

# The employment situation of people with disabilities in Tuscany

Paolo Addis, Istituto Dirpolis della Scuola Superiore S. Anna.  
 Alessandra Coli, Dipartimento di Economia e Management, Università di Pisa – Eurostat, Luxembourg.  
 Gianfranco Francese, Presidente di Ires Toscana.

## MOTIVATION AND OBJECTIVE

- Italian legislation recognises the right of people with disabilities to be able to support themselves through freely chosen employment, in an open working environment that promotes inclusion and avoids discrimination (Law 462/1968, Law 68/1999, Law 189 of 1989, Law 18 of 2009).
- Neither the official regional nor the national statistics provide enough information to understand the degree of implementation of the legislation and more generally to know the situation of people with disabilities in the workplace.
- Ires Toscana and the Dirpolis Institute of the Scuola Superiore S. Anna deemed it necessary to set up a survey system to monitor the quality of employment of people with disabilities in Tuscany.
- In 2019 a sort of pilot survey was carried out, aimed primarily to test the questionnaire on a wide selection of observation units. In the following the main characteristics of the survey/questionnaire are presented.

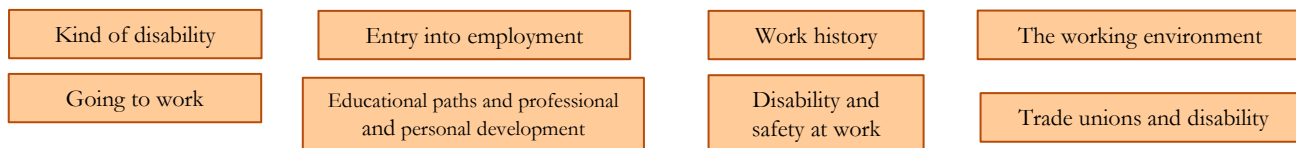
## THE SURVEY

- Questionnaire:** Two questionnaires were created, a longer one for people with disabilities and a shorter one for their colleagues.
- Sample:** selection based on non-probabilistic criteria, taking into account the availability of local CGIL delegates to administrate the questionnaires on the field. In total, 106 people with disabilities and 979 colleagues were interviewed on the Tuscan territory
- Data collection technique:** interview face to face. The CGIL trade union delegates conducted the interviews.
- The transcription and coding of the answers provided through the questionnaires is still in progress.

## QUESTIONNAIRES: THE PART IN COMMON

- Details about the local unit/enterprise: province, type of economic activity (ATECO ), number of employees, whether the company is public or private.
- Personal information of the respondent: year of birth, sex and level of education achieved.

## THE QUESTIONNAIRE FOR PEOPLE WITH DISABILITIES: 8 SECTIONS, 33 QUESTIONS



Tab.1 Number of questionnaires for people with disabilities by economic activity, size of the firm (number of workers) and gender of the worker.

	10-49		50-249		250 and more		Total
	Male	Female	Male	Female	Male	Female	
Agriculture, forestry and fishing					1	1	2
Mining and quarrying			1	1			2
Manufacturing	4	4	6	7		3	24
Water supply, sewerage, etc.			1	1			2
Wholesale and retail trade	3	1	1		1		6
Transportation and storage						1	1
Accommodation and food service activities		1					1
Information and communication			2	2	1	6	11
Financial and insurance activities	2	5			3	1	11
Public administration and defence			6	16	2	5	29
Education	1	4				1	6
Human health and social work activities	2	2	1	1		1	7
Total	12	17	18	28	8	19	102

Note: 4 questionnaires are not included in the table due to missing information.

## References

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## THE QUESTIONNAIRE FOR COLLEAGUES

### COLLEAGUES WITH DISABILITY

- Do you think the presence of people with disabilities in your current workplace is an issue:
  - Totally negative
  - It has a predominantly negative impact, but there are some positive aspects
  - It has a predominantly positive impact, but there are some negative aspects
  - Del tutto positivo
- If you think it is appropriate, please give a concise reason for your answer to the previous question: .....

### EXPERIENCES OF DISCRIMINATION

Have you ever witnessed any incidents in your current workplace that could have constituted discrimination against people with disabilities?

yes

no

### THE ROLE OF THE TRADE UNION

*The union fights daily alongside people with disabilities for their right to work.*

I do not agree at all

I quite agree, but with reservations

I agree