Oral statement

by Bundesarbeitsgemeinschaft Inklusionsfirmen (bag if) for the General discussion on the right of persons with disabilities to work and employment (Art 27 CRPD) organized by OHCHR

**topic: Best practices and recommendations on the right to work and employment for persons with disabilities**

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## What we stand for

As Bundesarbeitsgemeinschaft Inklusionsfirmen – bag if (Federal Association of Inclusive enterprises in Germany) our aim is to present the **model of inclusive enterprises as a "lighthouse model" for the** implementation of Article 27 of the UNCRPD. As inclusive enterprises in Europe and around the world pursue one central goal, namely the inclusive employment of people with disabilities in full compliance with Article 27, we appeal to the United Nations to support this inclusive enterprise model and to include it as a best practice model in the policy recommendations on employment models that respect CRPD Article 27.

## The key elements of inclusive enterprises

Like no other model, inclusive enterprises provide free access for persons with disabilities to the regular labour market.

* All employees - with and without disabilities - receive regular employment contracts and are paid according to the same industry-standard, labour-law and collective-agreement regulations.
* Inclusive enterprises are specialised in employing and training people with particularly severe disabilities in the general labour market.
* They adapt the work to the abilities of the people with disabilities and not the people to the work.
* Inclusive enterprises can be an employment alternative for many people with disabilities in sheltered workshops.
* Inclusive enterprises are companies of the general labour market with a commercial purpose and can be active in almost all business sectors while fulfilling a social mission.
* Inclusive enterprises are designed for the long term. This objective also applies to their workplaces.

Due to these key elements, inclusive enterprises do not represent a segregated labour market, but are part of the regular economy. They stand for a "social market economy" and can serve as an example for other private companies.

## The added value of inclusive enterprises

Inclusive enterprises generate added value on different levels.

**Added value for people with disabilities** as people with disabilities have unrestricted access to the labour market, regular employment contracts, statutory or tariff wages as well as social security benefits. They become independent of social benefits and can live self-determined lives.

**Added value for enterprises** because employees with disabilities are characterised by high motivation and willingness to work. They often have undiscovered resources and contribute to diversity in the company which in turn increases the company's success.

**Added value for state and government** by supporting inclusive enterprises, for example with investment grants, wage subsidies and public procurement, the state spends less on social expenditure, gains more tax and social security revenue by employees as well as more purchasing power through employees,

**And the most important added value for society** by being part of the labour market people with disabilities become "visible". Their abilities and resources are recognized and prejudices are reduced. Inclusive employment enables people with and without disabilities to understand each other and leads to an inclusive society.

## Conclusion

We offer the UN CRPD Committee to use the inclusive enterprise model as a reference model to enable persons with disabilities to earn a living through work in an inclusive and accessible labour market.

By implementing inclusive employment policies, States Parties have a great opportunity to achieve the goal of inclusive participation in working life for persons with disabilities and to offer people with disabilities economic independence, social participation and a self-determined life. **Inclusive enterprises are the innovative, but proven, way forward.**