

European Semester 2016/2017 country fiche on disability ¹	
Spain	
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With comparative data provided by the ANED core team	

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 support the development of the European Disability Strategy 2010-2020 and practical implementation of the United Nations Convention on the Rights of Persons with disabilities in the EU.

This country report has been prepared as input for the European Semester from a disability perspective.

Note:

The statistics provided in October 2016 are based on the EU-SILC 2014. This is the most recent microdata available to researchers for analysis from Eurostat. This report may be updated as new data becomes available.

¹ Available at:
https://ec.europa.eu/employment_social/empl_portal/ede/ES_ANED2016_EU2020%20report_final_web.docx



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1 Summary of the overall situation and challenges

Unemployment, particularly among people with disabilities and the young, is the main problem for Spain, as the unemployment rate of people with disabilities is more than 17 percentage points higher than the EU average. Most policies and investments are centred on supporting sheltered options (special employment centres). The main challenge for the future is to increase inclusive employment options, specifically for people with cognitive disabilities (intellectual and mental health groups) and to enhance the independent life and self-determination of people.

Some of the challenges facing the Spanish economy include strengthening the links between the educational system and the labour market and also strengthening public employment services. There is no active policy for people with disabilities in the last years of education. It is important to develop Individual Transition Programs looking for inclusion in the open labour market. Connection with public employment services and initiatives of the NGO should be encouraged. Additional issues relate to the lack of support schemes that allows smooth transition to the labour market of those with higher support needs. The decentralization of services and supports and the limited coordination between responsible for delivering employment and social services makes difficult for people to disabilities to move to another city in search of an employment or a better quality of life.

Education and social inclusion of persons with disabilities in Spain is still among the lowest of the EU. Data about early school leavers and tertiary education mainly affect people with disabilities and people in poverty or with a low economical level. The financial crisis of these last years has had a negative impact on this situation and it has increased social inequalities in Spain. Operative programs should focus on initiatives and specific plans, with measures, outcomes and indicators to evaluate the results to improve and enhance the situation of people with disabilities in education and social inclusion. The lack of alignment between study programs for tertiary education, for both students with disabilities and for the general population is a structural issue that needs to be overcome. While Spain has achieved significant fiscal consolidation, this has fallen short of the targets set by the Council. The situation is even more complex, as Spain has a caretaker government, subject to constitutional and legal constraints². In consequence, the situation in Spain is expected to get worse. Also, support for families with relatives in a dependent situation is a challenge. Some of the issues relate to a significant increase in costs assumed by dependent people themselves and their families.

The complexity of the political system in Spain with the State and seventeen Autonomous Communities, reflect a lack of uniformity throughout the country. There is an urgent need to obtain more disaggregated data in many of the programs and policies implemented, to examine adequately the situation and the tendencies of employment, education and poverty and social exclusion. The last calls of the operative programs show this new tendency.

² See National Reform Programme, downloadable at:
http://ec.europa.eu/europe2020/pdf/csr2016/nrp2016_spain_es.pdf.

2 Assessment of the situation of disabled people with respect to the Europe 2020 headline targets

2.1 Strategic targets

Table 1: Europe 2020 and agreed national targets for the general population

	Europe 2020 targets	National targets ³
Employment	75% of the 20-64 year-olds to be employed	74%
Education	Reducing the rates of early school leaving below 10%	15% (school drop-outs)
	At least 40% of 30-34-year-olds completing third level education	44%
Fighting poverty and social exclusion	At least 20 million fewer people in or at risk of poverty and social exclusion	1,400,000-1,500,000

According to the CR 2016, the employment rate is 59.9 % (2014 levels), which is still 8 percentage points below the level achieved in 2007. The early school leaving rate is 21.9% (2014), which is quite far from the 15% national target. Concerning tertiary education, the rate is 42.3% (2014) which is quite close to the national target, although its positive impact is undermined by 1) the lack of alignment between study programmes and growth/economic transformation needs, and 2) the lack of capacity for the labour market to create high quality jobs to retain highly qualified graduates. This leads to low employability rates for specific study programmes and underemployment of a high proportion of graduates. Concerning the risk of poverty and social exclusion, it increased by more than 1.3 million between 2010 and 2014.

Relevant disability targets from national strategies or sources:

The Spanish Strategy Action Plan on Disability 2014-2020, approved by the Council of Ministers 12 September 2014, states several policy targets relevant to the EU2020 targets, such as: (1) promoting access for persons with disabilities to employment, including promoting entrepreneurship, decent working conditions, equal opportunities and promoting the reconciliation for workers with disabilities; (2) Promoting socially responsible public employment, and educating the business community and the public sector on working abilities of people with disabilities; (3) supporting schools in the process towards inclusion, including promoting awareness of disability in the curriculum.

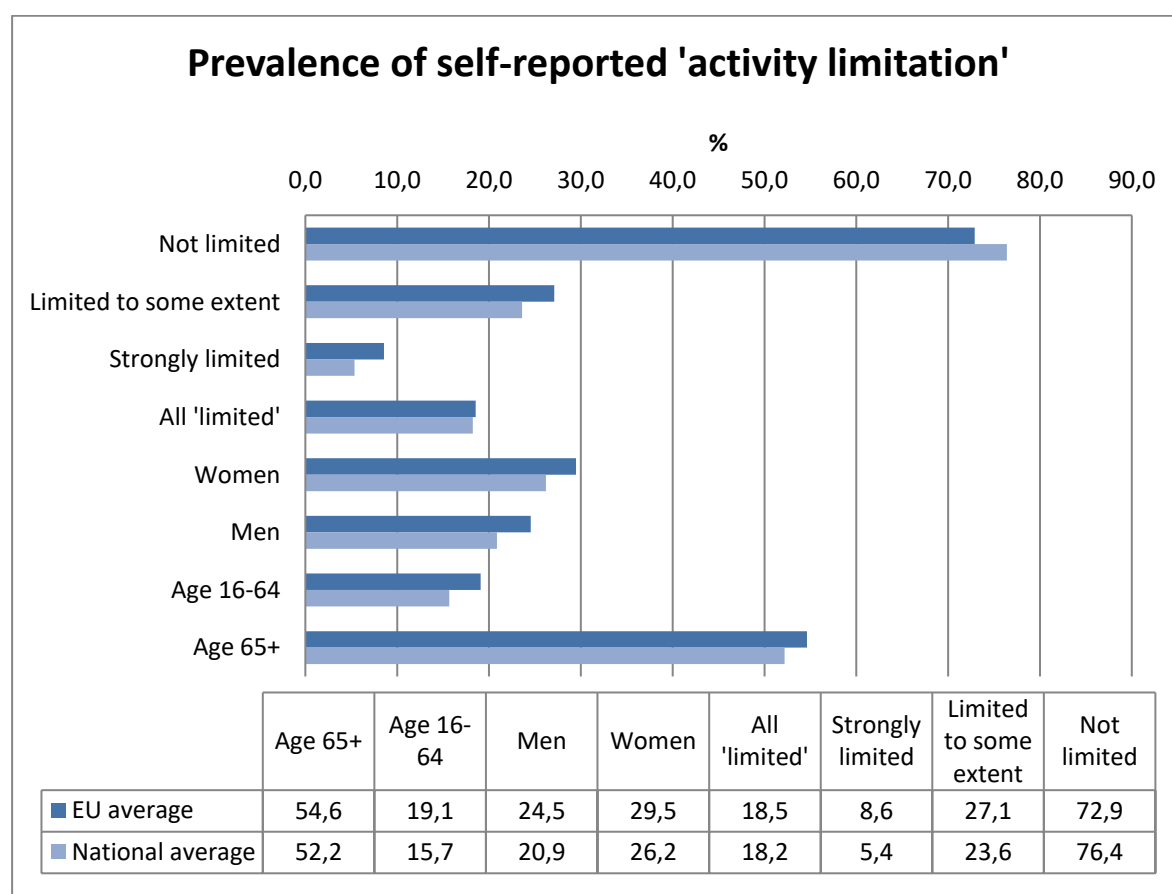
Yet, the main limitation is that these goals are not expressed as quantitative outcome targets. There is a clear need to specify such outcomes.

³ <http://ec.eurpa.eu/europe2020/pdf/targetsen.pdf>.

2.1.1 A note on the use of EU data

Unless specified, the summary statistics presented in this report are drawn from 2014 EU-SILC micro data.⁴ The EU-SILC sample includes people living in private households and does not include people living in institutions. The proxy used to identify people with disabilities (impairments) is whether 'for at least the past 6 months' the respondent reports that they have been 'limited because of a health problem in activities people usually do'.⁵ Responses to this question vary between countries and national data sources are added for comparison, where available.

Table 2: Self-reported 'activity limitations' as a proxy for impairment/disability (EU-SILC 2014)



Source: EUSILC UDB 2014 – version 2 of August 2016

In subsequent tables, these data are used as a proxy to estimate 'disability' equality in the main target areas for EU2020 – employment, education and poverty risk.⁶ The tables are presented by disaggregating the estimated proportion of people who report and do not report limitations for each indicator (e.g. among those who are employed, unemployed, at risk of poverty, etc.).

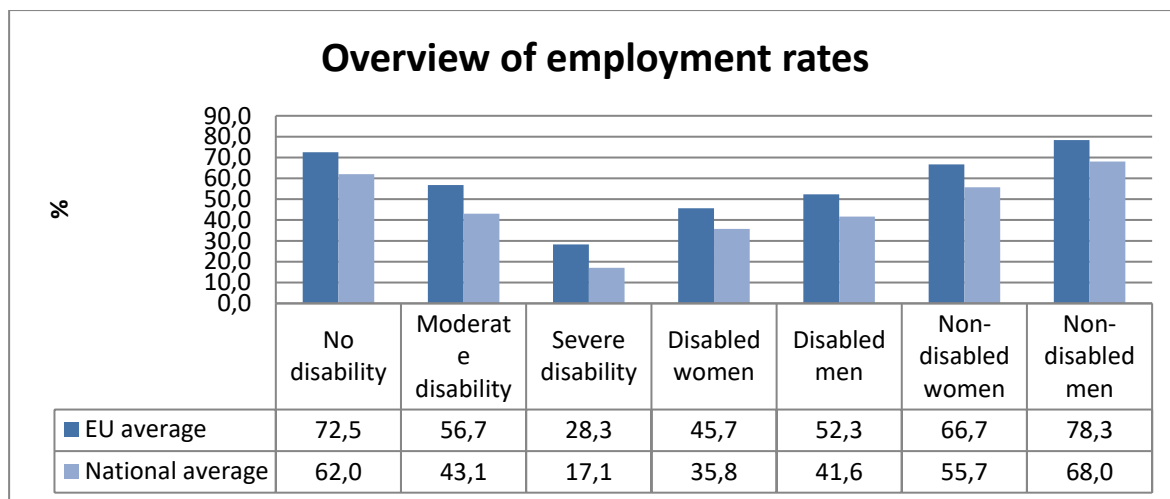
⁴ EUSILC UDB 2014 – version 2 of August 2016.

⁵ The SILC survey questions are contained in the Minimum European Health Module (MEHM) [http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Glossary:Minimum_European_Health_Module_\(MEHM\)](http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Glossary:Minimum_European_Health_Module_(MEHM)).

⁶ The methodology is further explained in the annual statistical reports of ANED, available at <http://www.disability-europe.net/theme/statistical-indicators>.

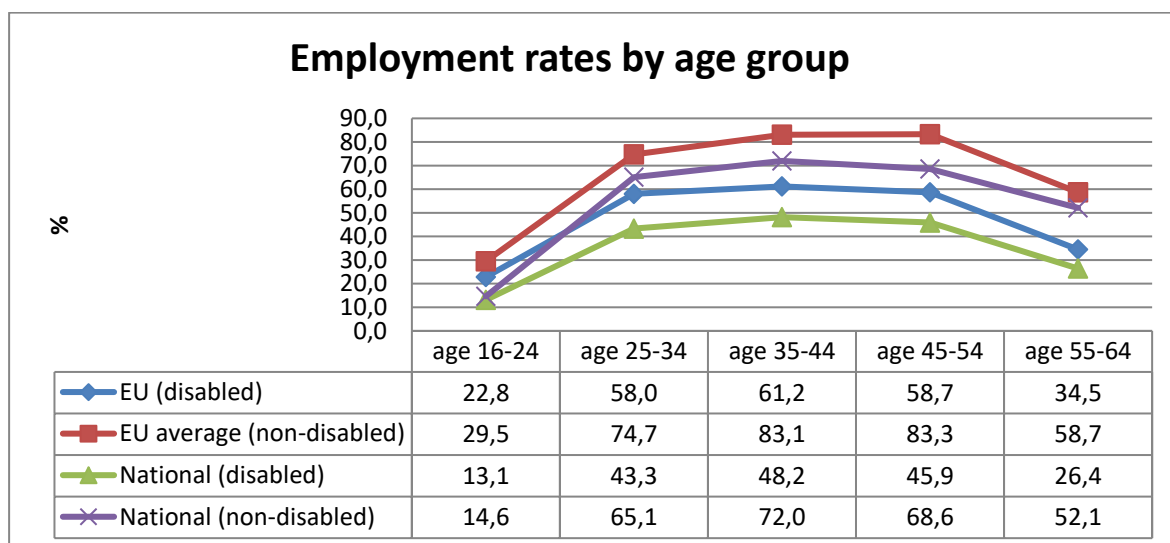
2.2 Employment data

Table 3: Most recent employment data, aged 20-64

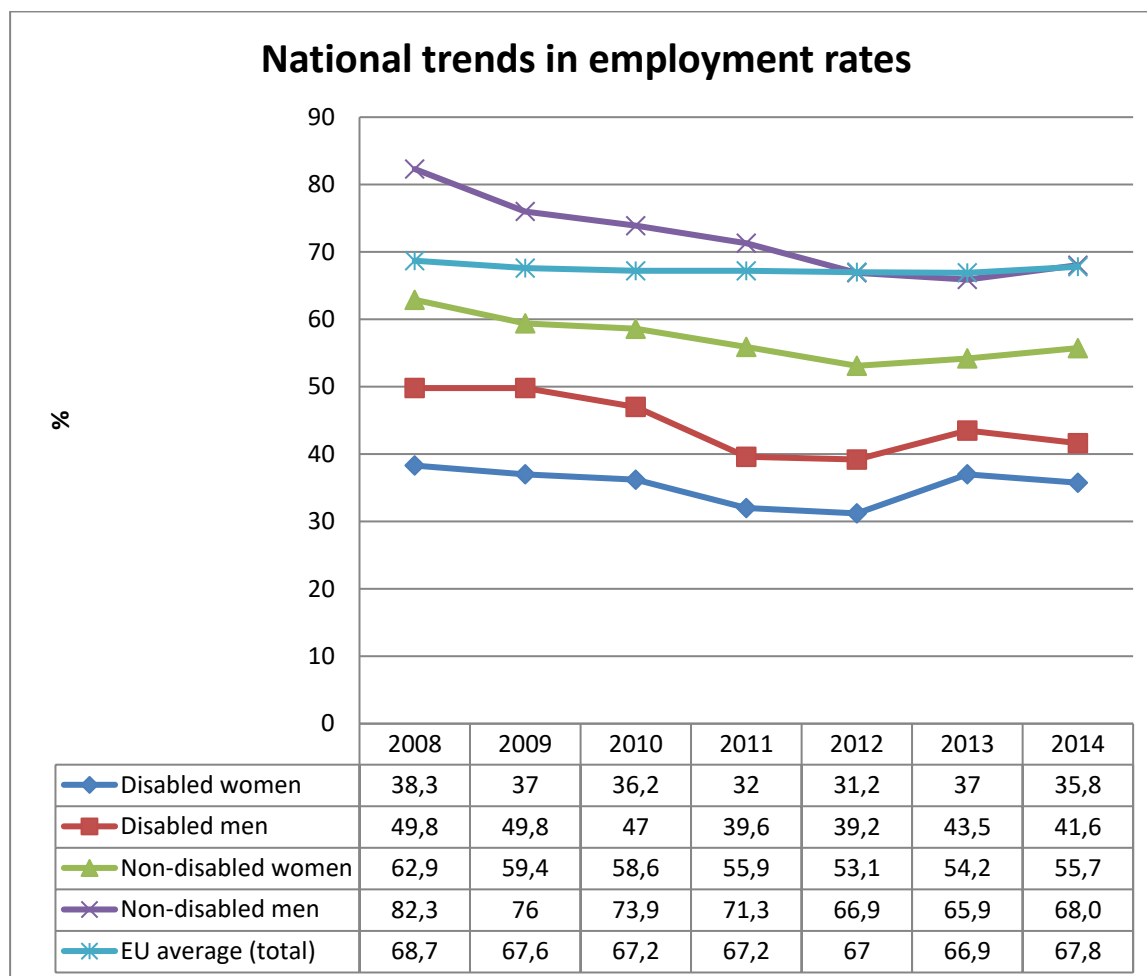


Source: EUSILC UDB 2014 – version 2 of August 2016

Table 4: Employment rate data, by age group



Source: EUSILC UDB 2014 – version 2 of August 2016

Table 5: Trends in employment by gender and disability (aged 20-64)

Source: EUSILC UDB 2014 – version 2 of August 2016 (and preceding UDBs)

The table above shows a comparison of national employment trends for disabled and non-disabled women and men, and compares this with the EU2020 headline indicator for the EU as a whole.

Alternative data on disability and employment provided by the national expert:

The recently published *White Paper on access and inclusion in public employment of people with disabilities* (2015) [Libro blanco sobre acceso e inclusion en el empleo público de las personas con discapacidad] of the National Institute of Public Administration [Instituto Nacional de Administración Pública]⁷ present data about employment and its evolution in recent years (2012-2013), showing an increase in the employment and unemployment situation of persons with disabilities (pp. 45). Data also show an increase in the number of people with disabilities hired from 2013 to 2014 (pp. 49). Data are from the National Public Service on Employment; Ministry of Employment and Social Security [Servicio Público de Empleo Estatal; Ministerio de Empleo y Seguridad Social; SEPE].

⁷ <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/349/LibroBlancoPcD.pdf>.



The Olivenza 2014 report on disability in Spain⁸ states that:

- Regarding and economic inclusion, the disadvantage of the disabled population is almost 33% compared to the general population. This is for the huge difference in labour force participation rate and by the disadvantaged in poverty levels.
- The risk of poverty⁹ affects 32% (N=1,803,749) of the disabled population, nearly 5 points higher than the general population. Meanwhile, severe poverty affects 14.7% (N=829,840) of the population with disabilities, by 9.6% in the population without disabilities. This risk is especially high for women with disabilities.
- Regarding social integration, 21.5% (1,211,893.9)¹⁰ of the population with disabilities recognizes that it has few or no friends and the majority (91%) (N= 5,754,944)¹¹ and mention that they face barriers for leisure activities.

Yet, other studies suggest that although the crisis has not led in this group worsening conditions as serious as that of the general population lives, their welfare is maintained below the whole of society.¹²

2.2.1 Unemployment

National administrative rules and definitions of 'unemployment' vary, and these may affect the way in which disabled people are categorised in different countries. The following tables compare national data with the EU2020 headline indicator for the EU

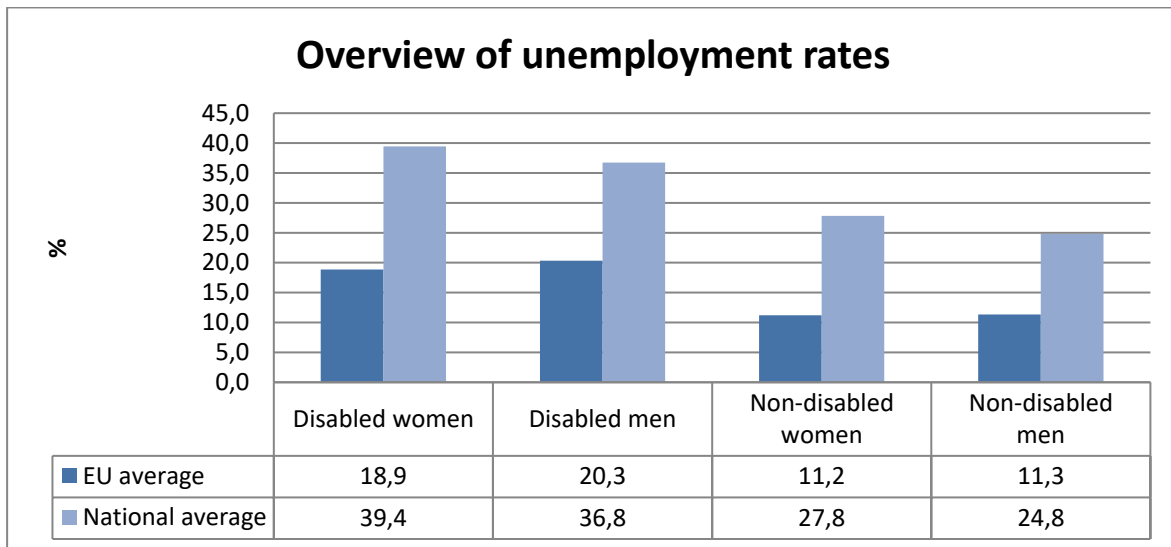
⁸ Observatorio Estatal de la Discapacidad (OED, 2014). Informe Olivenza 2014, sobre la discapacidad en España. (downloadable at: <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf>).

⁹ See Tables 40 and 41 at: Informe Olivenza 2014, sobre la discapacidad en España. (downloadable at: <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf>).

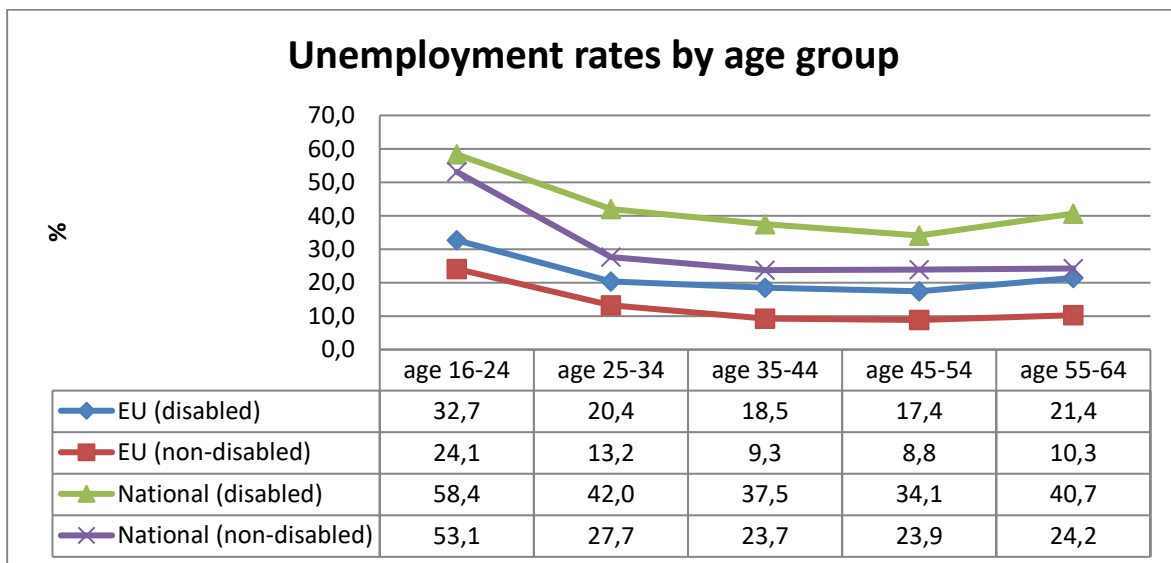
¹⁰ See Table 84 at Informe Olivenza 2014, sobre la discapacidad en España. (downloadable at: <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf>).

¹¹ See Table 85 at: Informe Olivenza 2014, sobre la discapacidad en España. (downloadable at: <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf>).

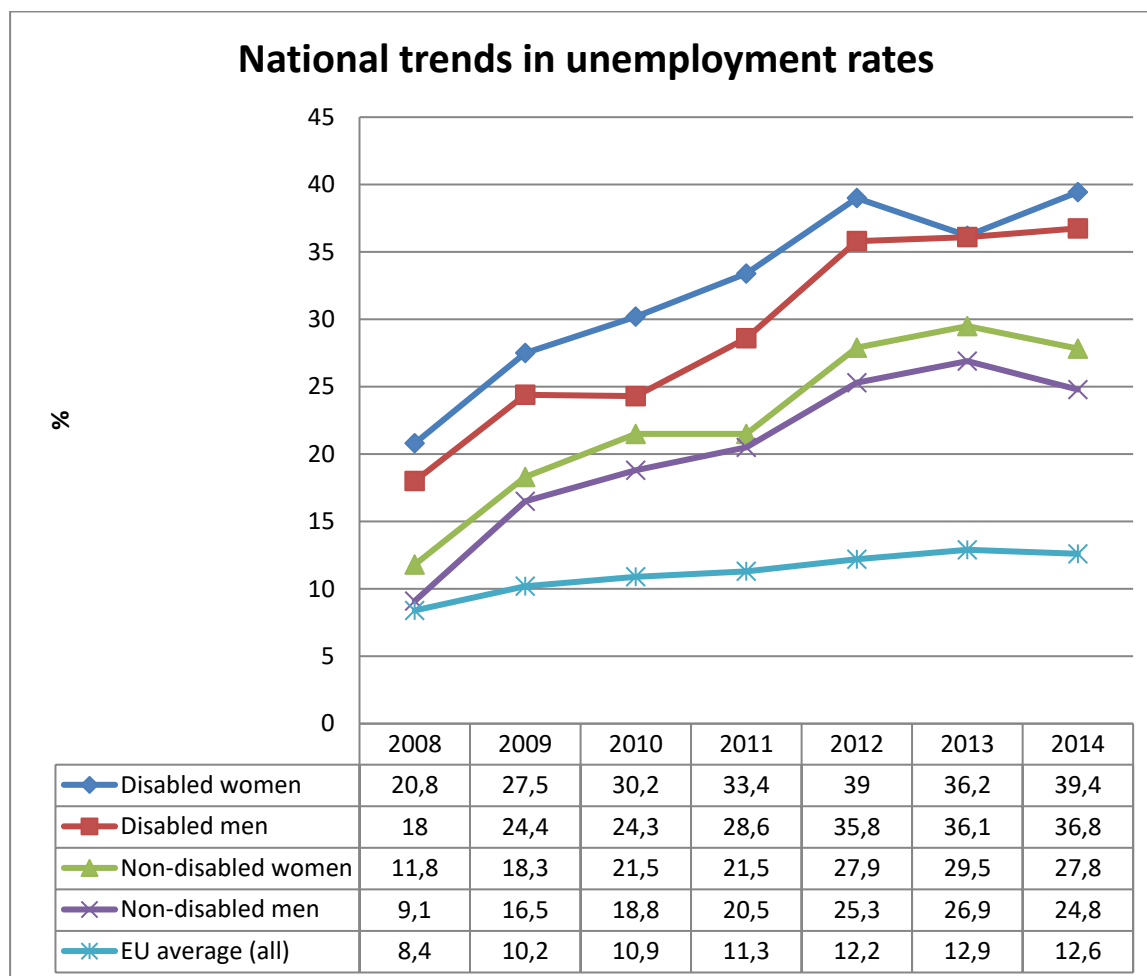
¹² Anaut, S., Arza, J. & Álvarez, M.J. (2014). La incidencia de la exclusión social en los hogares con personas con discapacidad. VII Informe sobre exclusión y desarrollo social en España. Serie: Documento de Trabajo, Madrid, Fundación FOESSA, Cáritas Española Editores (downloadable at: <http://www.foessa2014.es/informe/uploaded/documentostrabajo/151020141514409069.pdf>).

Table 6: Most recent unemployment data, aged 20-64

Source: EUSILC UDB 2014 – version 2 of August 2016

Table 7: Unemployment rate data, by age group

Source: EUSILC UDB 2014 – version 2 of August 2016

Table 8: Trends in unemployment by gender and disability (aged 20-64)

Source: EUSILC UDB 2014 – version 2 of August 2016 (and preceding UDBs)

Fluctuations in the gendered trends of unemployment for people with impairments at national level should be treated with some caution.

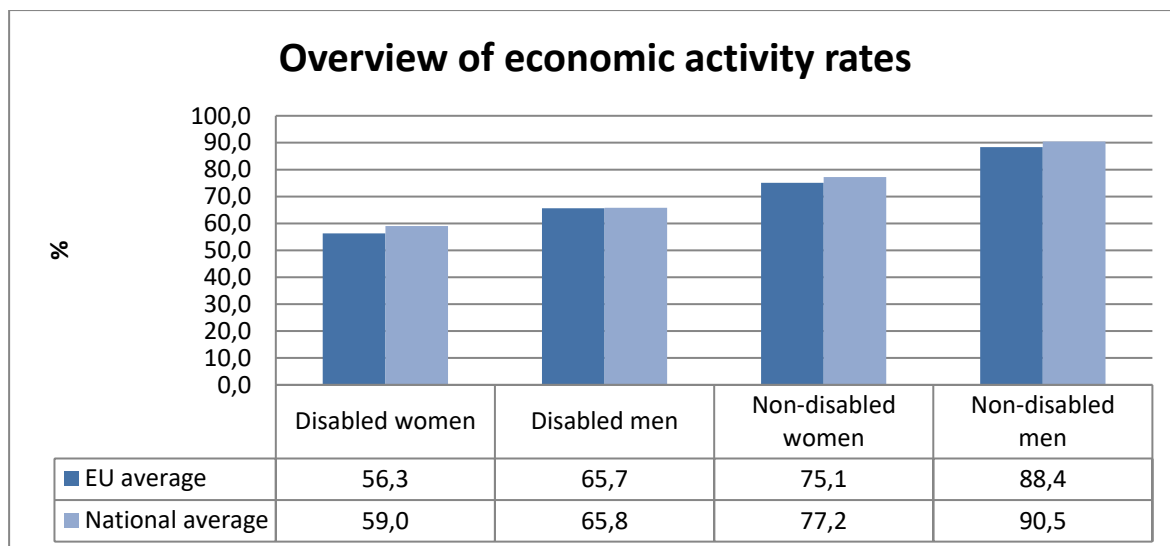
Alternative data on disability and unemployment from national sources:

See data under employment (earlier). The recent *White Paper on access and inclusion in public employment of people with disabilities (2015)*¹³ presents data about employment and its evolution in recent years (2012-2013), showing an increase in the claim for unemployment of persons with disabilities (p. 45).

¹³ <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/349/LibroBlancoPcD.pdf>.

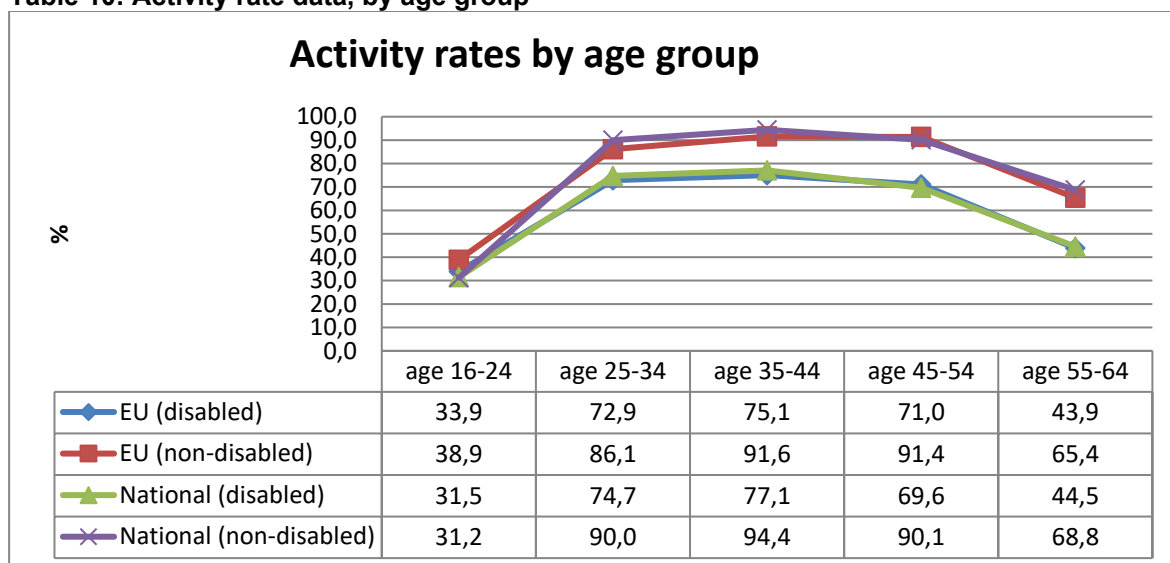
2.2.2 Economic activity

Table 9: Most recent economic activity data, aged 20-64

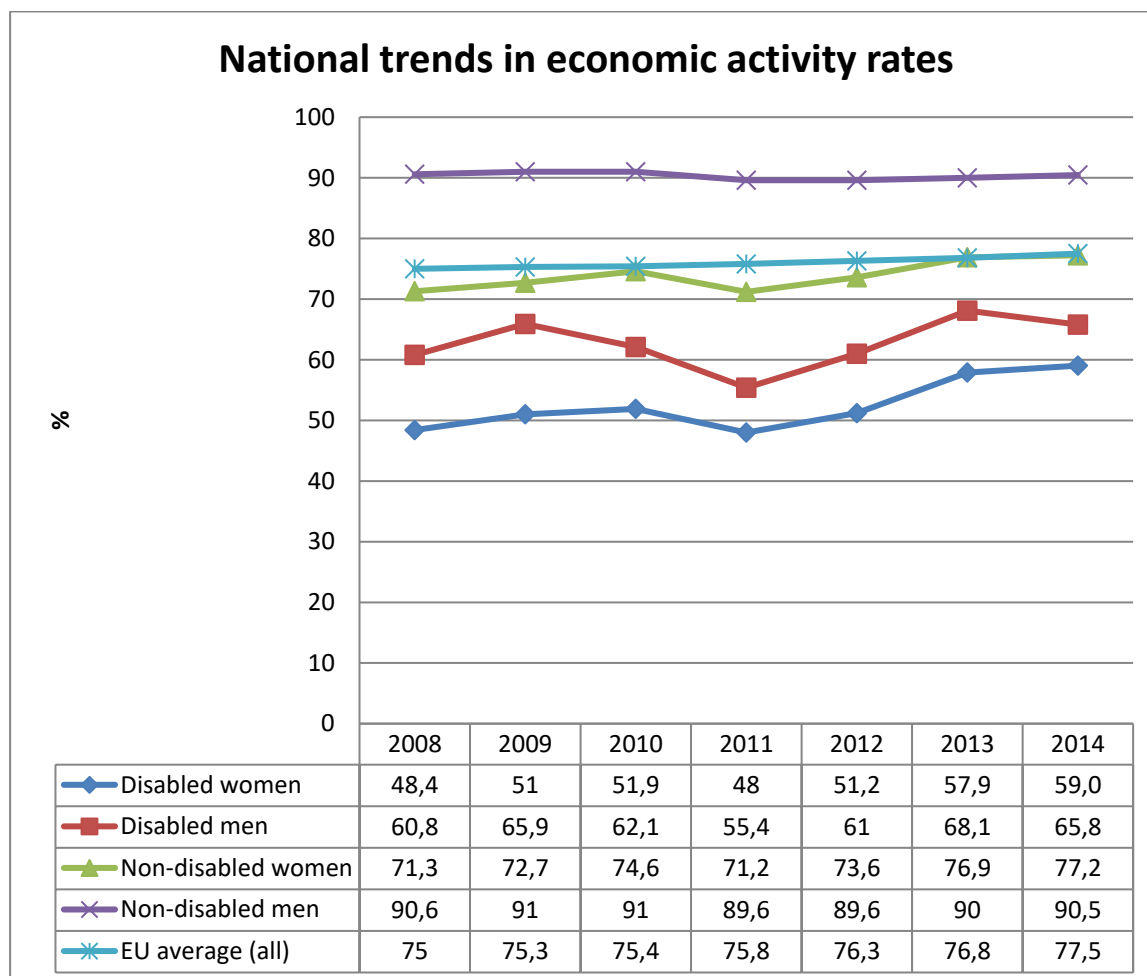


Source: EUSILC UDB 2014 – version 2 of August 2016

Table 10: Activity rate data, by age group



Source: EUSILC UDB 2014 – version 2 of August 2016

Table 11: Trends in activity rates by gender and disability (aged 20-64)

Source: EUSILC UDB 2014 – version 2 of August 2016 (and preceding UDBs)

Alternative data on disability and economic activity provided by the national expert:

No new alternative data was identified.

2.3 Education data

EU statistical comparisons are more limited concerning the education of young disabled women and men in the EU2020 target age groups. Data is available from EU-SILC (annually) as well as the Eurostat Labour Force Survey ad-hoc disability module (for 2011), but with low reliability for several countries on the key measures.¹⁴ Using a wider age range can improve reliability but estimations by gender remain

¹⁴ For the LFS AHM data see, Early school leavers http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_de010&lang=en and tertiary educational attainment http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_de020&lang=en.

indicative. EU trends are evident but administrative data may offer more reliable alternatives to identify national trends, where available.

2.3.1 Early school leavers

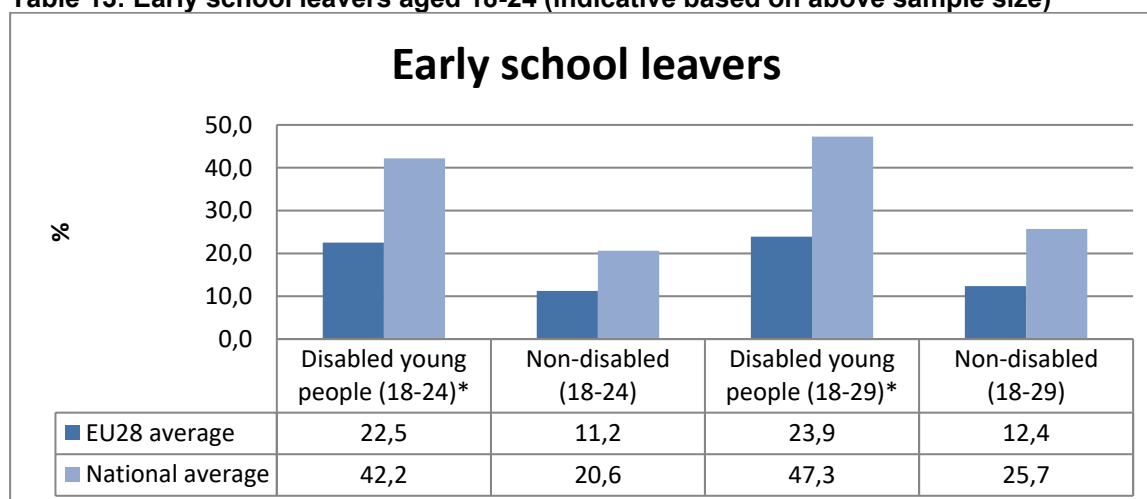
The EU-SILC sample for the target age group (aged 18-24) includes the following number of people reporting activity 'limitation' (as a proxy for impairment/disability).

Table 12: EU-SILC sample size in the target age group 18-24 versus 18-29

	Age 18-24		Age 18-29	
	No activity 'limitation'	Activity 'limitation'	No activity 'limitation'	Activity 'limitation'
EU sample	33,905	2,608	56,110	4,738
National sample	2,287	133	3,734	243

Source: EUSILC UDB 2014 – version 2 of August 2016

Table 13: Early school leavers aged 18-24 (indicative based on above sample size)



Source: EUSILC UDB 2014 – version 2 of August 2016

Alternative data on disability and early school leavers provided by the national expert:

No new alternative data on early school leavers was identified.

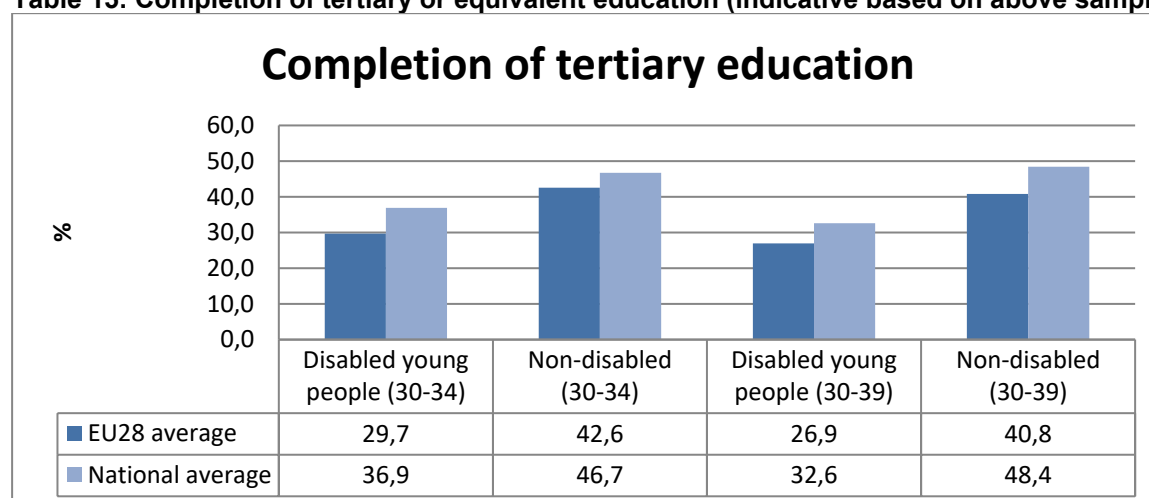
2.3.2 Tertiary education

The EU-SILC sample for the target age group (aged 30-34) includes the following number of people reporting activity 'limitation' (a proxy for impairment/disability) although the number of missing observations is larger than the number of observations for activity limitation.

Table 14: EU-SILC sample size for the target age group 30-34 versus 30-39

	Age 30-34		Age 30-39	
	No activity 'limitation'	Activity 'limitation'	No activity 'limitation'	Activity 'limitation'
EU sample	23,740	2,744	50,243	6,572
National sample	1,565	155	3,456	419

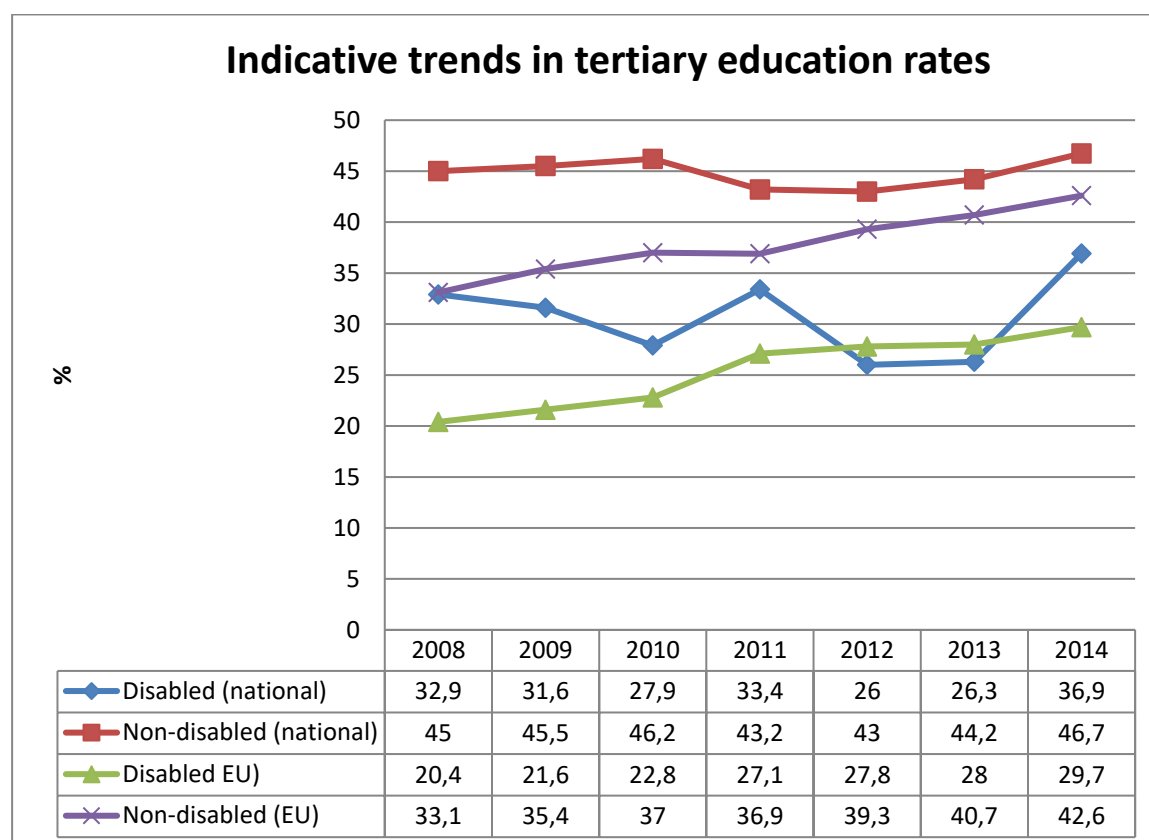
Source: EUSILC UDB 2014 – version 2 of August 2016

Table 15: Completion of tertiary or equivalent education (indicative based on above sample)

Source: EUSILC UDB 2014 – version 2 of August 2016

The survey sample is not sufficient to provide robust trend data disaggregated by gender in the narrow EU2020 target age group. In only 12 out of 28 Member States are there more than 50 observations in the sample for both women and for men in aged 30-34 who also declare impairment/limitation. In 5 there are fewer than 20 observations for women or for men, which cannot be reported.

The following table is indicative at the EU level but gender trends at the national level should be treated with caution. In all Member States except Austria the achievement of tertiary education was higher for women than for men in both groups.

Table 16: Trends in tertiary education by disability (aged 30-34)

Source: EUSILC UDB 2014 – version 2 of August 2016 (and preceding UDBs)

Fluctuations in the trend for people with impairments at national level should be treated with some caution.

Alternative data on disability and tertiary education provided by the national expert:

The Olivenza 2014 report on disability in Spain,¹⁵ which utilizes statistical data from 2012,¹⁶ states that with regard to education, the disadvantages shown some signs of stagnation, especially related to illiteracy rates in the population with disabilities. Differences in access to higher education are also very marked: almost 21% of people without disabilities have higher education, compared to a slim 6.7% of the population with disabilities who have higher education.

2.4 Poverty and social exclusion data

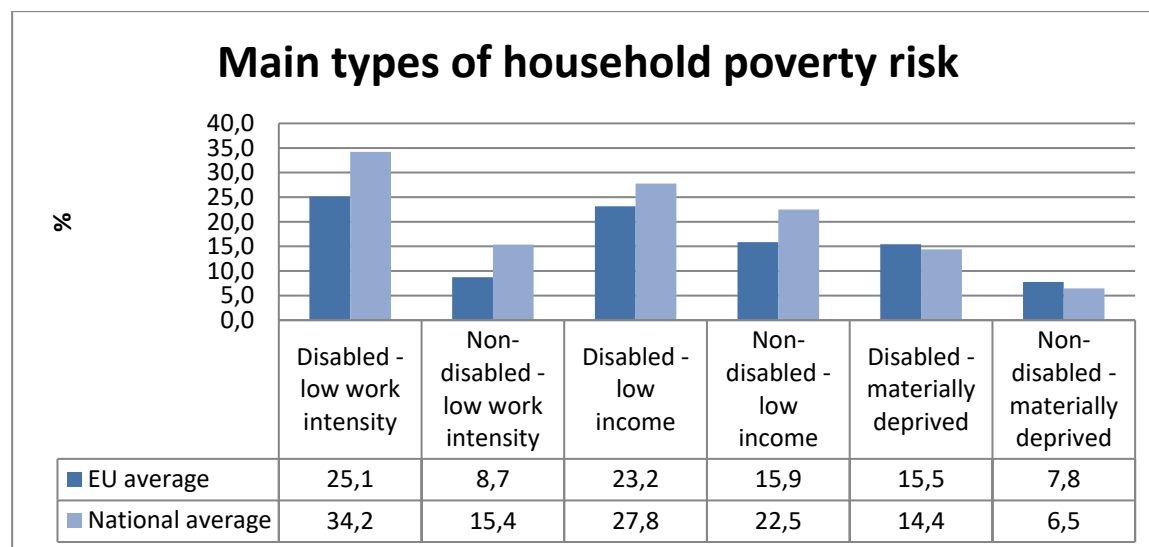
EU SILC data provides indicators of the key risks for people with disabilities. In addition to household risks of low work intensity, there are risks of low income (after

¹⁵ <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf>.

¹⁶ Available at: <http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t15/p470/p01/2012/&file=pcaxis>.

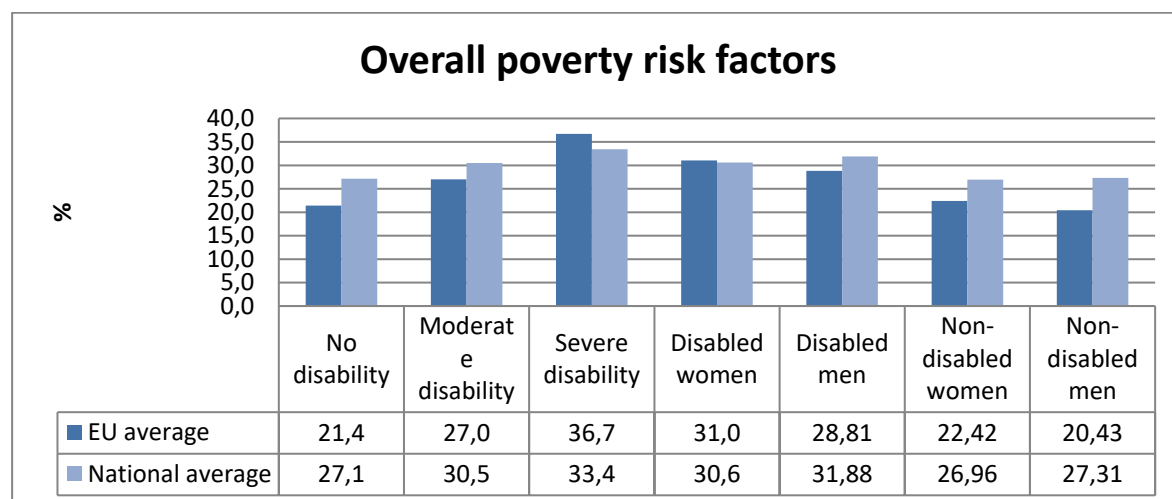
social transfers), and material deprivation. These three measures are combined in the overall estimate of risk. The risks for older people do not include work intensity (Eurostat refers to the age group 0-59 for this measure). The survey does not distinguish 'activity limitation' (the proxy for impairment/disability) for children under the age of 16. Relevant data provided by the national expert is added where available.

Table 17: People living in household poverty and exclusion by disability and risk (aged 16-59)

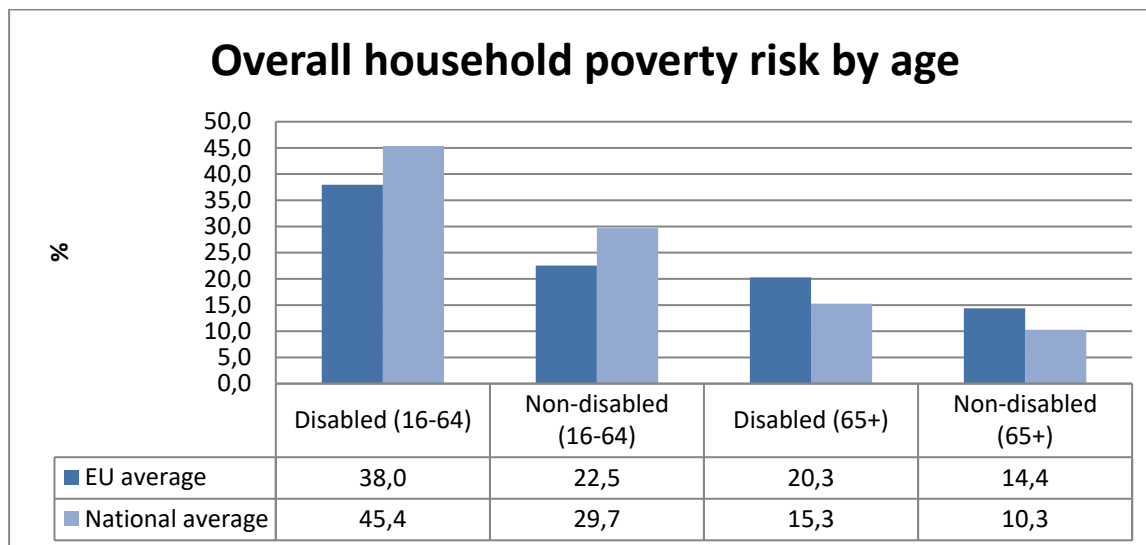


Source: EUSILC UDB 2014 – version 2 of August 2016

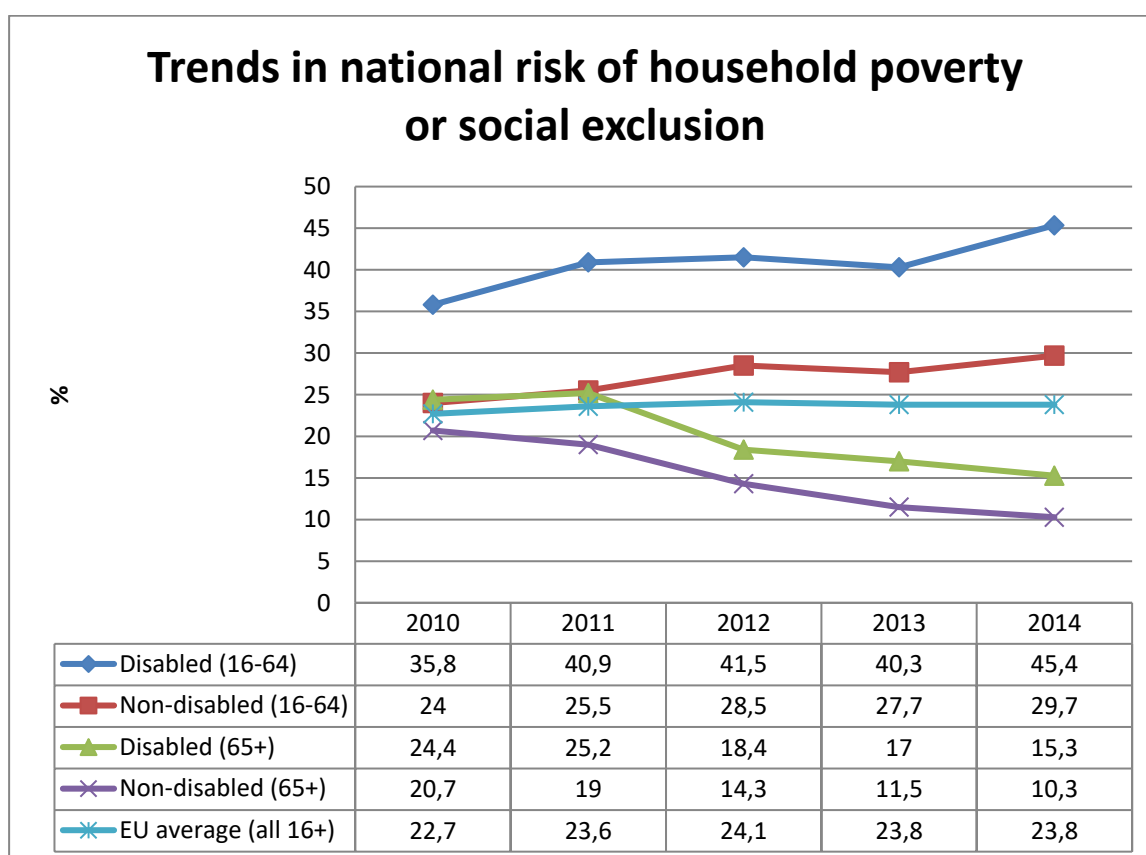
Table 18: People living in household poverty and exclusion by disability and gender (aged 16+)



Source: EUSILC UDB 2014 – version 2 of August 2016

Table 19: Overall risk of household poverty or exclusion by disability and age (aged 16+)

Source: EUSILC UDB 2014 – version 2 of August 2016

Table 20: Trends in household risk of poverty and exclusion by disability and age (EU-SILC 2014)

Source: EUSILC UDB 2014 – version 2 of August 2016 (and previous UDB)

Alternative data on disability and risk of poverty or social exclusion provided by the national expert:

The latest data available has been published by Fundación FOESSA "The incidence of social exclusion in households with disabled people. VII Report on Social Exclusion and Development in Spain" ["*La incidencia de la exclusión social en los hogares con personas con discapacidad. VII Informe sobre Exclusión y Desarrollo Social en España*".^{17 18} This report is based on surveys that provide one of the best statistical sources on social exclusion in Spain. It compares three different surveys in the years 2007, 2009 and 2013 and the conclusion is that there are no big changes related to the levels of social exclusion (around 10%). It is further seen, as a consequence of the crisis, an approximation among the general population and people with disabilities in levels of exclusion, with a gap to be reduced from 17 to 5 points. They conclude that the economic crisis has continued to increase the levels of poverty of individuals without disabilities (19.4% in 2009 and 28.7% in 2013), while they have stabilized for those with disabilities (around 25%). At the same time the situation with disabilities (with and without a certified disability) has tended to equalize. According to the authors⁹, these data explain these data are explained by the fact that the number of people in a recognised dependency situation has progressively increased among those who say they have disabilities (40.6%) The number of individuals with disability and certificates recognizing this has also increased. In 2007 they accounted for 60%, in 2009 53% and in 2013 80%. Therefore, it seems that certain mechanisms and protection benefits such as recognition of dependence and / or disability are cushioning, not reducing, the intensity of the impact of the current crisis. In this document documento⁹ also indicates that severe poverty among people with disabilities has remained identical levels between 2007 and 2013 (4.7%), while that in the combined population has increased from 3.5% to 7.3%. In addition, moderate poverty among persons with a disability recorded a significant increase. In 2009 there was a shift towards moderate poverty from both non-poverty as well as from severe poverty. Consequently, there has been an overall increase in poverty for people with disabilities (from 17.8% in 2007 to 25.7% in 2009).

The Olivenza 2014 report on disability in Spain¹⁹ states that:

- Regarding and economic inclusion, the disadvantage of the disabled population is almost 33% compared to the general population. This is for the huge difference in labour force participation rate and by the disadvantaged in poverty levels.
- The risk of poverty affects 32% of the disabled population, nearly 5 points higher than the general population. Meanwhile, severe poverty affects 14.7% of the population with disabilities, by 9.6% in the population without disabilities. This risk is especially high for women with disabilities.

¹⁷ http://www.foessa2014.es/informe/uploaded/capitulos/pdf/24102014184629_5505.pdf.

¹⁸ http://www.foessa2014.es/informe/uploaded/documentos_trabajo/15102014151440_9069.pdf.

¹⁹ Observatorio Estatal de la Discapacidad (OED, 2014). Informe Olivenza 2014, sobre la discapacidad en España. (downloadable at: <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf>).



- Regarding social integration, 21.5% of the population with disabilities recognises that it has few or no friends and the majority (91%) who have difficulty disability for cultural, sporting and leisure activities.

Yet, other studies suggest that although the crisis has not led in this group worsening conditions as serious as that of the general population lives, their welfare is maintained below the whole of society.²⁰

²⁰ Anaut, S., Arza, J. & Álvarez, M.J. (2014). La incidencia de la exclusión social en los hogares con personas con discapacidad. VII Informe sobre exclusión y desarrollo social en España. Serie : Documento de Trabajo, Madrid, Fundación FOESSA, Cáritas Española Editores (downloadable at: <http://www.foessa2014.es/informe/uploaded/documentostrabajo/151020141514409069.pdf>).



3 Description of the situation and trends in relation to each target area

3.1 Employment

Spanish employment rates are inferior to European averages, not only for the non-disabled population, but also for the population with disabilities, both men and women. The same results are found concerning employment rates by age group, with Spanish people with disabilities experiencing a lower rate of employment for every age group.

Concerning employment trends in 2008-2014, are lower than rates from 2008-2010, before the economic crisis.

The unemployment rate in Spain for the general population is twice that existing in the EU and almost triple for people with disabilities (both men and women), compared to rates of unemployment in the EU.

Spanish activity rates for disabled and non-disabled women and men are quite similar to the EU activity rates, although there is some increase of unemployment rates for Spanish disabled people. The unemployment rates for disabled women, and to a lesser extent for disabled men, has worsened in 2014, whereas they have improved for non-disabled men and women.

Spanish economic activity rates for disabled women (59%) and men (65,8%) are much lower than the existing for Spanish non-disabled women (77.2%) and men (90.55%)

The Olivenza 2014 report on disability in Spain (National Observatory on Disability (OED, 2014)²¹ states that regarding active population, gross profit analysis (salary) indicates significant differences close to 2,500 euros per year among people with and without disabilities, with very pronounced differences depending on sex and age.

The low employment rates of disabled workers are also the result of the lack of measures focused on compliance. For example, the White Paper on access and inclusion in public employment of people with disabilities [Libro blanco sobre acceso e inclusion en el empleo público de las personas con discapacidad (Instituto Nacional de Administración Pública, 2015)²² proposes some measures such as: (1) Adaptation to information technologies and knowledge for applications for participation in selection processes and the responsible use of statements that provide accreditation status of disabled person. (2) Increase the current quota in public employment of 5% for general disability and 2% for intellectual disabilities. Further establish the bodies and scales on which the reservation is made. Keep the places that have not been occupied in previous calls for future calls. (3). Improving the selection process for potential workers with disabilities. Make best practice

²¹ [http://www.cermi.es/es-](http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf)

[ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf](http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf).

²² <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/349/LibroBlancoPcD.pdf>.

guidelines. (4). Other proposals relate to the requirement to demonstrate that a company complies with the quota to attend public administration contracts.

3.2 Education

In Spain, early school leaving in population without disabilities (ages 18-24) is triple the existing in the EU. Early school leaving with disabilities are double that existing in the EU. From 2008 to the present has significantly reduced the percentage of early school leaving. In 2016, the percentage reached 25.7%. These data confirm that the number of early school leaving in Spain is the highest of all EU countries and double the figure for the EU-28 (National Institute of Statistics, updated April 2015)²³ and for the 2015-2016 school year.²⁴ The situation is especially critical for disabled young people, whose percentages of early school leavers are higher than 42%.

Some authors²⁵ point out the need for improvement of educational practices in secondary education so as to foster opportunities for labour market participation, from an inclusive viewpoint, for young people with learning disabilities.

Data on completion of tertiary education suggest that, whereas the percentage of Spanish disabled young people (ages 30-34) finishing tertiary education is somewhat lower than the existing average percentage for EU28 disabled people, the percentage of Spanish disabled older people (ages 30-39) finishing tertiary education is higher than the existing for EU28 disabled people and for non-disabled. In addition, data from 2013²⁶ suggests that Spanish disabled students in tertiary education have remained practically the same since 2012 (see previous ANED reports), in contrast to the remaining comparison groups (i.e. non-disabled national, non-disabled EU, disabled EU). Yet, in 2014 there has been a significant improvement in the percentage of disabled students in tertiary education, which rates have surpassed the EU rates for disabled students. This increase has been noted in some studies, that state that disabled university population represent 1.3% of the university community.²⁷

One main issue regarding these data is that we do not know how many disabled students access tertiary education, as National statistics do not include a disability variable, but other personal characteristics such as gender, age or nationality. There are only two studies conducted by Universia Foundation [(Fundación Universia

²³

<http://www.ine.es/ss/Satellite?c=INESeccionC¶m3=1259924822888&p=1254735110672&pagename=ProductosYServicios%2FPYSLayout&cid=1259925480602&L=0>.

²⁴ <http://www.mecd.gob.es/servicios-al-ciudadano-mecd/dms/mecd/servicios-al-ciudadano-mecd/estadisticas/educacion/indicadores-publicaciones-sintesis/datos-cifras/Datosycifras1516.pdf>.

²⁵ Pallisera, M., Vilà, M. & Fullana, J. (2012). Beyond school inclusion: secondary school and preparing for labour market inclusion for young people with disabilities in Spain. *International Journal of Inclusive Education*, 16 (11), 1115-1129.

²⁶ <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/333/Informe%20Olivenza%202014.pdf>.

²⁷ <http://noticias.universia.es/actualidad/noticia/2014/10/09/1112876/aumento-numero-universitarios-discapacidad-acceden-estudios-superiores.html>.

(2013). Estudio sobre el grado de inclusión del sistema universitario español respecto de la realidad de la discapacidad) Universia Foundation (2013). As we mentioned earlier, a study on the degree of inclusion of the Spanish university system to the reality of disability²⁸ and a Study on the degree of inclusion of the Spanish university system to the reality of disability.²⁹ These data show that the percentage of students with disabilities in undergraduate tertiary studies is about 1.3%. The percentage of students from Master and PhD studies is less than 1.3%, which suggests that not all students with disabilities who access tertiary education finish their Master or PhD studies.

3.3 Poverty and social inclusion

Household poverty risks for Spanish disabled and non-disabled populations are higher than those existing for the average EU disabled and non-disabled population and the distance between both groups has increased in 2016. One of the main issues is low work intensity, which negatively impacts in both groups of Spaniards. Overall poverty risk factors are higher in Spain than in the EU, for most of the studied groups, with the exception of people with severe disabilities, and disabled women.

Concerning the overall household poverty risk by age, whereas the risk is lower for disabled and non-disabled Spanish citizens aged 65 or older, the trend is reversed for people aged 16-64. Disabled people aged 16-64 are, since 2010, the group who experience much higher household poverty risk (45.4%). This risk percentage is much higher than for the general population in Spain and this household poverty risk has increased in 2016 for disabled people aged 16-64. Thus, according to the Spanish Survey of Living Conditions-2015 (released in May, 2016),³⁰ in 2015, 22.1% of the Spanish population was living below the poverty line, which was almost identical from the previous report (with 22.2% population living below the poverty line).

In 2015,³¹ the percentage of the Spanish population living at risk of poverty was 28.6%, compared to 29.2% in 2014, using the EU2020 Arope indicator (At Risk of Poverty or social Exclusion). When looking at group ages, 33.4% (compared to 35.4% in 2014) of people under 16 meet the Arope Indicator, similarly to 31.6% (compared to 32% in 2014) of people between 16-64, and in contrast to 13.7% (compared to 12.9% in 2014) people aged 65 or older. Again, data suggest that the situation for the latter group has worsened.

In single-parent households (with an adult and two or more children) the Arope indicator has worsened as well.

Unfortunately, Spanish data report [the Spanish Survey of Living Conditions-2015 (released in May, 2016)] is not disaggregated by disability, although it is for other

²⁸ <http://www.cermi.es/es-ES/Biblioteca/Lists/Publicaciones/Attachments/302/FundacionCermiPriceAccesibleDef.pdf>.

²⁹ <http://sid.usal.es/docs/F8/FDO26780/IIEstudiouniversidaddiscapacidad.pdf>.

³⁰ <http://www.ine.es/prensa/np969.pdf>.

³¹ <http://www.ine.es/prensa/np969.pdf>.



personal attributes such as age, sex, or nationality.³² The survey includes two items. One is if the person has chronic health issues and the other question is whether there are other health problems that significantly affect the performance of daily activities. These two variables have been combined in some studies, to identify respondents with disabilities.³³ However, this variable has not been utilized in the presentation of national survey results.

A recent study,³⁴ evidences how people with disabilities face additional costs in the form of additional expenditure on the acquisition of goods and general services (such as having to spend more on transportation), or expenses in goods and services specifically related to disability, such as technical assistance and support products, home adaptations to improve accessibility, or staffing personal assistance. In addition, the average income of people with disabilities is often below the average for the whole population.

³² <http://www.ine.es/prensa/np969.pdf>.

³³ Braña, F. J., Antón, J. I. (2011). Pobreza, discapacidad y dependencia en España. [Poverty, disability and dependence in Spain.] *Papeles de Economía Española*, 129, 14-25. (downloadable at: [http://www.janton.net/Files/Docs/FJB%20&%20JIA%20\(2011\)%20PEE.pdf](http://www.janton.net/Files/Docs/FJB%20&%20JIA%20(2011)%20PEE.pdf)); Puig X. & Valls, F. (2013). Discapacidad y pobreza en España (2006-2011): evolución de la pobreza y gasto de los hogares en discapacidad [Disability and poverty in Spain (2006-2011): evolution of poverty and household spending on disability] (downloadable at: <http://www3.uah.es/congresoreps2013/Paneles/panel4/sesion1/cinclusion-social@urv.cat/TCDiscapacidadyPobrezaenviado.pdf>).

³⁴ Huete García, A. (2015). Pobreza y exclusión social de las mujeres con discapacidad en España [Poverty and social exclusion of women with disabilities in Spain.]. Madrid: CERMI. Available at: <http://repositoriocdpd.net:8080/handle/123456789/934>.



4 Assessment of policies in place to meet the relevant headline targets

As is stated in the NRP 2016, (p II) “Spain has to comply with its obligations within the European Semester framework. Therefore, the caretaker government has decided to submit a NRP which, on the one hand, reports on measures taken during the last year to complete the reform agenda planned for the previous legislature. On the other hand, the NRP outlines the main measures that, in the opinion of the caretaker government, should be adopted in order to maintain the current pace in growth and job creation, thus consolidating the results achieved in the last four years.” This fact helps explain why the NRP 2016 is so generic.

The NRP 2016 mentions disabled people in some initiatives aimed to respond to the specific recommendations. For example, related to recommendation 5 (fighting against poverty and social exclusion), the NRP 2016 aims to achieve a more equitable tax system, protecting disadvantaged groups (IRPF). To do this, one of the measures is the creation of negative taxes (reduction of 1,200 euros) for families that, among other situations, have members with disabilities. The laws related to this change are Law 26/2014, of November 27 • Royal Decree-Law 1/2015 of 27 February, a second chance mechanism, reducing financial burden and other measures of social order, and Royal Decree Law 9/2015, of July 10, on urgent measures to reduce the tax burden from the Income Taxes and other economic measures.

Related to this recommendation, the NRP 2016 mentions the Spanish Disability Strategy 2012-2020 [Estrategia Española sobre discapacidad 2012-2020.³⁵ (EE2020 8.4), and the new measures included are the incorporation of disability factor in all the service letters of the General Services Administration³⁶, and a consensus definition of cognitive accessibility criteria. In this regard, although some Ministries such as the Ministry of Education, Culture and Sport and its different departments have included the disability factor in all service letters, other relevant Ministries such as the Ministry of Health, Social Services and Equality have not yet included this perspective in all its services (e.g. Spanish Agency for Medicines and Health Products).

There is not any other specific mention of disabled people in the NRP2016, with the exception of a proposal from the Third sector that recommends implementing a Plan Against Poverty. Such Plan include three main areas, two of which mention our target group: (1) guarantee incomes, that includes among other measures an increase of 20% of pensions for disabled people and their families, as well as increase the number of day care centres for dependent people; (2) Accompanying social measures such as strengthening Care to dependent people. The Third sector

³⁵ <http://www.msssi.gob.es/ssi/discapacidad/docs/estrategiaespanoladiscapacidad20122020.pdf>.

³⁶ Letters of Services are written documents that constitute an instrument through which the organs of the General State Administration, its public agencies and the Managing Entities and Common Services of the Social Security inform citizens about their mandated services and about quality commitments in their performance, as well as the rights of citizens and users in relation to these services.

also states³⁷ that tax reform has benefited employed persons with low level of income. In 2015 they have also created three negative taxes for large families, single parents or families with disabled children. However, there is an endowment to cover large families, single parents or families with disabled children whose incomes do not reach the minimum contribution or lack of income. Moreover, no account has taken into account single parent families with one child, as a threshold of two children was established. Another aspect that has a great impact on households with low and medium incomes are indirect taxes, especially levied on goods and family services, which have not been reduced.

Also, it is important to check the rise in taxes, returning to reduce taxes from 21% to 4% of primary products in the household budget, for example, and materials related to children, such as diapers and day care services, and adult hygiene such as sanitary napkins and adult diapers. Electricity and other basic supplies for housing have very high rates and generate increasing energy poverty. In contrast to NRP 2015, the current document pays less attention to disabled people and increases attention on poverty and social exclusion. Greater emphasis on specific groups and measures aimed at them is advisable.

Actions for families with disabled people are very important, considering that according to various sources,^{38 39} the gap in risk of poverty and social exclusion among people with and without disabilities is 3.7 percentage points. Despite being one of the lowest in Europe, most likely because Spain is one of the countries where the consequences of the crisis have affected more negatively, the risk of poverty has increased across the board for the entire population. For example, if we compare the gap in other countries, like Greece, with 2.3 percentage points, the differences are probably lower in countries where the crisis has affected the entire population.⁴⁰ Additional evidence of the situation of risk of and social exclusion for the population with disabilities is found in studies that state that according to data from the EU-SILC, 14.8% of working people with disabilities in 2015, were living in poverty even though they were employed, meaning that they could be considered poor workers. The situation of people with disabilities is something worse than for people without disabilities, with a rate of 14.2%. Our country is among those in which the working poor with disabilities is higher. Above Spain there are eight countries, noting especially Romania and Greece (with rates above 20%). Also this study indicated to be taken into account the fact that monetary poverty is calculated according to the median income of the entire population. Thus, if reductions occur in the latter, poverty

³⁷

<http://www.plataformatercersector.es/sites/default/files/20160425%20Aportaciones%20del%20Tercer%20Sector%20al%20PNR%202016.pdf>.

³⁸ <http://www.odismet.es/es/datos/2condiciones-de-trabajo-y-trayectorias-profesionales/216tasa-de-riesgo-de-pobreza-de-la-poblacion-con-discapacidad-ocupada/2-28/>.

³⁹ <http://www.observatoridiscapacitat.com/es/el-riesgo-de-pobreza-o-exclusion-social-de-las-personas-con-discapacidad-europa-2013>.

⁴⁰ <http://www.observatoridiscapacitat.com/es/el-riesgo-de-pobreza-o-exclusion-social-de-las-personas-con-discapacidad-europa-2013>.



rates may also be reduced without necessarily being an improvement in the purchasing power of households.⁴¹

4.1 Synergies between developments in the different areas

Focusing on shortcomings and according to the CR2016, Spain has made limited progress in addressing CSR 1 (correcting excessive deficit) and more specifically, limited progress has been made in improving the cost-effectiveness of the healthcare sector, and rationalising hospital pharmaceutical spending. Again, focusing on shortcomings, limited progress has been made concerning CSR3 (aligning wages and productivity) and more specifically, the main issues relate to ensuring effective minimum income support schemes that allow smooth transition to the labour market. Income support schemes and social services are scattered across many institutions and levels of government that limit the portability and mobility of the beneficiaries. The delivery of family support schemes (notably affordable early childhood education and care, and long term care) remains poor and regional mobility has not improved (p.85). Concerning CSR4 (Remove the barriers preventing businesses from growing), no progress has been made in adopting the planned reform of professional services. The Spanish government decided in 2015 not to pursue this reform.

The existence of general plans such as the National Action Plan for Social Inclusion 2013-2016, the Strategic Plan for Equal Opportunities 2014-2016 and, focusing on disability, the Spanish Disability Strategy 2012-2020, have the advantage of increasing synergies between policies.

In many plans, disability is included as cross-variable, regardless of whether a program is intended for children, the elderly, young people, unemployed, etc. The inclusion of this perspective is beneficial. However, this should be followed by performance indicators that include the variable disabilities in their measures to effectively assess whether the policies are following the precepts of equal opportunities, non-discrimination and universal accessibility.

The excessively large number of programs and policies for each stakeholder (i.e. groups at risk of exclusion) can hinder the achievement of results, creating duplication in some cases and in others, gaps. It must have a management or coordinating unit that can follow the advances taken place in each strategy, plan, goal, etc.

There are possible tensions between equality of opportunity, non-discrimination, universal accessibility and financial and structural constraints in respect of employment, pensions, social services.

⁴¹ <http://www.odismet.es/es/datos/2condiciones-de-trabajo-y-trayectorias-profesionales/216tasa-de-riesgo-de-pobreza-de-la-poblacion-con-discapacidad-ocupada/2-28/>.



5 Review of the European Semester from a disability perspective

5.1 Progress on disability-specific Country Specific Recommendations (CSRs)

There are no disability-specific CSRs for Spain and disability is not mentioned in the Council's Recommendation.

5.2 Progress on other CSRs from a disability perspective

The four specific recommendations (Brussels, 18 May 2016), may have an impact on the population with disabilities.

1. *Ensure a durable correction of the excessive deficit by 2017, reducing the general government deficit to 3.7% of GDP in 2016 and to 2.5% of GDP in 2017.* In this regard, correction of budgetary imbalances includes measures such as reducing pharmaceutical expenditure and increasing the retirement age based on life expectancy. This measure may have an impact on the social exclusion and poverty of disabled people. In this regard, measures should be taken for people with chronic health problems not to lose their purchasing power due to increased pharmaceutical costs. Likewise, specific measures in favour of workers with disabilities should be taken to reduce, when needed, their retirement age while keeping retirement benefits. It is also important to review of the tax system, which includes measures such as reducing the number of products with reduced VAT. In this regard, for example, additional costs related to personal care and hygiene needs of people with disabilities in situations of high dependence must be taken into account in order to reduce the economic burden faced by this population.⁴² National or regional Government should establish specific measures to reduce or eliminate the cost of products for this population.
2. *Take further measures to improve labour market integration, by focusing on individualised support and strengthening the effectiveness of training measures. Enhance the capacity of regional employment services and reinforce their coordination with social services. Address gaps and disparities in minimum income schemes and improve family support schemes, including access to quality child-care and long-term care.* In this regard, it is advisable to promote initiatives such as supported employment for disabled people with different disabilities and intellectual and developmental disabilities should be the focus of special efforts in this regard. There is a clear need to ensure better match between vocational training and employment opportunities, as well as supports (e.g. flexible work schedules, online jobs, child-care and long term care) to reduce disparities in people with chronic illness, people with disabilities with children that require affordable early education and care; or even people with

⁴² Jiménez, A. & Huete, A. (2011). Estudio sobre el agravio comparativo económico que origina la discapacidad <http://www.eesc.europa.eu/resources/docs/estudio-agravio-comparativo-es.pdf>.

disabilities who takes care of relatives in dependent situations. Although many measures and legal dispositions are available, there is a lack of outcome evaluation which prevents identifying the progresses toward the achievement of required goals.

In the IV national meeting of job coaches on active policies and Incentives for hiring people with disabilities policies (2015),⁴³ the following recommendations were made to improve the employment of persons with disabilities. We believe that such recommendations must be taken into account to improve the employment in this population:

- There is a need for more flexible bonuses for contracts of three months, as companies only get bonuses for contracts of longer duration (i.e. from six months), and in Spain there are many small and medium enterprises that perform shorter contracts and could be motivated to hire this population if these benefits were obtained.⁴⁴
- Especial Employment Centres (Sheltered workshop) should be eligible for the collective agreement in the sector in which they operate to avoid wage gap between workers with and without disabilities who do the same work.
- There is a need to update the contracts in supported employment, as only the contract for the promotion of permanent employment from 2006 is used.
- Lower the obligation to hire (quota system) for companies from 50 to 30 workers. In Spain a large percentage of small businesses have fewer than 50 employees, and so the current quota reduces the number of companies that would benefit from hiring these people. These companies also have closer personal relationship with their workers, so they are particularly suitable for individualized employment initiatives.
- Expand information on retirement issues for disabled workers.
- Implement services to promote permanent Supported Employment, rather than these services depending on obtaining a grant or not.
- Develop active policies that take account of people with more support needs such as people with intellectual disabilities and / or people with a mental disorder.
- Ensure access to vocational training and acquisition of Professional Certificates, which currently are not adapted for people with disabilities.
- Modify bonuses in employment contracts since the current are not very useful to motivate the employer, since 80% of the contracts made are temporary and have no bonuses.
- Include persons with disabilities themselves when evaluating the outcomes and satisfaction with employment.
- Encourage the transition of workers with disabilities from protected employment to ordinary employment.
- Prevent that alternative measures to contract workers with disabilities lead to reduced recruitment and hiring in ordinary employment.

⁴³ <http://www.empleoconapoyo.org/aese/article157.html>.

⁴⁴ More info at: http://www.empleoconapoyo.org/aese/IMG/pdf/Ponencia_Bonificaciones.pdf.

- Encourage the transition from Especial Employment Centres to ordinary employment.
 - Develop new regulations on the requirements for retirement of workers with disabilities.
 - There is a growing concern with European directives, which are marking guidelines on disability and employment funding, because they prioritize the results in terms of number of insertions, whereas qualitative outcomes are not considered.
 - It is urgent to stabilize team work in supported employment. Financing from private entities and foundations are offering better conditions than those from the public administration.
 - The labour lives of people with disabilities are mostly short, and with partial days that hinder the possibility of retirement. It is therefore necessary to implement corrective measures related to requirements for retirement in this population.
 - To study and facilitate access to information on compatibility between different aids.
 - Facilitate the transition from Especial Employment Centres to Ordinary Companies by increasing unpaid leave of absence to maintain the possibility to return in order to generate security for those who leave Especial Employment Centres.
 - Equating public aid for supported employment to other forms of employment, because they are not matched.
 - As more and more public and private companies are outsourcing more services and users of supported employment are doing low-level jobs, working conditions tend to worsen for this population.
 - Give information to families to understand the possibilities of harmonizing pensions / benefits and work.
 - Support the process of transition from Especial Employment Centres to Supported Employment by means of bonuses and ensuring the return to the Especial Employment Centres if the contract in ordinary employment is completed, or is not positive.
 - Improve subsidies to small businesses when they hire for a short time to encourage them to hire. Since most companies in Spain are SMEs, there is a need for support them so that they can include in their workforces people with integration difficulties.
 - Provide small and medium enterprises more opportunities to benefit from quick and easy way of bonuses for hiring people with disabilities.
3. *Take further measures to improve the labour market relevance of tertiary education, including by providing incentives for cooperation between universities, firms and research. Increase performance-based funding of public research bodies and universities and foster R&I investment by the private sector.* As stated in the CR2016, Spain's spending on R&D relative to its GDP, by both the private and public sectors, continued declining in 2014 and stood at 1.2 % of GDP (2 % in the EU), so reaching the 2 % national R&D intensity target by 2020 it will be a challenge. Disability should be a crosscutting variable in all research to ensure fairness and non-discrimination, and the involvement of

all stakeholders. Outcome indicators for people with disabilities must be included to ensure the progressive achievement of targets for this group.

4. *Accelerate the implementation of the law on market unity at regional level. Ensure implementation by the autonomous regions of the reform measures adopted for the retail sector. Adopt the planned reform on professional services and associations* Simplifying measures to encourage business growth, to promote disabled workers mobility and qualification requires: (1) dissemination of information to employers and disabled people on flexible contracts, quota system, supported employment mechanism, and support for their families; (2) ensure same services, equipment, aids, pharmaceutical costs and services, etc., regardless the region where they live; (3) offer adapted vocational training not only by means of accommodations but also by ensuring support schemes (in terms of training schedules, on line training, support materials, adapted curricula, grants, etc.) that facilitates access to that training and the removal of barriers.

5.3 Assessment of disability issues in the Country Report (CR)

The CR2016 states that “people with disabilities continue to be disproportionately affected by poverty and social exclusion (p. 60)”, and that the unemployment rate of people with disabilities is still high at 36.1%, more than 17 percentage points higher than the EU average, despite the 2% regulatory quota system for private enterprises to hire employees with disabilities. The gap between people with disabilities and the rest of the population did not increase significantly during the crisis in the areas of poverty and labour market exclusion in Spain. (68) However, severe material deprivation for people with limitations in their daily activities reached 9.1 % in 2014 against 5.5% in 2010 (p.60).

Such exclusion is the consequence of multiple variables, many of them are related to barriers to access to employment and they have been presented in the previous section. They relate to: (1) Low wages in low quality and unstable (i.e. temporary contracts) work alternatives; (2) difficulties to make transitions from protected employment to ordinary employment; (3) lack of easy information to families, entrepreneurs, and people with disabilities on benefits, bonuses, and work and pensions harmonization.

Another issue refers to the fact that “Minimum income support schemes in Spain remain a set of unconnected programmes with large regional disparities” (p.60). In this regard, procedures and information on benefits and aid compatibility (for disability, minimum income, third-party support, for dependent children with disabilities) should be simplified and there is a need for an accessible “one stop shop” to make all these arrangements.

A third issue stressed in the CSR 2016 is that Limited coordination between employment and social services hampers the effectiveness of activation measures. The multiplicity of players involved at national and regional level in the delivery of employment and social services and the lack of coordination hinders the effective



provision of support for people out of work including the development of personalised support for the long term unemployed and those further away from the labour market. Moreover, there is a lack of 'one stop shops' to handle social support and/or activation programmes (p.60). In this regard, accessible information, adequately trained professionals, specific training for tax and labour consulting, as well as collaboration with law schools and social graduates, is essential to have proper advice on legal issues in relation to work-pensions-aids.

A fourth issue is that the lack of adequate child care provision affects children's opportunities and hampers female labour market participation, and also the provision of long-term care remains a challenge and hinders female labour market participation (p. 61). The double disadvantage experienced by women with disabilities who are mothers or carers of relatives with disabilities should be specifically addressed.

Concerning business environment and competition, some of the main barriers faced by Spain are the excessive number of small firms that also have very low productivity. Substantial differences in business regulations across regions generate transaction costs for entrepreneurs. SMEs should be should be informed, motivated and accompanied to favour the inclusion of workers with disabilities in their workforces.

Also, there is a legal argument for reforming professions in Spain, according to the Omnibus Law (Act 25/2009), but this legal mandate has not been fulfilled to date. In 2015 the Government withdrew the Draft Law of Professional Associations. In this regard, there is a need to fully implement the measures included in the omnibus law in relation to the promotion of SMEs in the service sector and include measures to promote the hiring of workers with disabilities.



6 Assessment of the structural funds ESIF 2014-2020 or other relevant funds in relation to disability challenges

We assume in this section the suggestions from the Third sector that highlights⁴⁵ several important points from the point of view of the improvement of people with disabilities and other disadvantaged groups. Specifically, the measures included in the Operational Programmes of FEIE should ensure the principle of non-discrimination and universal accessibility in all its actions and support specifically and complementary from different funds:

- (1) Specific measures to active inclusion of people with disabilities (mainly through integrated and personalized itineraries).
- (2) Integrated projects generating investment and employment aid for social enterprises.
- (3) Investment in health and social infrastructure which contribute to national, regional and local development, reducing health inequalities and promoting social inclusion through improved access to social, cultural and recreational services.
- (4) Investments in the framework of local development strategies and support for physical, social and economic regeneration of deprived communities in urban and rural areas.
- (5) Reduction of delays in the public sector, which hurt the entities providing social services, respecting an average payment period to its commercial providers of 30 days.

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<http://www.plataformatercersector.es/sites/default/files/20160425%20Aportaciones%20del%20Tercer%20Sector%20al%20PNR%202016.pdf>.



7 Recommendations

The Spanish government is implementing specific measures to satisfy the rights and needs of people with disabilities in different fields, but still there are important challenges to face, mainly related to the educational system and the open labour market. As a consequence of the economic crisis of the last years many programs and resources in education have been reduced or disappeared. Now, it is time to develop and increase specific programs in education to meet the needs of people with disabilities (mainly in transition programs to adult life, and tertiary education) and to invest in projects to improve inclusion on open labour market.

Some of the challenges facing the Spanish economy include strengthening the links between the educational system and the labour market and also strengthen public employment services. There is no active policy for people with disabilities in the last courses of the educational system. It would be important to develop Individual Transition Programs looking for inclusion in the open labour market. Connection with the public employment services and initiatives of the NGO should be encouraged.

Sheltered employment has increased even during the years of the economic crisis, and public policy is only emphasizing this kind of segregated employment continuously. It is not enough to develop sheltered workshops or special employment centres. A good application of the article 27 of the Convention (CRPWD) of United Nations requires to offer opportunities of work in an open, inclusive and accessible environment. Some policies and specific measures should be oriented towards this goal.

Despite the very recent light improvement in the labour market, a large number of people remain at risk of poverty and social exclusion in Spain, and people with disabilities face extreme situations because of the scarce measures implemented to ameliorate their position. New measures should be implemented to guarantee the right to a decent life.

It is important to specify groups of people, including disability, when policies are examining disadvantaged groups in a general way. There is a lack of disaggregated data to examine in detail the educational, employment, poverty and social situation of people with disabilities in Spain and its different regions. To alleviate this situation, we propose to develop a cross-departmental initiative to determine the situation of people with disabilities to a maximum detail possible, from each responsible department, taking into account the main relevant personal and environmental variables. The proposal should have a longitudinal character, to identify changes over time. The inclusion of specific indicators to evaluate results of action plans and programs is a priority. This would overcome the mere listing of possible measures without any further contrast. The outcome indicators of the proposed measures should be obtained at national and regional levels, so it allows the examination of different existing situations as well as the relationship between public programs and policies and their outcomes.



It is needed to promote and encourage independent studies on the outcomes of programs and actions for disabled population, by examining the perceived user satisfaction as well.