



Report on the employment of disabled people in European countries

Country: Italy

Author(s): Andrea Micangeli, Angela Puglisi, Rosanna Vignola, Maura Benedetti

Background:

The [Academic Network of European Disability experts](#) (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network will support the future development of the EU Disability Action Plan and practical implementation of the United Nations Convention on the Rights of Disabled People.

This country report has been prepared as input for the *Thematic report on the implementation of EU Employment Strategy in European countries with reference to equality for disabled people*.

The purpose of the report ([Terms of Reference](#)) is to review national implementation of the European Employment Strategy from a disability equality perspective, and to provide the Commission with useful evidence in support of disability policy mainstreaming. More specifically, the report will review implementation of EU Employment Strategy and the PROGRESS initiative with reference to policy implementation evidence from European countries, including the strategies addressed in the EU Disability Action Plan (such as flexicurity and supported employment).

The first version of the report was published in 2008. This is the second version of the report updated with information available up to November 2009.



Summary of changes since 2008

New quantitative data:

In Italy, statistical data about disabled people and employment were last updated in 2005. Academic and Public Institutions are now collecting information about recent years. Official data will probably be available after 2010, when there will be a new Census.

In 2005 the number of disabled persons, registered in the provincial list (according to Law No. 68/99), was 589,543 (North-west: 81,120; North-east: 52,096; Centre: 111,687; South: 344,640).

New policy changes:

On March 3rd 2009, Italy ratified the UN Convention on the Rights of Persons with Disabilities, with the Optional Protocol, and instituted the National Observatory on the Status of People with Disabilities (law No. 18/09).

Article 17 of the decree-law No. 78, July 1st 2009, became law No. 102, August 3rd 2009, repealing art. 71 of the law No. 133, August 6th 2008, that established the opportunity for leave or work permits (with a reduction of salary) to people caring for family members with disabilities.

The Ministry for Labour (with Resolution No. 41, May 15th 2009) has established that tutors or administrative tutors of persons with severe disabilities cannot have work permits (according to the art. 33, law No. 104/92), if they are not parents or members of the family.

New research evidence:

In the last year, research on disability issues has pointed out the importance of the *UN Convention on the Rights of Persons with Disabilities*. This represents a cultural change in the approach to disability, providing an opportunity to focus on human rights and not only on assistance services.

The new model of disability has also been introduced in the Italian Academy, with the International Classification of Functioning, Disability and Health (ICF), that puts the notions of “health” and “disability” in a new light. Several research reports use this important instrument, in various fields such as education, health and employment.

See annex 3 for details of publications.

The economic crisis:

The only act to come into force as a consequence of the crisis is the decree-law No. 78, July 1st 2009, becoming law No. 102, August 3rd 2009, and called “anti-crisis”. It contains some positive news for stimulating public employment.

The crisis has increased the challenges for disabled persons, mainly in employment. Several businesses and companies have been forced to stop trading and the unemployment rate has risen in the last year. For example, Alitalia airlines no longer reserves employment for workers with disabilities. However, there is no accurate quantitative data on this



PART ONE: GENERAL EVIDENCE

1.1 Academic publications and research reports (key points)

Research and publication are often published on disability-specific web sites. One of the most important is www.superando.it which contains news and reviews divided into topics of interests; one of these is entirely focused on employment. The authors are usually people with disabilities, representing organizations at national and international level who know the current reality very well. In terms of publishing we can point to the 'Erickson study center'¹ (), which publishes books and magazines about social and job integration of people with disabilities, educational inclusion and themes concerning learning difficulties. Another important editor is Rubbettino², who publishes and manages a section of reviews on Disability World.

Among the specific recent research about the employment of people with disabilities it is important to underline the following two studies carried out in 2003 and 2005.

1. 'Law 68/99, information campaign and research results' by the Ministry of Labour and Social Policies³, with a co-financing from the European Social Fund and carried out by CK Associates, Inc. and the Consortium ISFIMa (year 2003).

The first phase of the project consisted in promoting an information campaign of provision of information services and consultancy promoting opportunities for integrating disabled workers into employment (Act 68/99).

The Agency for Employment and those who deal with issues relating to the employment of people with disabilities, were addressed by the campaign. A website was developed within the domain of the Ministry of Welfare⁴ dedicated to enforcement of Law 68/99 (the regulation on the right to work, which reformed the system of mandatory employment placements for disabled people from 2000).

A second phase was the collection of technical documents and best practices, documenting positive experiences of enforcement and fact sheets on provincial and regional status of law enforcement, with statistics and information at local level⁵.

2. 'Working bursaries' (Borse Lavoro), research co-financed by the Ministry of Labour and the European Union and published by the Cultural Center Archè in December 2005, on the desirability of employment for people with disabilities and generally disadvantaged.

This research shows that there are policies to combat poverty in order to help people outside the ordinary labour market but that policies consist mainly in economic performances marked at 'aid' level and logical frame with 'rain' of small contributions not really facilitating the work and social inclusion. For these reasons the project aimed to enhance the phenomenon of working bursaries, employment opportunities offered to people coming from socially excluded groups (destitute, disabled physical and psychological, former drug addicts, immigrants, etc.). This proposed a path into paid employment for one year, based on agreement with a company or a social cooperative willing to host the internship.

The biggest challenge of recent years concerning the occupational inclusion of people with disabilities is the use of ICF classification in order to identify the characteristics of the person in terms of autonomy, capacity, operation and employability, since medical-legal certificates are too often unsatisfactory to the definition of tasks. For example in 2008, in Piedmont, there were 18,142 people on the lists for targeted employment (under Law No. 68/99), far more numerous than those in mandatory placement in 1996 (which had 10,640 under Law n. 482/68).

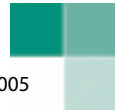
¹ www.erickson.it/erickson/home.do

² www.rubbettino.it

³ www.lavoro.gov.it

⁴ www.welfare.gov.it ; <http://www.lavoro.gov.it/Lavoro/md/AreaSociale/Disabilita>

⁵ <http://www.lavoro.gov.it/NR/rdonlyres/EBEFFDC5-52FD-4E39-874E-E94C7698B595/0/IVRelazionealParlamento.pdf>



In the introduction to work in Piedmont, however, there were 2,523 people in 2008, which represents roughly the average over the last ten years.

Therefore the real leap occurred with Law No. 68/99, with the creation of tailored actions through a widespread network of local services, collaboration with companies and a wider network of social and health services.

In the last year, research on disability issues has pointed to the importance of the UN Convention on the Rights of Persons with Disabilities (Griffo, Leonardi, Martinuzzi, Francescutti, Raggi, Kasic, Barbieri, 2009⁶). This represents a cultural change in the approach to disability, providing an opportunity to focus on human rights and not only on assistance services (Francescutti, Martinuzzi, Leonardi, Kostanjsek, 2009⁷).

The new model of disability has also been introduced in the Italian Academy, with the International Classification of Functioning, Disability and Health (ICF), that puts the notions of 'health' and 'disability' in a new light. Several research reports use this important instrument, in various fields such as education, health and employment (Francescutti, Frattura, Troiano, Gongolo, Martinuzzi, Sala, Meucci, Raggi, Russo, Buffoni, Gorini, Conclave, Petrangeli, Solipaca, Leonardi, 2009⁸; Kostanjsek, 2009⁹).

1.2 Employment statistics and trends (key points)

In Italy, statistical data about people with disabilities and employment were updated in 2005. These data have been collected and elaborated in the project 'Sistema di Informazione Statistica sulla Disabilità', promoted by 'Ministero della Solidarietà Sociale' (Ministry of Welfare) in 2005 and realized by ISTAT (The National Institute of Statistics); we must keep in mind that in this work all those living in care centres have been excluded. Academic and Public Institutions are now collecting information about recent years. New official data will probably be available after 2010, when there will be a new census.

In May 2010 the complete report with the data collected in 2004-2005 has been published¹⁰.

According to the data coming from the Survey on "Health conditions and use of health services"¹¹), less than 18 % of disabled people in working age is occupied, against the 54% of people without a disability. Analysing the data from the point of view of the different ages, we can see how in the range 15-44 years the percentage of people with disabilities employed is 18.4% (22.3% among males and 13.9 % among females of similar age). Lower, except in a few cases, the percentages of those reporting to be occupied between 45 and 64 years, in fact, among people with disabilities the corresponding figure is 17%, 24.6% among males and 10.4% among females.

In the rest of the population in the age group 15-44 are employed the 62.5% while in the class 45-64 years the percentage drops to 54.9%; this trend is confirmed both for men (73.3% employed between 15-44 years and 70.6% between 45-64 years) and among women (51.5% employed between 15-44 years compared with 39.7% between 45 -64 years).

The percentage of people unable to work is 21.8% of total people with disabilities, among young adults with disability (15-44 years) the same percentage is very high, 50.9%, while among disabled from 45 to 64 years we have the value drops to 39%.

⁶ <http://informahealthcare.com/doi/abs/10.3109/09638280903317831>

⁷ <http://informahealthcare.com/doi/abs/10.3109/09638280903317898>

⁸ <http://informahealthcare.com/doi/abs/10.3109/09638280903317815>

⁹ <http://informahealthcare.com/doi/abs/10.3109/09638280903441685>

¹⁰ http://www.istat.it/dati/catalogo/20100513_00/arg_09_37_la_disabilita_in_Italia.pdf

¹¹ <http://www.istat.it>



People in working age (from 15 years) divided for sex, gender, age, disability, professional condition "2004-2005" (percentage ratios)								
Age classes								
Professional Condition	15-44		45-64		More than 65		tot	
	Disabled	Non disabled	Disabled	Non disabled	Disabled	Non disabled	Disabled	Non disabled
Male								
Occupied	22,3	73,3	24,6	70,6	0,9	7,5	6,8	61,0
Seeking employment	10,0	9,6	4,8	3,4		0,1	1,9	6,1
Retirement	0,5	0,0	26,3	23,4	79,1	87,7	62,4	22,5
Unable to work	53,5	0,3	44,1	0,6	15,3	0,9	23,9	0,5
Other condition	13,7	16,7		1,9	4,7	3,8	5,0	9,9
Total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Female								
Occupied	13,9	51,5	10,4	39,7	0,3	1,6	1,8	37,5
Seeking employment	5,9	10,1	0,8	2,1	0,0	0,0	0,4	5,6
Housewife	22,1	20,4	34,1	44,6	30,5	48,8	30,5	33,6
Retirement	-	0,0	16,3	11,9	38,4	42,9	34,6	12,6
Unable to work	47,9	0,2	34,7	0,4	17,9	0,7	20,8	0,3
Other condition	10,1	17,8	3,6	1,4	12,9	6,0	11,9	10,4
Total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Total								
Occupied	18,4	62,5	17,0	54,9	0,5	4,2	3,5	49,0
Seeking employment	8,1	9,9	2,6	2,7	0,0	0,1	0,9	5,8
Housewife	10,3	10,1	18,3	22,7	21,4	27,0	20,3	17,2
Retirement	0,3	0,0	20,9	17,6	50,5	62,9	43,9	17,4
Unable to work	50,9	0,3	39,0	0,5	17,1	0,8	21,8	0,4
Other condition	12,0	17,3	2,1	1,6	10,4	5,0	9,6	10,2
Total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0

The Survey on *Health conditions and use of health services* enables a deeper analysis on the employment conditions of people with different types of disabilities.

In the Survey the definition of disability used is based on assessing the ability to perform certain functions of everyday life and not on the certification of the condition of disability. The data show that among those who have a disability only in functions, the employed and persons seeking employment are in percentages very low. This trend is explained by the massive presence of elderly people with this type of disability. A similar trend is observed for the other two types of disability for both employed and for people seeking employment. Those who are only visually, hearing or speech impaired, working in higher percentages than other types of disability: 16.3% compared to 5% of people with movement, to 1.5% of those with disabilities in the functions, to 1.3% of those who have two of the considered difficulties and to 0.5% among those who have three of the described difficulties.

In the analysis for professional status we can find prevalent rates relating to pensioners, or more correctly those who have retired from work, as determined by the prevalence of over 65 in the quota considered. The prevalence of women with disabilities in the population explains furthermore, the significant presence of housewives for all types of disability in question.

Professional condition	Type of disability				
	Visually hearing and speech difficulties	Difficulty in movement	Difficulty in functions	Two difficulties	Three difficulties
Occupied	16,3	5,0	1,5	1,3	0,5
Seeking employment	4,3	1,2	0,7	0,2	0,1
Housewife	20,9	26,3	24,0	17,9	10,0
Retirement	41,4	44,5	49,2	42,6	42,5
Unable to work	8,1	14,3	14,2	28,4	35,5
Other condition	8,9	8,7	10,5	9,6	11,4
Total	100,0	100,0	100,0	100,0	100,0

For what concerns the activation of targeted employment services for people with disabilities, this is growing over the years, in 2004, in fact, 82.3% of employment centers (ICC) has activated this service. Analysis of this percentage activation reveals a gap between regions of North and South.

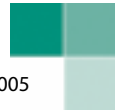
In fact in 2002 nearly 60% of the employment centers of the southern regions were not activated specific services for targeted employment, while in the regions of Northeast, this proportion was only 14% deficit of these services. This gap has been filled with over the years, and in fact proportion of services not activated in the south has fallen to almost 35%. In the Centre regions we can find the best result in terms of percentage of activation, going from 77.9% in 2002 to the total active service in 2004 (both within outsourced employment centres).

Activation of services for targeted employment in the Centres for employment divided for Regional Area (2002,2003 e 2004, in percent)

Regional Area	Not activated			Activated			Outsourced		
	2002	2003	2004	2002	2003	2004	2002	2003	2004
North west	33,3	18,9	18,3	63,8	69,4	79,8	2,9	11,7	1,8
North east	14,0	2,6	10,5	78,1	96,5	87,7	7,9	0,9	1,8
Centre	18,2	2,3	0,0	77,9	97,7	98,9	3,9	0,0	1,1
South and Islands	59,7	34,2	25,0	40,3	65,8	74,1	-	0,0	0,9
Italy	37,9	19,1	16,4	59,2	78,3	82,3	2,9	2,6	1,3

http://www.isfol.it/Istituto/Attivita/Ricerche/Sistemi_del_lavoro/index.scm

In 2005 the number of disabled persons, registered in the provincial list (according to the law No. 68/99), was 589,543 (North-west: 81,120; North-east: 52,096; Centre: 111,687; South: 344,640).



1.3 Laws and policies (key points)

New policy changes:

On March 3rd 2009, Italy ratified the UN Convention on the Rights of Persons with disabilities, with the Optional Protocol, and instituted the National Observatory on the Status of People with Disabilities (law No. 18/09¹²). The new Observatory will begin work in 2010¹³ and will focus on promoting implementation of the Convention, the development of statistics and research studies. It will develop a biennial report to Parliament on implementation of policies.

Article 17 of the decree-law No. 78, July 1st 2009, became the law No. 102, August 3rd 2009, repealing art. 71 of the law No. 133, August 6th 2008, that established the opportunity for leave or work permits (with a reduction of salary) to people caring for family members with disabilities.

The Ministry for Labour (with the Resolution No. 41, May 15th 2009) has established that tutors or administrative tutors of persons with severe disabilities cannot have work permits (according to the art. 33, law No. 104/92), if they are not parents or members of the family.

The Only act to come into force, as a consequence of the crisis is the decree-law No. 78, July 1st 2009, becoming law No. 102, August 3rd 2009, and called 'anti-crisis'. It contains some positive news for public employment.

The crisis has increased the difficulties for persons with disabilities, mainly in employment. Several businesses and companies have been forced to stop trading and the unemployment rate has risen in the last year. For example, Alitalia airlines no longer employ workers with disabilities. However, there is no accurate quantitative data on this yet.

In recent years, work placement and economic autonomy have been very important factors for social integration of people with disabilities. Italian law has seen a significant development in that field. The 68/99 Act¹⁴ 'Norme per il diritto al lavoro dei disabili' (law for right of employment for disabled people), promotes work placement and work integration of disabled people by supporting services and targeted employment.

The 68/99 Act has not only replaced the preceding law but, abandoned the charitable philosophy for the employment of disabled people of the 482/68¹⁵ Act (legge 2 aprile 1968, n. 482 'Disciplina generale delle assunzioni obbligatorie presso le pubbliche amministrazioni e le aziende private'); the law structures new rules grounded on the principle of a placement of the disabled person, which respects the working capacities of the workers without penalizing the employing company. Targeted employment is based on five key concepts:

- 1) Orientation: having a life project, awareness of self capacities, bonds, potentialities and aptitudes; knowing work market, defining self aims both existential, social and working.
- 2) Education: having a lot of knowledge and intellectual, technical and human competences, acquired by educational processes and opportunely certified;
- 3) Experience: accruing adequate knowledge of work market by stages and internships.
- 4) Motivation: having clearness on values of work: contributing to the development of collectivity, self realization and providing to self maintenance and to the maintenance and of the people depending on us.
- 5) Responsibility: assuming the role of worker and the resulting commitments, without any discount.

¹² <http://www.agedi.it/pubblica/Legge%2018.%2009.pdf>

¹³ <http://www.anffas.net/Page.asp?id=264/N201=12/N101=380/N2L001=Convenzione%20ONU>

³ <http://www.parlamento.it/parlam/leggi/99068l.htm>

¹⁵ <http://www.handylex.org/stato/l020468.shtml>



The law provides that for every person with disability an assessment must be conducted in order to establish the social-working profile, so that the employment agency can, through the fulfilling of personal plans, have a detailed knowledge of the work potential of the person.

The system for targeted placement of the 68/99 Act is focused on people of working age with physical, psychiatric, sensory, intellectual and relational disabilities, furthermore to people with a specific percentage of disability, percentage defined by tables for the calculation of the disability established by the Decree of Ministry of Health, 5 February 1992, n.104¹⁶: civil disability up of 45%; working disability up of 33%; total blindness or residual vision of no more than one tenth in both eyes after correction; prelingual deafness; war disability; civilian disability of war and disability for service.

It is necessary to submit a request to the local ASL (Local Health Authority) for the recognition of the disability condition; the health commission will review special examinations and interviews in order to verify the condition.

The regulation provides further methods to enter the labour market, such as training and internships in companies which contribute to the curriculum, providing experience and new skills. Students may also ask their teachers to activate a project with the alternation of school and work.

Article 18 specifies that companies with more of 15 workers have to employ disabled workers according to a quota system (from 16 to 35 workers they have to employ 1 disabled person, up to 50 workers 2, and over 50 workers a number of disabled people equal to 7% of the employees). They have also to employ orphans, partners, survivors and similar categories, as well as refugees in the measures of 1% of. The 68/99 Act arranges for an annual fund of €31,000,000 to: exempt the companies from social security taxes up to 100% and up to eight years proportionally to the disability of the workers to be employed; partially reimburse expenses for the adaptation of the work environment; finance activities aimed to support work placement. Otherwise, the provincial direction of work makes provision for sanctions (article 15) in the following measures:

- €516 for delayed sending of information prospectus;
- €26 per day of delay of information prospectus;
- €52 per day, for each disabled quota worker not employed.

The penalties contribute to the regional fund for targeted placement and finance employment inclusion projects. Those responsible of public administration who do not respect the law are subject to penal sanctions.

It is possible for a disabled person to find information on the website of the Italian government¹⁷ ,, , from the local work placement centers or by asking their work consultant.

In the years since introduction of the 68/99 Act, all the Italian regions have issued regional decree laws for work placement. Italy has adopted the EU Directive 2000/78/CE, establishing a general framework for equal treatment in occupation and employment , with the Legislative Decree 9 July 2003, n.216¹⁸..

¹⁶ <http://www.handylex.org/stato/l050292.shtml>

¹⁷ http://www.governo.it/GovernoInforma/Dossier/prospetto_informativo/

¹⁸ <http://www.parlamento.it/parlam/leggi/deleghe/03216dl.htm>



1.4 Type and quality of jobs (summary)

The greater number of people with disabilities are employed in the tertiary sector with a percentage of 60.1% for people with a continuous limited autonomy, of 58.6% for those with an irregular limited autonomy (vs. 63.1% of non-disabled people); industry hosts 30.3% of people with a continuous limited autonomy, the 34.8% of people with irregular limited autonomy (vs. 32.0% of those without any disability); finally the percentages of the agricultural sector are respectively of 9.6 % and 6.5% (vs. 4.8% of people without disabilities).

Most disabled employed people have a subordinate job (percentages vary from 68.5% to 73.1%, depending on disability typology) with a permanent contract (percentages vary between 61.1% and 65.1%, depending on disability typology).

The percentages of employed people among disabled people who work full-time vary between 84.8% and 87.8% (vs. 91.6% non-disabled), while for part-time jobs the percentages range from 12.2% to 15.1% (vs. 8.4%).

The data above refer to a statistical survey of ISTAT done in 2002 on people between 15 and 64 years old¹⁹.

The general principle of each placement is the achieving of the full social-working integration of the disabled person in relation to the productive context. It can be achieved using the residual working resources of the person: in other words the company has to provide the disabled person with the necessary job and that is also suitable for his capacities, in order that the engagement will prove fruitful for both parties. This meeting point between market and disabled work force is only possible with employment in very gradual and calibrated way, using an assessment that takes into account both the particularities of the different productive contexts, and the characteristics of the potential disabled worker.

Initially a phase of trial or evaluation is considered, a phase which does not represent a bond to the choice of definitively engage in the specific context, to evaluate the prerequisites necessary for job integration, and to initiate actions.

The entire process is articulated in three principal phases:

- 1) The first step is represented by the 'path of orientation/approaching to the special vocational education', which anticipates that, near the conclusion of school cycle, the student could experiment in alternating periods between school, professional education and a job. The path may vary in length up to a year and can be extended for a maximum of two years.
- 2) The second step, more compelling and binding for the disabled person and the company, is the so called 'P.I.L.L.', an educational internship which provides, like the orientation, a support tutor alongside the trainee. In this phase a type of company suitable for the engagement can be chosen. It normally lasts about one academic year and the experience can last up to two years.
- 3) The third and last phase, which can come if the student has completed the pathway according to the expected goals, is 'taking to the job integration'.

¹⁹ <http://www.handicapincifre.it/indicatori/lavoro/Forzelavoro.htm>



PART TWO: SPECIFIC EXAMPLES

2.1 Reasonable accommodation in the workplace

According to Italian law, all public and places with public access must be accessible and without any kind of obstacle for disabled people. These rules are in Act 13 of 1989 'technical prescriptions....' For the adaptation of working places, the 68/99 Act establishes that the company, following engagement of a person with a specific disability, applies ad hoc adjustments in order to facilitate the working placement.

The 68/99 Act also allows a person with disability to ask the local municipality for an assistance service in the place of work, according to the disposal budget. Furthermore the same law regulates all that concerns transfer service, which allows the disabled person to get to the job place through private and public transport available on the territory (i.e. public transport companies), or by an individual service provided by local administrations (regions, provinces, municipalities).

2.2 Other active policies

An important action to support the employment of people with disabilities is represented by institution of fellowships or internships; these are useful in order to trial, for a limited period of time, the work relationship with the disabled person. This is usually aimed towards engagement, in order to have time to adjust the job environment, both in a physical way and in terms of timetable.

The Italy National Reform Programme on growth and jobs 2008-2010, underlines the economic investments for the next years. Figures were provided for expenditure on labour market policies, in which expenditure on 'Incentives for the disabled' was indicated – rising from €74.6m in 2001 to €94.6m in 2005, but falling dramatically to €32.5m in 2006 (this was not explained, although there are reductions in other categories also, indicating more investment in passive than active policies recently)²⁰ (p101). There was a commitment to 'targeted job placement' for disabled people. This involved simplification of procedure and an increase in the national fund that provides technical and financial support to employers (p107).

2.3 One example of best practice

In Italy it is possible to find very positive experiences of work inclusion. A positive note is the introduction of 'job desks' which offer assistance to people with disabilities.

A good practice example is represented by 'Handylavoro' financed by the Province of Salerno, situated in Eboli municipality (Regione Campania).

This is coordinated by a person with disability and it has the task to direct, to accompany, and to support, with legal, psychological and technical consultancies (i.e. writing a curriculum vitae, looking for announcements, etc.), people with disabilities looking for a more autonomous life through a job.

In two years of activities, the same desk has assisted about 6000 people. Twenty people have found a long term job.

²⁰ http://ec.europa.eu/archives/growthandjobs/pdf/member-states-2008-2010-reports/PNR_IT_EN_202008.pdf



PART THREE: SUMMARY INFORMATION

3.1 Conclusions and recommendations (summary)

Since 1999 the working job and the philosophy at the base of disabled people's job inclusion has undergone a revolution. With the introduction of the concept of 'life project', the person with disability can have a personal plan which starts from residual skills, according to the classification of ICF, in order to achieve important goals in various life parts (work, scholastic, sentimental, etc.).

The aim is to achieve autonomous life as much as possible, in order that the person with disability do not represents just an expense for society but a source of productive value inside the community, in order that the birth of a baby with disability will be welcomed with the same joy of others babies birth.

Personal fulfillment that comes through the employment is a fundamental condition for full social integration. For people with disabilities this integration is linked both to the individual history, motivation and family background, and to the existence and effectiveness of services intended to foster a work placement that may present various difficulties.

Although in Italy the legislation is evolving in the direction of integration, analysis of the data shows a lower insertion of people with disabilities in employment than those without disability in all age groups.

There is, in fact a low percentage of employees, around 20 percent and it is underlined that among the various difficulties discussed the sensory difficulties (vision, hearing and speech) are the disabilities that less prevent the inclusion in the labour market.

In conclusion, it appears that we are facing a period of slow but important changes in labour and social policies for people with disabilities this trend should be further encouraged and monitored by the relevant public authorities.

3.2 References

Baldini M., Mazzaferro C., Morciano M., Assessing the Implications of Long Term Care Policies in Italy: a Microsimulation Approach, 2008, *Politica Economica*, XXIV : 47-71

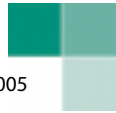
Borgnolo G., De Camillis R., Francescutti C., Frattura L., Troiano R., Bassi G. e Tubaro E. (a cura di), 2009, *ICF e Convenzione ONU sui diritti delle persone con disabilità*, Erickson

Ferrari L., Nota L., Soresi S., 2008, *Conceptions of Work in Italian Adults With Intellectual Disability*, University of Padua, Italy, *Journal of Career Development*, Vol. 34, No. 4, 438-464

Francescutti C., Frattura L., Troiano R., Gongolo F., Martinuzzi A., Sala M., Meucci P., Raggi A., Russo E., Buffoni M., Gorini G., Conclave G., Petrangeli A., Solipaca A., Leonardi M., 2009, *Towards a common disability assessment framework: theoretical and methodological issues for providing public services and benefits using ICF*, *Disability & Rehabilitation*, vol 31, 1:8-15.

Francescutti C., Martinuzzi A., Leonardi M., Kostanjsek N., 2009, *Eight years of ICF in Italy: Principles, results and future perspectives*, *Disability & Rehabilitation*, Vol. 31, No. 1: 4-7.

Griffo G., Leonardi M., Martinuzzi A., Francescutti C., Raggi A., Kosic V., Barbieri P., 2009, *Moving towards ICF use for monitoring the UN Convention on the rights of persons with disabilities: The Italian experience*, *Disability & Rehabilitation*, Vol. 31, No. 1:74-77
<http://informahealthcare.com/doi/abs/10.3109/09638280903317831>



Kostanjsek N., 2009, Implementation of ICF and ICF-CY in Italy, Disability & Rehabilitation, Vol. 31, No.1: 1-3.

Martinuzzi A., Frare M., Pradal M., Mion M., Durone S., Durante M., Corò A., Francescutti C. and Leonardi M., 2008, Disseminating the WHO International Classification of Functioning Health and Disability (ICF) in the Veneto region of Italy. Disability & Rehabilitation, Vol. 30, No. 1 : 71-80.

Shima I., Zólyomi E. and Zaidi A., 2008, The Labour Market Situation of People with Disabilities in EU25. European Centre for Social Welfare Policy and Research. http://www.euro.centre.org/data/1201610451_25081.pdf

Vignola R., Puglisi A., Di Benedetto G., Fernandez S., Santoro L. B., Iannuzzo N., Micangeli A., 2009, Inclusion activities for persons with disabilities and photovoltaic vegetable gardens within Saharawi refugee camps, Edizioni Cirps Sapienza..

www.disabilitaincifre.it

www.istat.it

www.welfare.gov.it

www.provincia.salerno.it

www.handylex.it

www.disabili.com

www.parlamento.it

www.superando.it

www.erickson.it

http://ec.europa.eu/employment_social/news/2001/jul/directive78ec_it.pdf



Annex 1: quantitative data on the employment of disabled people

There are no data for the year 2008 for the information requested in the annex. The only available data are from the ISTAT reports 2004-2005..

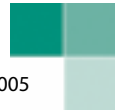
Year:	Absolute? (N)	Percentage (%)	Change (from previous year)
Disability rate	2,800,000	5%	
Employment rate of disabled people		19.3%	
Activity rate of disabled people			
Inactivity rate of disabled people			
Employment in open labour market			
Employment in sheltered workshop			
Reason for leaving the labour market due to disability or long standing health problem			

Year:	% Permanent	% Temporary
Permanent contracts vs. short term contracts		

Year:	% Full-time	% Part-time
Full time vs. part time jobs		

Year:	Public sector	Private sector	(e.g. comment or give % employers meeting obligations?)
Fulfilment of employment quota (if it exists)			

Participation in training of disabled people		(e.g. comment or give number of people participating in vocational or work-related employment)
--	--	--



Annex 2: 2008-9 laws and policies on the employment of disabled people

Name of law:	Law 18/09: “Ratifica ed esecuzione della Convenzione delle Nazioni Unite sui diritti delle persone con disabilità, con Protocollo opzionale, fatta a New York il 13 dicembre 2006 e istituzione dell’Osservatorio nazionale sulla condizione delle persone con disabilità”.
Date of entering into force:	March 3rd 2009, published on Gazzetta Ufficiale No. 61, March 14th 2009.
Objective:	Ratification and execution of the UN Convention on the Rights of Persons with disabilities, with the Optional Protocol, and foundation of the National Observatory on the Status of People with Disabilities
Impact assessment (positive/negative):	This law represents a cultural change for politics and inclusion in general.

Name of law:	Law 102/09: “Conversione in legge, con modificazioni, del decreto legge 1° luglio 2009, n. 78, recante provvedimenti anticrisi, nonché proroga di termini e della partecipazione italiana a missioni internazionali”.
Date of entering into force:	August 3rd 2009, published on Gazzetta Ufficiale No. 179, August 4th 2009.
Objective:	This law modified decree-law No. 78/09; it contains actions to face the economic crisis. This law ratifies the reduction of some costs in general, and simplification of some procedures for the certification and work permits.
Impact assessment (positive/negative):	It contains some positive news for public employees, also dealing with work permits and disability certification.

Name of law:	
Date of entering into force:	
Objective:	
Impact assessment (positive/negative):	

Continue if necessary...

Annex 3: 2008-9 research/evaluation on the employment of disabled people

Publication details (author, date, title, etc):	Borgnolo G., De Camillis R., Francescutti C., Frattura L., Troiano R., Bassi G. e Tubaro E. (a cura di), <i>ICF e Convenzione ONU sui diritti delle persone con disabilità</i>. Erickson 2009
Key findings from the research:	This book contains national and international work and reports of meetings coordinated by the Ministry for Welfare offering new perspectives for inclusion. This publication aims to disseminate the principles of the UN Convention and ICF.
Comment or assessment:	This book represents an useful work because it recognizes the important role of the Convention and ICF for a new Welfare.

Publication details (author, date, title, etc):	Andrea Martinuzzi, Mara Frare, Monica Pradal, Marta Mion, Sergio Dugone, Marisa Durante, Alessandra Corò, Carlo Francescutti and Matilde Leonardi. <i>Disseminating the WHO International Classification of Functioning Health and Disability (ICF) in the Veneto region of Italy</i>. Disability & Rehabilitation, 2008, Vol. 30, No. 1, Pages 71-80.
Key findings from the research:	This article underlines the importance of the ICF. It describes a large information/formation project launched by the Regional Direction for Social Services of the Veneto region (north-east Italy). The first of the two stages of the project aimed to reach 900 health professionals throughout the whole region.
Comment or assessment:	This article emphasises that it is necessary that the concept of “disability” and the evaluation methodology are shared through the ICF

Publication details (author, date, title, etc):	Lea Ferrari, Laura Nota, Salvatore Soresi, <i>Conceptions of Work in Italian Adults With Intellectual Disability</i>, University of Padua, Italy, lea.ferrari@unipd.it, Journal of Career Development, Vol. 34, No. 4, 438-464 (2008) - DOI: 10.1177/0894845308316295
Key findings from the research:	The study examined 48 participants with mental retardation, 48 nondisabled adults of the same chronological age and 48 non-disabled adolescents of the same mental age as the participants with mental retardation. A semi-structured interview assessing participants’ concepts about work was administered.
Comment or assessment:	This article supports job inclusion politics, regarding to people with mental retardation.

Publication details (author, date, title, etc):	M. Baldini, C. Mazzaferro, M. Morciano, <i>Assessing the Implications of Long Term Care Policies in Italy: a Microsimulation Approach</i>, Politica Economica, 2008, XXIV, pp. 47-71
Key findings from the research:	This paper estimates the future characteristics of the long-term disabled population in Italy and the development of total public expenditure for long-term care. The future dynamics of long-term care expenditure in Italy is of particular relevance for two reasons: the limited and insufficient level of public expenditure currently targeted to the disabled and the prospect in the next few decades of one of the most rapidly ageing populations in the world.
Comment or assessment:	In this article, two alternative hypotheses for the dynamics of public expenditure in long-term care are important: the simple



	continuation of the current rules and a significant increase in the generosity of public schemes, in order to satisfy the mounting pressure coming from households.
Publication details (author, date, title, etc):	Isilda Shima, Eszter Zólyomi and Asghar Zaidi, <i>The Labour Market Situation of People with Disabilities in EU25</i>. European Centre for Social Welfare Policy and Research, 2008. http://www.euro.centre.org/data/1201610451_25081.pdf
Key findings from the research:	This study provides both a qualitative and a quantitative overview of the situation of people with disabilities in the labour market. The major labour market integration policies implemented in each EU Member State are presented together with the latest available figures on employment, unemployment and inactivity using statistical data coming from the administrative registers.
Comment or assessment:	In this report we can see that implementation of legislative instruments (such as obligatory employment quota schemes, anti-discrimination legislation, job protection rights), even if far from the active labour market policies, which aim to really support the participation of people with disabilities.
Publication details (author, date, title, etc):	R. Vignola, A. Puglisi, G. Di Benedetto, S. Fernandez, L. B. Santoro, N. Iannuzzo, A. Micangeli, <i>Inclusion activities for persons with disabilities and photovoltaic vegetable gardens within Saharawi refugee camps</i>”, Cirps 2009.
Key findings from the research:	This paper reports on a cooperation experience between persons with disabilities in a developing country.
Comment or assessment:	This article shows that inclusion is possible also in extreme situation, as refugee camps.