailb) team spiritc) analytical thinking
What we offer:

 **SEO expert wanted**
Graph Freelance 50k\$/year
Ancona 4 anni fa [DETTAGLI](#)



*THANK
YOU FOR YOUR
ATTENTION*

