

# Good practices for the Professional integration of adults with Chronic Kidney Disease in Spain

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Name of the good practice	<b>Information Program for Small and Medium Enterprises (SMEs). Information, guidance and advice service for SMEs for the hiring of personnel with disabilities.</b>
A general description of the good practice	The general objective of the project is to contribute to the socio-labour integration of people with kidney disease and people with disabilities in general, favoring their insertion in the labor market in equal conditions, as full citizens, we raise awareness and advise the business sector and society in general on the hiring of people with disabilities, reporting on the benefits and legal particularities of this type of hiring.
Details about the activity	<p>Many small and medium-sized companies are not aware of the job market for people with disabilities, are unable to find suitable candidates for what they are looking for or are unaware of the Social Security bonuses, hiring subsidies and adaptation of the job, tax exemptions, etc...</p> <p>The orientation offered includes:</p> <ul style="list-style-type: none"> <li>- The alternative measures regulated in RD 364/2005. Alternative measures to comply with the obligation to hire 2% of workers with disabilities.</li> <li>- Steps to follow to benefit from alternative measures</li> <li>- Employment Integration Legislation</li> <li>- Disability certificate utilities</li> <li>- Incentives for hiring people with disabilities</li> </ul>
Where was it implemented?	It has been carried out in numerous companies in Spain, mainly in Madrid, which have been interested in receiving advice to comply with the legislation and hire people with disabilities.
Who was involved?	ALCER technicians and different companies interested in the job placement of people with disabilities participate in the activity.

A picture from the practice




If possible: A statement from the person who is sharing the good practice, about what this activity has done for their health

*“There are no differences, people with kidney disease do their work normally, they can get more tired than other workers who have other pathologies, but we try to adapt to it, it is the case of Mari Luz that morning work was more busy so the day ended much more tired and we decided to pass it to the afternoon shift.” Pedro Granados CEO, Centro Especial de Empleo “Residencia Altagracia”*


Website, email, or social media pages of the good practice/organisation that implemented it

<https://alcer.org/empleo/asesoramiento-a-empresas/>

Name of the good practice	<b>Integral Employment Service</b>
A general description of the good practice(up to three sentences)	It is a completely free service, both for companies and for job seekers, specialized in supporting the incorporation of people with disabilities into the labor market, made up of a multidisciplinary team.
Details about the activity (up to three paragraphs)	<p>The Integral Employment Service bases its action on:</p> <ul style="list-style-type: none"> <li>- Promote the employability of people with disabilities.</li> <li>- Promote and motivate the availability and active attitude of people with disabilities in the active search for employment.</li> <li>- Perform an agile capture of job offers.</li> <li>- Establish adequate cooperation with business entities, employer organizations and unions, within the area of action of the S.I.E, in order to improve employment opportunities and conditions for this group.</li> <li>- Offer support and monitoring of the process of adaptation and labor integration of workers with disabilities.</li> <li>- Ensure compliance with the hiring of 2% of workers with disabilities in companies with more than 50 workers and advise on the hiring of alternative measures.</li> </ul> <p>Job seekers with disabilities must make an appointment for occupational interviews and their inclusion in the SIE job bank of the ALCER National Federation by phone or online.</p> <p>Job seekers with disabilities must make an appointment for occupational interviews and their inclusion in the SIE job bank of the ALCER National Federation by phone or online.</p>
Where was it implemented?	The implementation of the service is nationwide online thanks to its website and with face-to-face attention at the headquarters of the ALCER Federation
Who was involved?	<p>People with any type of disability in need of job search.</p> <p>Distinguishing the profile of the plaintiffs is attended by different technicians. The job search may be due to a change in status as a person with a disability, due to the impossibility of performing their previous tasks or the need to update their skills due to having been out of the labor market for a long time due to receiving a pension.</p>

<p>A picture from the practice</p>	
<p>A statement from the person who is sharing the good practice, about what this activity has done for their health</p>	<p><i>"Jobseekers with disabilities have the possibility of improving their employability and getting a job by making an appointment for occupational interviews and their inclusion in the SIE job bank of the National ALCER Federation by phone or via the Internet"</i></p>
<p>Website, email, or social media pages of the good practice/organisation that implemented it</p>	<p><a href="https://alcer.org/empleo/servicio-integral-empleo/">https://alcer.org/empleo/servicio-integral-empleo/</a></p>

Name of the good practice	<p><b>Employment website for people with disabilities</b></p> <p><b><a href="https://alcer.org/empleo/">alcer.org/empleo/</a></b></p>
A general description of the good practice	<p>Employment website for people with disabilities</p> <p><a href="https://alcer.org/empleo/">https://alcer.org/empleo/</a></p> <p>The website is an employment portal that integrates a totally free service, both for companies and for job seekers, specialized in supporting the incorporation into the labour market of people with disabilities, made up of a multidisciplinary team.</p>
Details about the activity	<p>The portal includes the following sections to help people and business:</p> <p>TRAINING  SCHOLARSHIPS  PUBLIC EMPLOYMENT  JOB VACANCIES  ALTERNATIVE MEASURES  ADVICE TO BUSINESSES  RECRUITMENT INCENTIVES  ARTICLES PUBLICATIONS  DISABILITY CERTIFICATE  LEGISLATION  LABORAL INHABILITY  FREQUENT QUESTIONS</p> <p>The integration of people with disabilities in the labor market is far from satisfactory in Spain. According to the latest Survey on Disability, Personal Autonomy and Dependency Situations (EDAD-2020) of the National Institute of Statistics (INE), analyzed by Funcas, the number of people with disabilities of working age (16-64 years) is around 1, 58 million, representing 37% of all people with disabilities (4.32 million). Although it is a higher figure than the one reported by EDAD-2008 a little over a decade ago (1.47 million), the prevalence rate of people with disabilities over the total population of working age remains around 5%.</p> <p>Two challenges appear clearly: (1) reduce as much as possible the group of those inactive due to "withdrawal" or "anticipation of failure" in their job search (a group of unknown magnitude today, but predictably numerous), and (2) help people with disabilities</p>

	<p>who want to work to find employment, so that unemployment in this group is significantly reduced</p>
<p>Where was it implemented?</p>	<p>The project works nationally throughout the Spanish territory and in person in Madrid</p>
<p>Who was involved?</p>	<p>People with any type of disability who are looking for employment and companies that want to integrate people with disabilities into their workforce</p>
<p>If possible: A picture from the practice</p>	
<p>If possible: A statement from the person who is sharing the good practice, about what this activity has done for their health</p>	<p><i>“The number of people with disabilities of working age is around 1.58 million, which represents 37% of all people with disabilities.</i></p> <p><i>Therefore, much work remains to be done for the labor integration of people with disabilities”</i></p>
<p>Website, email, or social media pages of the good practice/organisation that implemented it</p>	<p><a href="https://alcer.org/empleo/">https://alcer.org/empleo/</a></p>