

DISABILITY AND LABOUR INSERTION IN SPAIN VS EUROPEAN UNION 2024**Ana Maria Navio Serrano***

Member of the Society of International Studies.

Physician Specialist in Emergency Medicine as Well as Critical Care Medicine.

Doctor of Medicine and Surgery MD PhD

Medical Expert in Taking Care of Multiple Victims in Natural or Human Catastrophes, with Experience on Battlefield in Afghanistan, Ukraine, Among Others.

Tutor of Emergency Physicians in Training at Tertiary Spanish Public Hospitals.

Writer, Essayist and Concert Pianist. Lady in Love with Life.

***Corresponding Author: Prof. Dr. Ana Navio Serrano MD PhD**

Member of the Society of International Studies.

Article Received on 23/12/2024

Article Revised on 13/01/2024

Article Published on 02/02/2025

ABSTRACT

The present study aims to provide an overview of available data at the Spanish National and European levels and pinpoint any limitations. The study finds that in different countries available national data are not comparable and makes recommendations to increase their comparability. And, there is a lack of data, and the study proposes methods to collect statistics which help to design relevant policies in favour of persons with disabilities in a very next future.

INTRODUCTION

The European Union (EU) and all Member States ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).^[1] The UNCRPD is an instrument in guiding the collection of quantitative data, the development of indicators and the analysis of these data. In Article 31, the UN CRPD states that statistical and research data need to be collected to help policymakers develop policies relevant to the Convention, and that the proposed quantitative indicators should help policymakers to monitor and assess the various policies.

The article 3 of the International Convention on the Rights of Persons with Disabilities (CRPD) states that they comprise "Respect for inherent dignity, individual autonomy, including the freedom to make one's own decisions, and the independence of individuals." For its part, Article 19 recognizes the right to live independently and to be included in the community and determines that the appropriate measures are established to allow the following to:

Persons with disabilities should have the opportunity to choose where they live, where and with whom to live, on an equal basis with others and not be forced to live according to a specific way of life. The right to independent living is a matter of Human Rights, and this has been recognised by the United Nations (UN) in the Convention on the Rights of Persons with Disabilities in

2006, which Spain ratified in March 2007, and which subsequently entered into force in our country in May 2008.

The current situation leads to a point, we must consider the so-called support figures for dependent people. On the one hand, the job coach, who is a key professional figure to achieve the labour inclusion of people with disabilities. On the other hand, personal assistance is a tool that makes it easier for disabled people to exercise their right to an independent life. An independent life is a chosen, desired life, one that provides and facilitates a complete interaction with the environment, without requiring help to carry out the basic activities of daily life. Likewise, it means being able to decide one's own life project, shared with other people, in the community and with personalized and adjusted support. According to the International Convention on the Rights of Persons with Disabilities (Art. 19, UN 2006), Personal Assistance allows the exercise and enjoyment of an already recognized right.

One of the most relevant measures that have been adopted is that the right to work is recognized by the Spanish Constitution in article 35.1, which states that all Spanish people have the duty to work and the right to work, to the free choice of profession or trade, to promotion through work and to sufficient remuneration to satisfy their needs and those of their family.

It is also included in Article 27 of the UN Convention on the Rights of Persons with Disabilities, which provides for the recognition of these people to "work on an equal basis with others; this includes the right to have the opportunity to earn a living through work freely chosen or accepted." Employment is an important way of full incorporation into society and of personal rights. Employment is not only a right, but a development both from a personal and social point of view. Quality work is the most effective way to break the cycle vicious of marginalization, poverty and social exclusion.

People with disabilities are often caught in this cycle, and positive action is needed to help them get out of this situation. The barriers faced by persons with disabilities when obtaining employment or assuming their role in society can and must be overcome through policies, regulations, programmes and services offered at national, regional and municipal levels. From the Sectoral Development Unit (UDS) of Occupation and Employment of Full Inclusion, the Community of Madrid saw the need to share the different tools and resources with which they have been working for the labour insertion of people with intellectual or developmental disabilities in the Occupational Centres. The common tool would be constituted by the Intervention Instruments in the Area of Labor Insertion of the Occupational Centres provided by the Ministry of Social Policies and Family. These instruments are used to collect information on the process of Labour Insertion: assessment, guidance, employment, monitoring and evaluation of both the worker and the job. The field of employment and labour intermediation is dynamic, in continuous evolution, so the information contained in this document, related to some resources and links to websites, must be kept up to date. The G.O.E., Occupation and Employment Group, will carry out periodic reviews to update this document, which has specific characteristics, namely, it is quick and agile to use and facilitates the right to paid and quality employment for people with intellectual or developmental disabilities. The labour insertion of people with disabilities in Spain continues to be a significant challenge in 2024. According to data from the National Institute of Statistics (INE) as of 2022, the activity rate of people between 16 and 64 years of age with officially recognized disabilities. Was 35.3%, which represents an increase of 0.7 points compared to the previous year. However, this figure is still 42.7 points lower than that of the population without disabilities. To address this situation, various initiatives and programs have been implemented to improve employability.

The law 3/2024, known as the ALS (Amyotrophic Lateral Sclerosis) Law, was recently approved and seeks to improve the quality of life of people with Amyotrophic Lateral Sclerosis and other demyelinating and disabling diseases, streamlining administrative processes for the recognition of disability and

dependency, and promoting integrated health and social care. Despite these efforts, significant barriers remain.

The Good Job Foundation highlights that the activity and employment rates of people with disabilities are considerably lower than those of the general population, and the rates of unemployment and job insecurity are higher. Barriers include lack of accessibility in workplaces, discrimination in the workplace and concentration in low-skilled sectors. To encourage hiring, the State Public Employment Service (SEPE) offers various aids and subsidies to companies that incorporate people with disabilities, including the inclusion of subsidies for permanent contracts, discounts on Social Security contributions and tax deductions. In addition, there are supported employment programs and work enclaves that facilitate the transition to regular employment.

In comparing disability prevalence across Member States, we must keep in mind that different socioeconomic factors may affect the prevalence of disability. These factors are different across Member States

RESULTS AND DISCUSSION

In summary, although progress has been made in the labour integration of people with disabilities in Spain, it is necessary to continue implementing inclusive policies and removing existing barriers to ensure full and equal participation in the labour market. The labour insertion of people with disabilities in Spain has been the subject of various recent studies and publications.

Below are some outstanding bibliographic references that address this topic

1. "The employment situation of people with disabilities in Spain" This report by the GoodJob Foundation, published in September 2024, analyses the activity, employment and unemployment rates of people with disabilities, highlighting existing barriers and proposing strategies to improve their inclusion in the labour market.
2. "A review study on the labour insertion of people with disabilities" Final degree project of the University of La Laguna that carries out a bibliographic review on the labour insertion of people with disabilities in Spain, identifying barriers and facilitators in the process of labour inclusion.
3. "Guide to the Labour Integration of People with Disabilities" Publication of the State Public Employment Service (SEPE) that summarises the types of recruitment and aid aimed at the labour insertion of people with disabilities, serving as a guide for both companies and institutions as well as for workers.
4. "Impact of the labour insertion of people with disabilities in the business and social spheres" Report by the ONCE Foundation that analyses how the labour insertion of people with disabilities

improves their social inclusion and generates economic and social benefits for companies and society in general.

CONCLUSIONS

- A. Definitions of patients with disabilities: The proxy most widely used is the Global Activity Limitation Indicator (GALI). The GALI indicator is a low cost one, but it does not provide information on the interaction between disability and barriers which is an important aspect of the UNCRPD. An improvement of the GALI question could be to add questions on reasonable accommodation and barriers to participation. National administrative data provide information on recipients of disability benefits. However, these data are not comparable across Member States. A harmonisation effort is desirable. Data on children with disabilities and persons with disabilities living in institutions are scarce.
 - B. Disability prevalence across member states with the same substitute for disability the number and sequence of MEHM questions may affect the answer to the GALI question.
 - C. Patients with disabilities in institutions raises various legal and administrative issues. A promising approach for collecting data here might be to valorise administrative registers or run specific surveys on residents of collective dwellings. Good national experiences say that the organisation of surveys in institutions may provide information, notably, on needs, barriers, quality of life, and rights.
 - D. Discrimination data are very few, and more surveys are needed in this area.
 - E. Education needs a better adjustment of national statistics. Available data shows that a certain number of children with SEN in special education can be integrated into ordinary schools with the accurate support. This requires sampling of young persons in social surveys.
 - F. The distribution of all persons by occupation should be put forward to the distribution of employed persons by occupation. The latter underestimates the disadvantage of persons with disabilities in low skill levels. It'd be desirable to use alternative indicators proposed by Eurostat...
7. Collecting comparable information is necessary to strengthen the employment of persons with disabilities in the open labour market.
 8. The persistence of a disability gap reveals the need for better policies in this area. The ESSPROS system presents data on the number of persons receiving a disability pension, but does not provide information on the age or nature of disabilities. There is a need to reinforce the system in this direction.
 9. Patients with disabilities are in a disadvantaged position with digital skills, and new actions are needed to eradicate these barriers.

10. Living independently and being included in the community, it should be studied in large field and including all persons aged 15 and over.

RECOMMENDATIONS

They can be summarising the main recommendations as follows

- The introduction of GALI in all European social surveys has been an important progress. A desirable improvement of the GALI question should include questions on reasonable accommodation and the interaction between disability and barriers, as stressed in the UN CRPD.
- National administrative data present information on the nature of disabilities but these data are not comparable. Efforts must be deployed to favour the comparability of national data in certain areas. For example, a first step towards harmonisation concerns the LMP database. It IPOL | Policy Department for Economic, Scientific and Quality of Life Policies PE 754.219 132 ought to provide the characteristics of LMP beneficiaries, notably by gender, age, and nature of disability.
- When we compare the results of different European surveys, we may see differences that stem from the place of the GALI question in the questionnaire. In the future, we should include the same questions of the Minimum European Health Module (MEHM) in all European social surveys. This ought to increase comparability across surveys.
- The exclusion of persons living in collective households or institutions in the surveys may bias the analysis. A promising approach might be to valorise national administrative registers or run specific surveys on residents of collective dwellings. However, the cost of such surveys might be important.
- Concerning persons living in institutions, the EHIS survey must cover all persons in all Member States.
- New surveys might collect information on discrimination and barriers to participation. However, a less expensive solution to collect data in this area is to reformulate certain questions in existing surveys and include pertinent references to accessibility barriers.
- Concerning special and ordinary education of pupils with SEN, a better harmonisation of national statistics is desirable. This will provide better data on age, the nature of disabilities, and the educational level.
- Comparability of indicators on young persons with disabilities requires an oversampling of young persons in European social surveys. This will improve all statistical indicators for young people.
- We miss information on work adaptations and reasonable accommodations in the workplace. This requires including a limited number of new questions in the LFS survey. In this approach, a first set of questions could collect information on technical aids and work adaptations provided to

employees with disabilities. A second set of questions could collect information on the challenges unemployed persons face in their job search.

- The ILO definition of unemployment underestimates the real problem of persons with disabilities. It is desirable to use alternative indicators proposed by Eurostat which do not exclude long-term unemployed (e.g. those not actively searching for a job).
- Available national data for quota schemes, sheltered employment and LMP measures are not comparable. It is desirable to harmonise the provision of these data, notably for age and the nature of disability. This information should strengthen the employment of persons with disabilities in the open labour market.
- The ESSPROS system presents data on the number of persons receiving disability pensions. This system however does not provide information on the age or nature of disabilities. There is a need to reinforce the system in this direction. These data are available in most Member States but require a certain number of common guidelines and harmonisation of categories.

BIBLIOGRAPHY

1. Agefiph Employment and disability observatory, Employment of people with disabilities, Overview, Issues and perspectives, 2022. Available at: https://www.agefiph.fr/sites/default/files/medias/fichiers/2022-07/Agefiph_EuropeHandicap_Anglais_4G.pdf.
2. Agence pour une Vie de Qualité (AViQ), 2022, Rapport trisannuel des établissements d'hébergement et d'accueil pour aînés, au 31 décembre 2021. Wallonie, familles, santé, handicap, AViQ, 2022. Available at: https://www.aviq.be/sites/default/files/documents_prio/2022-09/rapport-bisannuel2017-etablisements-aines.pdf.
3. ANED, the Academic Network of European Disability Experts (ANED), European Commission, Directorate-General for Employment, Social Affairs and Inclusion. Available at: <https://www.disability-europe.net/>.
4. Bound J., 1989, The health and earnings of rejected disability insurance applicants, *The American Economic Review*, 79(3), 482-503.
5. CARE (Capacités, Aides et REssources des seniors), DREES, enquêtes Care-Ménages (2015) et CareInstitutions (2016). Available at: <https://drees.solidarites-sante.gouv.fr/article/sources-et-enquetes>.
6. Cyprus (Republic of), Deputy Ministry of Social Welfare, Department for Social Inclusion of Persons with Disabilities. Available at: http://www.dmsw.gov.cy/dmsw/dsid/dsid.nsf/dsdpd92_en/dsdpd92_en?OpenDocument&print.
7. DREES, 2022, Enquête auprès des établissements et services pour enfants et adultes handicapés (ES « handicap »), Direction de la recherche des études de l'évaluation et des statistiques, Etudes et résultats, numéro 1247. Available at: <https://drees.solidarites-sante.gouv.fr/publications/etudes-et-resultats/312-000-personnes-sont-accompagnees-dans-les-etablisements-et>.
8. DREES, 2024, Enquête auprès des établissements et services pour enfants et adultes handicapés, 2022. Available at: <https://drees.solidarites-sante.gouv.fr/sources-outils-et-enquetes/lenquete-aupresdes-etablisements-et-services-pour-enfants-et-adultes>.
- EDE - European Commission, Directorate-General for Employment, Social Affairs and Inclusion – EDE (European Disability Expertise). Available at: <https://ec.europa.eu/social/main.jsp?catId=1532&langId=en>.
9. European Agency for Special Needs and Inclusive Education. Available at: <https://www.european-agency.org/country-information>.
10. European Commission, Directorate-General for Employment, Social Affairs and Inclusion - APPLICA & CESEP & EUROPEAN CENTRE, 2007, Study of compilation of disability statistical data from the administrative registers of the Member States, Study financed by DG Employment, Social affairs, and Equal opportunities (Contract No VC/2006/0229). Available at: http://www.cesep.eu/Disabled%20Administr%20data%20study_stat_en.pdf.
11. European Commission, 2017 (a), Commission implementing Regulation (EU) 2017/543 laying down rules for the application of Regulation (EC) No 763/2008 of the European Parliament and of the Council on population and housing censuses as regards the technical specifications of the topics and of their breakdowns, *Official Journal of the European Union*, 23.3.2017. IPOL | Policy Department for Economic, Scientific and Quality of Life Policies PE 754.219 134.
12. European Commission, 2017 (b), Commission Staff Working Document – Social Scoreboard, accompanying the document Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – Establishing a European Pillar of Social Rights, 26 April 2017; SWD (2017) 200 final.
13. European Commission, 2019, Report Special Eurobarometer 493 Discrimination in the European Union, 2019, Kantar. Available at: https://data.europa.eu/data/datasets/s2251_91_4_493_eng?locale=en.
14. European Commission, 2020 (a), Directorate General Communication, COMM.A.3 Media Monitoring and Eurobarometer, European Commission, 2020. Eurobarometer 91.4 (2019). Available at: https://search.gesis.org/research_data/ZA7575?doi=10.4232/1.13429.

15. European Commission: Directorate-General for Employment, Social Affairs and Inclusion - Grammenos, S., 2020 (b), European comparative data on Europe 2020 and persons with disabilities – Labour market, education, poverty and health analysis and trends, Publications Office of the European Union, EDE, 2022. Available at: <https://data.europa.eu/doi/10.2767/48279>.
16. European Commission, Directorate-General for Employment, Social Affairs and Inclusion, Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030. Available at: <https://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8376&furtherPubs=yes>.
17. European Commission, 2021 (a), Communication from the Commission – Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030. Available at: <https://eur-lex.europa.eu/legalcontent/en/PIN/?uri=CELEX:52021DC0101#:~:text=The%20European%20Disability%20Rights%20Strategy,Persons%20with%20Disabilities%20and%20consolidation>.
18. European Commission, 2021 (b), The European Pillar of Social Rights Action Plan. Available at: https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growthand-investment/european-pillar-social-rights/european-pillar-social-rights-action-plan_en.
19. European Commission, 2021 (c), The European Pillar of Social Rights Action Plan. Available at: <https://op.europa.eu/webpub/empl/european-pillar-of-social-rights/en/>.
20. European Commission: Directorate-General for Employment, Social Affairs and Inclusion - Grammenos, S., 2021(d), The digital transition and persons with disabilities: Statistics on use of electronic durables, digital skills, work and participation, study financed by the European Commission, EDE, 2021. Available at: <https://ec.europa.eu/social/main.jsp?catId=1540&langId=en>.
21. European Commission, News, The European Pillar of Social Rights: turning principles into actions, 2021 (e). Available at: <https://ec.europa.eu/social/main.jsp?catId=89&newsId=9939&furtherNews=yes&langId=en&>.
22. European Commission, Directorate-General for Employment, Social Affairs and Inclusion, Grammenos, S., 2023 (a), Quality of selected services and persons with disabilities: Statistical analysis of social and health care services:report developed under Contract VC/2020/0273 with the European Commission, EDE, 2023. Unpublished study.
23. European Commission, Directorate-General for Employment, Social Affairs and Inclusion, Grammenos, S., 2023 (b), The employment of persons with disabilities, Statistics, Data 2020, report developed under Contract VC/2020/0273 with the European Commission, EDE, 2023. Available at: <https://ec.europa.eu/social/main.jsp?catId=1540&langId=en>.
24. European Commission, Directorate-General for Employment, Social Affairs and Inclusion, Huys, J., Striving for an inclusive labour market in Belgium – Positive actions and reasonable accommodation to facilitate hiring and employment of persons with disabilities involving employers and employer initiatives, Publications Office of the European Union, EDE, 2023 (c). Available at: <https://data.europa.eu/doi/10.2767/895993>.
25. European Commission, Directorate-General for Employment, Social Affairs and Inclusion, Strati, E., Striving for an inclusive labour market in Greece – Positive actions and reasonable accommodation to facilitate hiring and employment of persons with disabilities involving employers and employer initiatives, Publications Office of the European Union, EDE, 2023 (d). Available at: <https://data.europa.eu/doi/10.2767/449055>.
26. European Commission, Directorate-General for Employment, Social Affairs and Inclusion, Waddington, L., 2023, Striving for an inclusive labour market in Europe –, Positive actions and reasonable accommodation to facilitate hiring and employment of persons with disabilities involving employers and employer initiatives, Publications Office of the European Union, EDE, 2023 (e). Available at: <https://data.europa.eu/doi/10.2767/977872>.
27. European Commission, Directorate-General for Employment, Social Affairs and Inclusion, Grammenos, S., 2024 (a), European comparative data on persons with disabilities: Equal opportunities, fair working conditions, social protection and inclusion, health analysis and trends, Data 2021, report developed under Contract VC/2020/0273 with the European Commission, EDE, 2024. Available at: <https://ec.europa.eu/social/main.jsp?catId=1540&langId=en>.
28. European Commission, Directorate-General for Employment, Social Affairs and Inclusion, Grammenos, S., 2024 (b), European comparative data on persons with disabilities: Equal opportunities, fair working conditions, social protection and inclusion, health analysis and trends, Data 2022, report developed under Contract VC/2020/0273 with the European Commission, EDE, 2024 (2). Unpublished work - work in progress.
29. European Commission, International Standard Classification of Education (ISCED). Available at: [https://ec.europa.eu/eurostat/statisticsexplained/index.php?title=International_Standard_Classification_of_Education_\(ISCED\)](https://ec.europa.eu/eurostat/statisticsexplained/index.php?title=International_Standard_Classification_of_Education_(ISCED)).
30. European Disability Forum, 2024, European Human Rights Report Issue 7 – 2023. The Right to Work:

- The employment situation of persons with disabilities in Europe. Available at: https://www.edf-feph.org/content/uploads/2023/05/hr7_2023_press-accessible.pdf.
31. European Social Survey (ESS) 2018 wave 9 edition 2.0). Available at: <https://www.europeansocialsurvey.org/>.
 32. European Union, Official Journal of the European Union, 2019 (a), Directive (EU) 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services, L., 151/70, 7.6.2019. Available at: <https://eur-lex.europa.eu/eli/dir/2019/882/oj>.
 33. European Union, Official Journal of the European Union, 2019 (b), Regulation (EU) 2019/1700 of the European Parliament and of the Council of 10 October 2019 establishing a common framework for European statistics relating to persons and households, based on data at individual level collected from samples, amending Regulations (EC) No 808/2004, (EC) No 452/2008 and (EC) No 1338/2008 of the European Parliament and of the Council, and repealing Regulation (EC) No 1177/2003 of the European Parliament and of the Council and Council Regulation (EC) No 577/98 (Text with EEA IPOL | Policy Department for Economic, Scientific and Quality of Life Policies PE 754.219 136 relevance). Available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.LI.2019.261.01.00.01.01.ENG>.
 34. Eurostat database, Available at: <https://ec.europa.eu/eurostat/data/database>.
Eurostat, 2015, Item 4.3: Global Activity Limitation Indicator (GALI) as a core variable, Directorate F: Social Statistics, DSS/2015/Sept/04.3. Meeting of the European Directors of Social Statistics, Luxembourg, 15-17 September 2015. Available at: <https://circabc.europa.eu/sd/a/8eec189a-3389-47d3-999e-c12afc4a0f7d/DSS-2015-Sep-04.3%20GALI%20as%20a%20core%20variable.pdf>.
 35. Eurostat, 2018, European Health Interview Survey (EHIS wave 3) Methodological manual: 2018 edition. Available at: <https://ec.europa.eu/eurostat/web/products-manuals-and-guidelines/-/ks-02-18-240>.
 36. Eurostat, 2019, EU legislation on the 2021 population and housing censuses, Explanatory notes, 2019 edition, European Commission, 2019. Available at: <https://ec.europa.eu/eurostat/documents/3859598/9670557/KS-GQ-18-010-EN-N.pdf/c3df7fcfb134-4398-94c8-4be0b7ec0494?t=1552653277000>.
 37. Eurostat, 2021, Methodological Guidelines and description of EU-SILC Target Variables – 2021 operation 2021 (Version 7), DocSILC065 (2021 operation), Directorate F: Social Statistics, Unit F-4: Quality of life. A similar publication is available at: <https://circabc.europa.eu/sd/a/f8853fb3-58b3-43ce-b4c6-a81fe68f2e50/Methodological%20guidelines%202021%20operation%20v4%2009.12.2020.pdf>.
 38. Eurostat, 2022 (a), Quality report of the third wave of the European Health Interview Survey, 2022 edition, Statistical reports, European Commission 2022. Available at: <https://ec.europa.eu/eurostat/web/products-statistical-reports/-/ks-ft-22-002>.
 39. Eurostat, 2022 (b), Methodological guidelines and description of EU-SILC target variables, 2022 operation (Version 4), DocSILC065 (2022 operation), Directorate F: Social Statistics, Unit F-4: Quality of life. Available at: <https://circabc.europa.eu/d/a/workspace/SpacesStore/94141a49-a4a7-48bc89f7-df858c27d016/Methodological%20guidelines%202022%20operation%20v4.pdf>.
 40. Eurostat, 2024, Information note: Participation in education and training during the last 12 months – differences between data available from two sources, Eurostat – Unit F.3: Labour market and lifelong learning, Luxembourg, 2024. Available at: https://ec.europa.eu/eurostat/databrowser-backend/api/public/explanatorynotes/get/Info_note_TRNG_AL_20240423.pdf.
 41. Eurostat, ESSPROS Available at: https://ec.europa.eu/eurostat/databrowser/view/spr_pns_ben/default/table?lang=en&category=spr.spr.pension.
 42. Eurostat, EU statistics on income and living conditions (EU-SILC). Available at: <https://ec.europa.eu/eurostat/web/microdata/european-union-statistics-on-income-and-livingconditions>.
 43. Eurostat, Statistical Classification of Economic Activities (NACE: Nomenclature statistique des activités économiques dans la Communauté européenne). Available at: <https://ec.europa.eu/eurostat/web/nace>.
Comparability of Statistical Data on Persons with Disabilities across the EU 137 PE 754.219
 44. Eurostat, Statistics explained, EU Labour Force Survey - new methodology from 2021 onwards. Available at: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=EU_Labour_Force_Survey_-_new_methodology_from_2021_onwards.
 45. Federal Statistical Office, Wiesbaden 2024. Available at: <https://www.genesis.destatis.de/genesis/online?operation=abruftabelleBearbeiten&levelindex=1&levelid=1717415662933&auswahloperation=abruftabelleAuspraegungAuswaehlen&auswahlverzeichnis=ordnungsstruktur&auswahlziel=werteabruf&code=12211-0901&auswahltext=&werteabruf=Value+retrieval#breadcrumb>.
 46. Fernández, D., et Alii, 2020, Assigning scores for ordered categorical responses, JOURNAL OF APPLIED STATISTICS 2020, VOL.47, NO. 7,

- 1261–1281. Available at: https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9042035/pdf/CJAS_47_1674790.pdf.
47. Finland, Official Statistics of Finland (OSF) (2024), Support for learning [e-publication]. Helsinki: Statistics Finland, 2024. Available at: http://www.stat.fi/til/erop/kas_en.html.
 48. GESIS – Leibniz Institute for the Social Sciences, Flash Eurobarometer 463 (Europeans' Satisfaction with Passenger Rail Services), January-February 2018, Europeans' satisfaction with passenger rail services, Basic bilingual questionnaire, TNS Political & Social. Available at: https://search.gesis.org/research_data/ZA6933.
 49. Hungarian Central Statistical Office, 2019, Yearbook of Welfare Statistics, 2018, Hungarian Central Statistical Office, Budapest, 2019. Available at: https://www.ksh.hu/docs/hun/xftp/idoszaki/evkonyv/szocialis_evkonyv_2018.pdf.
 50. ILO (International Labour Organisation), 2019, Promoting Employment Opportunities for People with Disabilities, Quota Schemes, Volume 1; Gender, Equality and Diversity & ILOAIDS Branch; ILO 2019. Available at: <https://www.ilo.org/publications/promoting-employment-opportunities-people-disabilitiesquota-schemes-vol-1-1>.
 51. ILO (International Labour Organisation), The International Classification of Occupations (ISCO), version ISCO-08. Available at: <https://ilostat.ilo.org/methods/concepts-and-definitions/classification-occupation/>.
 52. INE, 2023, Encuesta de Discapacidad, Autonomía personal y Situaciones de dependencia (EDAD), Personas residentes en centros, Centros 2023, Metodología, Subdirección General de Estadísticas Sociales, April 2024. Available at: https://www.ine.es/dyngs/INEbase/es/operacion.htm?c=Estadistica_C&cid=1254736176782&menu=metodologia&idp=1254735573175.
 53. Ireland, NDA, Employment of Persons with Disabilities in the Public Sector. Available at: <https://nda.ie/monitoring/monitoring/employment-of-persons-with-disabilities-in-the-publicsector>.
 54. ISTAT, 2018, Press release, Residential care facilities, Istituto nazionale di statistica. Available at: https://www.istat.it/it/files//2018/05/Residential-care-facilities_2015.pdf. IPOL | Policy Department for Economic, Scientific and Quality of Life Policies PE 754.219 138
 55. Krekó, J., and Telegdy, A., 2022, The Effects of a Disability Employment, Quota When Compliance Is Cheaper than Defiance, IZA DP No. 15726, IZA Institute of Labor Economics. Available at: <https://www.iza.org/publications/dp/15726/the-effects-of-a-disability-employment-quota-whencompliance-is-cheaper-than-defiance>.
 56. Lithuania, Law on special education, December 15, 1998 No. VIII- 969 Vilnius. Available at: <https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/TAIS.93743?jfwid=-fa58i2bk7>.
 57. Lunt, M., 2001, Stereotype Ordinal Regression, ARC Epidemiology Unit, University of Manchester, 2001. Available at: <https://www.stata.com/meeting/7uk/lunt2.pdf>.
 58. Luxembourg, Portail de l'emploi, Hiring an employee with disabilities. Available at: <https://adem.public.lu/en/employeurs/recruter/Employer-un-salariehandicape.html#:~:text=If%20more%20than%2050%20full,allocated%20to%20employees%20with%20disabilities>.
 59. Mutual Information System on Social Protection (MISSOC). Available at: <https://www.missoc.org/>.
 60. Netherlands Enterprise Agency (RVO), Participation Act and jobs agreement, Business.gov.nl. Available at: <https://business.gov.nl/regulation/participation-act/>.
 61. Polish statistical office, 2023, The situation of older people in Poland in 2022, Statistical Office in Białystok Warsaw, Białystok 2023. Available at: <https://bialystok.stat.gov.pl/en/publications/population/the-situation-of-older-people-in-poland-in-2022,4,2.html>.
 62. Revillard, A., The disability employment quota, between social policy and antidiscrimination, Global Social Policy, 2023; 23(1): 92–108. Available at: <https://journals.sagepub.com/doi/10.1177/14680181221138558>.
 63. Schanze, J-L, 2016, The under coverage of the institutional population: Why it can bias survey results and how European surveys could include non-private respondents, GESIS - Leibniz Institute for the Social Sciences, 2016. Available at: <https://surveyinsights.org/?p=11275>.
 64. Slovakia, Central Government Portal, Special needs and inclusive education. Available at: https://www.slovensko.sk/en/life-situation/life-situation/_special-needs-and-inclusive
 65. STATA. Available at: <https://www.stata.com/>.
 66. UNECE, 2015, Conference of European Statisticians, Recommendations for the 2020 Censuses of Population and Housing, United Nations, 2015.
 67. UNESCO, 2012, International Standard Classification of Education ISCED 2011 UNESCO Institute for Statistics, 2012. Available at: <https://uis.unesco.org/sites/default/files/documents/internationalstandard-classification-of-education-isced-2011-en.pdf>.
 68. United Nations Educational, Scientific and Cultural Organization (UNESCO), 2012, International Standard Classification of Education (ISCED). Available at: <https://uis.unesco.org/sites/default/files/documents/international-standard-classification-of-education-isced-2011-en.pdf>.
 69. Washington Group. Available at: <https://www.washingtongroup-disability.com/>.

Comparability of Statistical Data on Persons with Disabilities across the EU 139 PE 754.219

70. World Health Organization (WHO), 2002, Towards a Common Language for Functioning, Disability and Health: ICF, Geneva. Available at: <https://cdn.who.int/media/docs/default-source/classification/icf/icfbeginnersguide.pdf>.