

7IS SOCIAL ECONOMY A BETTER ENVIROMENT TO INTEGRATE WORKERS WITH DISABILITIES IN THE LABOR MARKET?

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Abstract

The values shared by Social Economy entities generate a differentiated behaviour in relation to their staff composition, work conditions, productive specialisation and geographical location, compared from what exists in other types of enterprises. The goal of the paper is to analyze the contribution of Social Economy to social cohesion in terms of the employment of workers with disabilities, and the implementation and effectiveness of employment quotas as instrument of labour integration. We focus in the case of Spain, analyzing firms with 50 or more workers, as these are the entities for which the quota is mandatory.

Firstly, we analyze the level of implementation of the quota system and the employment situation of workers with disabilities in Social Economy entities in comparison to a control group of profit seeking firms to identify the existence of differences among the two groups. We use the Continuous Sample of Working Histories database for 2013. Secondly, we conduct a survey to analyze qualitative aspects related to the implementation of the quota system and the identification of the main difficulties and facilitator elements in the labour integration of people with disabilities.

The results shows that Social Economy entities foster a better integration of people with disabilities. We identify a higher share of employees with disabilities (6.2%) than in the control group (1.7%), even though share of firms that fulfil the quota level is similar in both groups. Social Economy entities employees with disabilities show a lower partiality, higher wage, lower gender wage gap and a more stable labour history. The

survey shows the effectiveness of the quota system as it is mentioned as the main reason to hire this group of workers. In terms of the integration of these employees in the firm, the key facilitator element is the previous presence of other workers with disabilities.

Keywords: social economy, workers with disabilities, quota system, integration

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1. Introduction

The integration of people with disabilities in the labour market is important both from a human rights perspective, in terms of equal opportunities, and from an economic perspective, to increase their low employment rates (Werner, E. et al., 2010). The first The WHO/World Bank World report on disabilities (WHO, 2011) estimates that over 1 billion people around the world have some degree of disabilities. In Spain, last data for 2008 indicate that 3.85 million people over six years old in that situation, implying a rate of disabilities of 9%.

The participation and integration of people with disabilities in the labour requires a combination of different approaches and policies. Over the last decades, Spain has made a great effort in reinforcing the social and labour market inclusion of people with disabilities. Among these aspects, their integration in the labour market represents one of the biggest challenges not only in terms of policy makers but also in a global context that includes the development of a theoretical framework for their definition and characterization, the design of the required policies and applied aspects such as the collection of useful data for the analysis of the situation for this group of people.

Several studies have stressed the need to foster the labour market integration of people with disabilities as a way of facilitating their broader integration in the society (OECD, 2003). In this sense the key problem is the low rate of participation in the labour market, around 20 percentage points lower than the rate of people without disabilities in the European Union (Werner, E. et al., 2010). Nevertheless, it is important to point out that most of these studies are relatively new due to the lack of detailed information about the employment situation of people with disabilities.

The access to the labour market of people with disabilities and the conditions of their jobs show a set of structural characteristics (Applica y Cesep, 2007; Greeve, 2009) including a high and positive correlation of educational attainment and access to a job, a worse situation for women with disabilities compared to men with disabilities, a more difficult integration of people with intellectual disabilities or mental health conditions.

Concerning the situation in Spain, academic literature shows the low rate of participation (Dávila, 2006; Malo et al., 2009; Cueto et al., 2012) and its stagnation over the period 1999-2008 (Cueto et al., 2012). Moreover, according to the Cueto et al. (2012) over the last decade the rate of participation has been half the one reported for people without disabilities and the rate of unemployment has doubled the one shown by this last group. The latest data published by the National Bureau of Statistics shows that the participation rate has gone from 33.4% in 2008 to 37.4% in 2013, and the rate of unemployment from 28% to 24.3%. And once in the labour market, the conditions of workers with disabilities are more precarious than the ones shown by workers without disabilities (Santero et. al, 2014).

In order to increase the labour participation rate of people with disabilities, in general terms, there are two types of policies to foster the integration of this target group in the labour market: passive measures (cash benefits) and active measures (guidance and counselling, training and education, job placement, etc.). From another perspective, measures can be divided into specific (for instance quotas) and general measures (anti-discrimination laws, accessibility measures and other global measures). Each type of policy or measure has its pros and cons, and the optimal policy scheme is a combination of different measures, but two key elements are always mentioned: measures to increase the rate of participation and measures to increase the participation in the regular labour market (and not only focused in a protected labour market).

In this paper we will focus on the analysis of mandatory employment quotas, by which firms are required to hire a certain number of workers with disabilities, as a share of the total number of employees. In Spain the quota system requires that firms (both public

and private) with 50 or more employees hires a 2% quota of people with disabilities. The use of quotas is extended among developed countries, but the enforcement measures and instruments vary across them, and thus, the degree of fulfilment of quotas ranges between 30% and 70% (OECD, 2010). The evaluation of this instrument hasn't shown conclusive results (Werner, E. et al., 2010) mainly because of the lack of data and the difficulty in comparing different countries due to the differences in the quota system characteristics applied in each country.

In this context it is still a must to deeply analyze the situation of people with disabilities, especially in terms of the factors that foster their integration in the labour market, including those focused on integrating this group into the regular labour market and those that might improve their labour conditions.

In tune with labour integration of certain groups of workers, Social Economy companies and entities play an especial role. The values shared by Social Economy enterprises generate a differentiated behaviour of these entities in relation to their staff composition, the work conditions, their productive specialisation and their geographical location. This differentiated behaviour constitutes, at the same time, an important contribution to social and territorial cohesion. Its contribution to social cohesion is related to the occupation of groups with difficulties of access to employment, employment quality, improvement in equal opportunities and the offer of social services (Castro et al., 2013). In particular, concerning people with disabilities, these entities show a more integrating profile, with a higher number of employees pertaining to that group.

Thus, the goal of the paper is to analyze the contribution of Social Economy to social cohesion in terms of the employment of workers with disabilities, and the implementation and effectiveness of employment quotas as an instrument of labour integration. We focus on the case of Spain, analyzing firms with 50 or more workers, as these are the entities for which the quota is mandatory. Therefore, this paper contributes to the literature by improving the knowledge about the situation of workers with disabilities. Besides the global analysis of the labour conditions of this particular group, the use of qualitative data allows us to elaborate some recommendations about the integration of this group into the regular labour market and the key factors that promote or prevent that integration.

The rest of the paper is organized as follows, next section analyzes the level of implementation of the quota system and the employment situation of workers with disabilities in Social Economy entities in comparison to a control group of profit-seeking firms to identify the existence of differences among the two groups. Section

three reports the results of a survey conducted to analyze qualitative aspects related to the implementation of the quota system and the identification of the main difficulties and facilitator elements in the labour integration of people with disabilities. Finally, we summarize the main conclusions and future lines of research.

2. Employment situation of workers with disabilities in Social Economy and the use of quotas

2.1. Identification of employees with disabilities

The analysis of the employment situation of workers with disabilities in Social Economy entities in comparison to a control group of profit seeking firms is conducted using the Continuous Sample of Working Histories, published in 2013, with data referring to 2012. The CSWH is an organised set of anonymous microdata extracted from administrative records of the Social Security, the Continuous Municipal Register and of the Tax Agency, pertaining to more than 1.1 million people resident in Spain.

The dataset includes information about personal characteristics such as sex, age, place of residence and education¹ and related to the household it includes the number and ages of people registered. In terms of labour conditions it includes two types of information. From the point of view of the worker, it includes, among others, the type of contract (including if it is part-time or full-time and temporal or permanent), starting and termination date of each relationship with social security (both labour and unemployment types) and occupation classification. It also includes some information about the employer such as type, age and size of firm², industry of activity. Finally, it includes tax data related to the employee individual compensation paid by a particular employer. Thus, we have the gross annual earnings for 2012, which can be turned into daily earnings by using information about the number of days worked in 2012 and, moreover, we can calculate full-time equivalent daily wage as there is a continuous variable with detail about the percentage of hours compared with a full-time job (from 0% to 100%). Finally, for the analysis of the working stability in terms of the number of

¹ Data on educational level must be carefully used as they are provided by the Continuous Municipal Register, where it is not mandatory information. Therefore, compared with the information contained in the Labour Force Survey, it shows lower levels of education, specially for young people as it tends to be not updated.

² Data on firm size is not directly reported and it is estimated using information about the number of employees included in the firm' administrative accounts used by them to pay the contributions to the Social Security System.

contracts and their duration, we use the data regarding their working lives and isolate the contracts that each firm of the sample has with each of its workers for the period 1997-2012. In this sense, we focus on the relation between a worker and the firm included at the sample, excluding from the analysis any relation that the worker might have with other firms.

The delimitation of the Social Economy for the Spanish case has been carried out taking into account the definition contained in Law 5/2011, of Social Economy. The delimitation has included the following types of entities, taking into consideration the classification set forth in the Social Economy Law, in Article 5: Cooperatives, mutual benefit societies, employee-owned companies, insertion enterprises, fishermen associations, associations of the disabilities area and the ONCE, as a unique entity (within possible foundations whose activity can be classified within the Social Economy area). As the objective of the research is to compare Social Economy entities and regular profit-seeking firms, we have decided to exclude special employment centres from the sample due to their particular characteristics.

The control group includes ordinary enterprises, comprised of the most representative companies of the non-social Economy (limited liability companies and corporations). The design of the control group must take into account that the elements should be statistically equivalent or comparable. Regarding this matter, work has been done with the hypothesis that the main descriptive characteristics of an enterprise, in terms of influence in its behaviour, are its size and sector of activity. Thus, a profile of the enterprises must be obtained with regard to their sector of activity and size, which will be reproduced at the moment of defining the control group, equalising the cross distributions per business size and sector of activity of both samples. Therefore, the design of the samples is controlled by the potential differences arising from the two variables that have the greatest influence upon business behaviour.

The initial sample focus on people that started working at some point of 2012 and were working as employees at January, 1st 2013. That condition was fulfilled by 493,484 people working in 171,517 entities. The identification of Social Economy entities was conducted using different characteristics of each type of entities. The final subset includes information about 1,670 entities with 50 or more employees, and 11,586 workers. The control group was designed from a initial subsample of 105,230 firms. After the depuration and the operations required in order to make them statistically equivalent or comparable to the Social Economy sample, the final subset includes information about 1,673 firms and 12,519 workers.

2.2. Characterization of employment conditions and employment quotas: Main results

Social Economy companies and entities play an especial role in the integration in the labour market of groups with difficulties of access to employment. As mentioned in the introduction their values generate a differentiated behaviour of these entities in relation to their staff composition and work conditions. In particular, in terms of people with disabilities, Social Economy entities show a higher propensity to hire workers from this group.

Table 1 shows the share of employees with disabilities distinguishing between firms that fulfil the mandatory employment quota of 2% and those that don't. For each firm we have identified the total number of workers and those with disabilities at the sample, and that share is used to approximate the fulfilment of the quota system. The data base limitations make difficult to interpret individual firm results, but as a group, it is clear that firms that fulfil the quota show, both in Social Economy and the control group, a higher percentage than 2%. As we will see in next section, the existence of workers with disabilities in one firm is a facilitating factor for the recruitment of subsequent employees with disabilities.

The percentage of employees with disabilities at Social Economy firms and entities represent 6.2%, compared with 1.7% in the control group, suggesting that Social Economy is a better environment to find a job for people with disabilities. The share of firms that fulfil the quota is low in both groups, but higher in Social Economy, 24% compared with 19% in control group. In this sense it worth mentioning that firms can apply alternative measures to the quota, information that is not available in the database used.

	Control Group			Social Economy		
	Workers		%workers with disabilities over total	Workers		%workers with disabilities over total
	Total	With disabilities		Total	With disabilities	
Fulfil quota	2322	193	8.3	2795	702	25.1
Do not fulfil quota	10197	7	0.1	8791	14	0.2
Total	12519	213	1.7	11586	716	6.2

Source: processed by authors from CSWH (2013) data

Social Economy firms also show a different behaviour in terms of the personal characteristics of the employees with disabilities hired. They employ people with a higher degree of disabilities (43% of the workers analyzed have a disabilities degree higher than 65%) but a lower share of women, 37% compared with the equality values observed in the control group. Social Economy employs older people than the control group, 56% of the workers have 45 or more years, while in the control group only 40% are in those groups. Actually, the control group shows a kind of even distribution among the different groups of ages. Finally, in terms of education attainment, Social Economy employees with disabilities have a lower level of education, 80% only has primary or lower level, while in the control group that percentage decreases to 67%. Thus, Social Economy typical employ higher number of men, with higher degree of disabilities, above 45 years old and with primary education or no schooling.

Table 2. Distribution of persons with disabilities by personal characteristics. Control group and social economy (% over total employees by type of firm)		
	Control Group	Social Economy
<i>Disabilities degree</i>		
33%-65%	82.3	57.3
> 65%	17.7	42.7
Total	100	100
<i>Sex</i>		
Men	49.7	63.0
Women	50.3	37.0
Total	100	100
<i>Age</i>		
< 25	4.9	3.6
25-34	22.1	12.7
35-44	33.1	27.4
45-54	21.4	38.5
> 55	18.5	17.7
Total	100	100
<i>Education attainment</i>		
No schooling	27.7	35.4
Primary	39.3	44.2
Secondary	23.3	14.2
Professional and technical studies	6.8	3.7
Tertiary	3.0	2.5

Source: processed by authors from CSWH (2013) data

Social Economy firms also show different behaviour in terms of the labour conditions of its workers with disabilities (table 3). Most of their employees with disabilities have a

full time (89%) and permanent contract (75%) and they reported to have a medium-high-skilled job position. Even though CSWH data for job qualification are based on administrative description of the job and might not fully reflect the real degree of qualification required for the job, it is true that these data are related to the wages paid to the workers and that is in turn related in some degree to the qualification.

	Control Group	Social Economy
<i>Type of contract I</i>		
Part time	25.4	11.0
Full time	74.6	89.0
Total	100	100
<i>Type of contract II</i>		
Permanent	68.5	75.0
Temporary	31.5	25.0
Total	100	100
<i>Job qualification</i>		
High-skilled	10.4	4.1
Medium-high-skilled	20.5	71.1
Medium-low-skilled	17.8	8.1
Low-skilled	51.3	16.8
Total	100	100

Source: processed by authors from CSWH (2013) data

Concerning wages, table 4 shows full-time equivalent daily wage. Workers with disabilities hired by Social Economy entities earn higher wages, that by average are 19% above their colleagues at the control group. The differences are bigger for women, that earn 25% more than those at the regular profit seek firms. Thus, even though they are fewer, they earn more, and actually the gender wage gap is lower in the Social Economy firms. Wages by different personal and labour conditions also show better wages in social economy. By age, wage increase as experience does, starting with low wages, around 45€/day with almost no difference between both groups of firms. Among workers aged 35-54 differences remain stable, Social Economy pays 19% more, difference that decreases for the last group of age (above 54 years old) to 14%. Workers with temporary contracts earn similar wages, although most of the employees have permanent contracts where wages are 23% higher at social economy. Finally, breakdown by job qualification shows interesting results as low skilled workers, where half of the employees at control group firms are, earn higher wages (15%) than those hired by Social Economy firms. But these results must be interpreted taking into account the number of workers in each category. The majority of the workers at Social

Economy are in the category of medium-high-skilled positions, where wages at these entities are 76€/day, 8% higher than the control group and more than double the wage of low-skilled employees.

Table 4. Full-time equivalent daily wage of persons with disabilities (euros). Control group and social economy.			
	Control group (CG)	Social economy (SE)	Ratio SE/CG
Total	57.1	68.0	119
<i>Sex</i>			
Men	69.4	72.3	104
Women	48.7	60.8	125
Gender gap	29.8	15.9	53
<i>Age</i>			
< 34	44.7	45.2	101
35-44	58.1	69.3	119
45-54	61.1	72.6	119
> 55	68.0	77.1	113
<i>Disabilities degree</i>			
33%-65%	56.5	67.6	120
> 65%	60.1	68.6	114
<i>Type of contract II</i>			
Permanent	58.9	72.4	123
Temporary	52.8	54.9	104
<i>Job qualification</i>			
High-skilled	85.8	93.7	109
Medium-high-skilled	70.0	75.7	108
Medium-low-skilled	47.7	57.7	121
Low-skilled	38.4	32.8	85

Source: processed by authors from CSWH (2013) data

Lastly, we focus on the labour stability that the analyzed firms provide to their workers with disabilities. Employees with disabilities has a relatively stable working history over the last fifteen years. Social Economy employees show a slightly better working history, with three contracts regarding social economy, one more than employees at control group firms, but with a higher average duration of those jobs (4.5 years), meaning they have been working longer periods over the last fifteen years. It worth mentioning that in both subsets of firms, workers have had on average less than one period of unemployment with benefits and only one period of inactivity or unemployment without benefit, with a average duration of less than two months. Taking into account the age distribution in each of the subsets of firms, we can't conclude that the differences in number and length of contracts are fully related to stability as they might reflect the fact that the control group firms employ a higher share of young

people, with shorter working lives. But we can mention that full-time contracts are more frequent on Social Economy (90% compared with 74% in the control group), while permanent contracts are almost equally probable in both groups.

	Control Group	Social Economy
<i>Average number of episodes</i>		
Jobs	2.0	2.9
Unemployment with benefits	0.2	0.1
Inactivity or unemployment without benefits	0.7	1.2
<i>Average duration</i>		
Job (years)	3.6	4.5
Unemployment with benefits (months)	3.6	3.6
Inactivity or unemployment without benefits (months)	1.6	1.0
<i>Percentage of episodes (%)</i>		
Full-time contracts over total jobs	74.3	89.6
Permanent contracts over total jobs	58.7	59.5

Source: processed by authors from CSWH (2013) data

3. Main difficulties and facilitator elements in the labour integration of people with disabilities. Qualitative aspects of quota compliance in the Social Economy entities

In the previous sections of this article, the presence and position of people with disabilities in the Social Economy has been analysed from a quantitative perspective. This section aims to deepen in the behaviour of Social Economy companies related to the integration of people with disabilities in their staff from a qualitative point of view.

Thus, this section presents the results of a survey conducted among Spanish Medium and Large Social Economy Entities (50 employees or more) that analyses the compliance of quota legislation for people with disabilities. Quota legislation in Spain establishes an obligation for employers with more than a certain number of employees (50 or more) to employ a minimum percentage of people with disabilities (2%). The results of this survey not only offer quantitative data but they also inform about relevant aspects related to the perceptions, behaviour and culture of Social Economy in relation to the integration of workers with disabilities in their staffs, adding useful and relevant information. The technical characteristics of the survey are as follows:

- i. The Universe of the survey is composed of all Social Economy companies or entities (except Special Employment Centres), located in Spain, from all

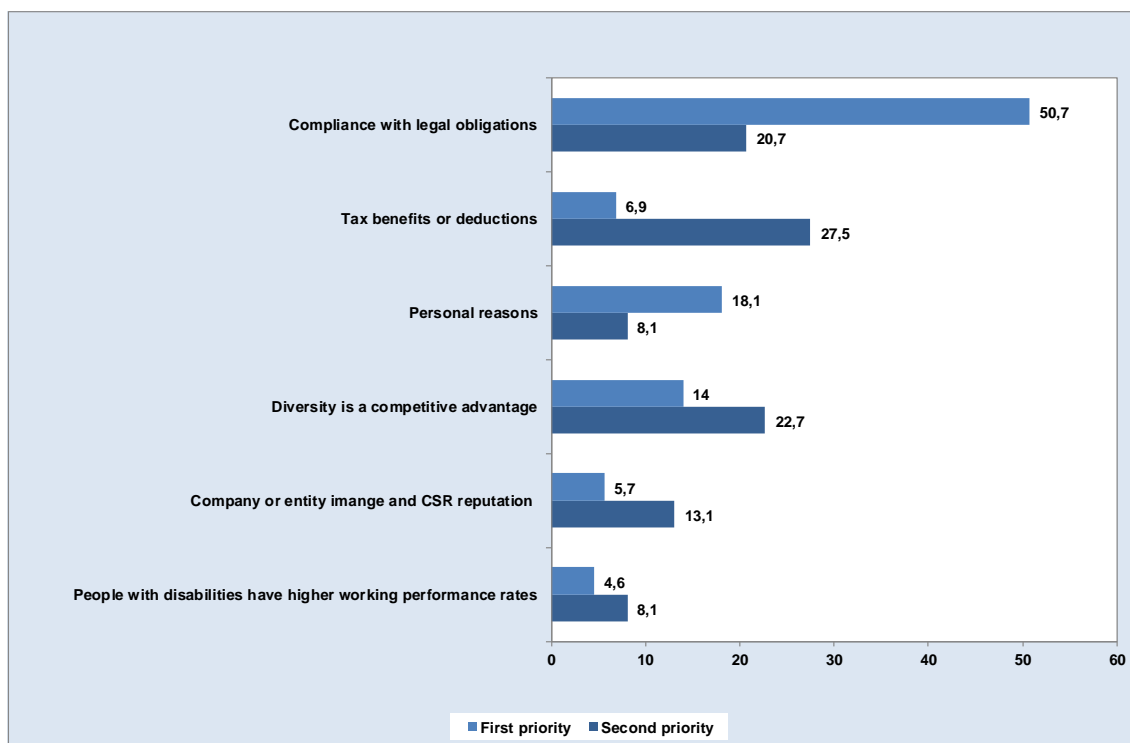
economic sectors (agriculture, industry, construction or services) with 50 or more employees. Universe size (according to the National Statistics Institute of Spain and Social Economy statistics) is composed by, approximately, 3.000 companies and entities.

- ii. Sampling used in this research is proportional, stratified by economic sector, region and company size. Selection of interviewee units was random. Sampling size is composed of 329 units, distributed to assure representativeness by geographical region, sector and business size. Sampling error is $\pm 5\%$. (Confidence level 95.5% and probability $p=q=0.5 -2 \sigma$).
- iii. Content of the survey refers to several topics such as: identification data, business size, economic sector, employment size, annual turnover; data about presence (number) and job position of workers with disabilities and information about integration process: how diversity, especially related to people with disabilities, is incorporated into the selection, hiring and promotion policies of the company.

In order to deepen into the different parts of the job integration process, the survey was divided into different sections. However, according to the aim of this article, we will only focus on two of the topics covered by the survey: Facilitator elements in the labour integration of people with disabilities and main difficulties.

In relation to facilitator elements and reasons to hire workers with disabilities, next graphic shows that compliance with legal obligations, laws and regulation (quota) is the main incentive for Social Economy companies and entities to hire workers with disabilities (50.7% of the Social Economy companies and entities chose this answer as the principal reason). Tax benefits and deductions were also appointed by an important percentage of the companies (27.5%) as the second motive.

Graphic 1. Main reasons to hire workers with disabilities. Selection of two most important aspects. (% of total Social Economy entities and companies that meet 2% quota)



Source: Survey on compliance with quota legislation for people with disabilities in the Social Economy

Furthermore, the most important element to reach the minimum percentage (2%) of people with disabilities necessary to meet the legal requirement is mainly related to the previous presence of workers with disabilities in the staff. But there are also other aspects considered relevant by the companies and entities, such as: having a close contact with specialized counsel or advice about the implications of hiring a worker with disabilities; presence of interns with disabilities in the company; or sharing positive experiences and best practices about hiring people with disabilities with other companies or entities.

Also, it is important to point out that the majority of Social Economy companies and entities do not find any difficulty related to the integration process (78.5%). And among those that have faced any obstacle, main barriers are related to the adaptation to the job; emotional and barriers and physical space/accommodations obstacles.

In tune with the lack of obstacles, Social Economy entities and company declare that they would recommend hiring people with disabilities to other companies. The main reason for this recommendation is that they have not found any difference in the job

performance of people with or without disabilities (51.8%). Also social contribution and impact on society is an important aspect mentioned by a significant percentage of Social Economy companies and entities (20%).

Last but not least, according to the results of the survey, it seems to be a positive relation between Social Economy companies and entities that have approved and included equality and diversity policies in their regulations and handbooks and the integration of people with disabilities in their companies. Almost half of the Social Economy companies and entities have approved special policies or procedures related to promotion of workers with disabilities and this percentage is even higher among those that meet the quota.

Summarizing, the results of the survey confirm that legal obligation is still decisive for the labour integration of people with disabilities. And, despite the fact that Social Economy companies and entities are more sensitive to this question than other kind of companies, it is still necessary to raise awareness and inform about this topic.

But the results also show that compliance with quota legislation is not a dichotomous decision for Social Economy companies and entities but a gradual and continuous process that starts when hiring the first worker with disabilities in their staffs. Thus, previous experiences related to the presence of workers with disabilities seem to be the main boost for Social Economy entities and companies that meet the quota.

Also, an inclusive business culture that appreciates and accepts diversity (not only related to disabilities) displays characteristics of general awareness and inclusion of workers with disabilities. That is to say, companies or entities that integrate inclusion and diversity (gender, cultural, racial, socio-economic, etc.) in their programmes, policies and regulations are those with a higher percentage of people with disabilities in their staff.

Conclusions

The participation of people with disabilities in the labour market is a key aspect of their integration in the society and requires a combination of different approaches and policies. Over the last decades, Spain has made a great effort in reinforcing the social and labour market inclusion of people with disabilities, but there is still a lack of

analysis of the implementation of the policies and measures adopted, mainly due to the lack of appropriated data.

The goal of the paper is to analyze the contribution of Social Economy to social cohesion in terms of the employment of workers with disabilities. We have analyzed the labour conditions of this group of employees in Social Economy firms and compare them with those at a control group of regular profit seek firms. To evaluate the implementation and effectiveness of employment quotas as instrument of labour integration we have approximated that quota by the share of workers with disabilities by firm. Finally we have conducted a survey to identify the main difficulties and facilitator elements in the labour integration of people with disabilities.

Our results confirm that Social Economy entities and firms employ a higher number of employees with disabilities (6.2%, compared with 1.7% in the control group), and show a higher fulfilment of the mandatory quota 24% against 19% in the control group. Regarding this, it is worth mentioning that firms can apply alternative measures to the mandatory quota (in global terms they refer to have a contractual relation with a special employment centre or make a donation to specific type of entities).

Social Economy entities show a different behaviour in terms of the workers with disabilities that they employ in comparison with the control group. Employees in Social Economy are in higher proportion men, with higher degree of disabilities, above 45 years old and with primary education or no schooling. In this sense, they belong to groups that among people with disabilities find more difficulties in participating in the labour market due to their age, education and/or degree of disability. Labour conditions at Social Economy firms are better than at the control group. Most of their employees with disabilities have a full time (89%) and permanent contract (75%) and they reported to have a medium-high-skilled job position. They also earn higher wages and women have a lower gender wage gap. In terms of stability, Social Economy show more contracts with higher durations, but this might be related to the distribution of their workers by age compared with the control group, where workers are younger. Thus, Social Economy offers a better environment for workers with disabilities, with higher rate of employment and better labour conditions.

In terms of the main difficulties and facilitator elements, the results of the survey confirm that legal obligation is still decisive for the labour integration of people with disabilities. And, despite the fact that Social Economy companies and entities are more sensitive to this question than other kind of companies, it is still necessary to raise awareness and inform about this topic.

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Therefore, future researches should deepen in procedures and experiences about integrating a first experience of employment of people with disabilities in Social Economy companies and entities. Sharing best practices among Social Economy sector is also important to surpass stereotypes and prejudices and it can contribute to the labour integration of people with disabilities. As we have seen through this article, Social Economy companies and entities that have hired people with disabilities would recommend it to other ones. And this does not only have a positive effect in terms of equity and ethical reasons, it can also have a great impact on the image connected to the Corporate Social Responsibility of the Social Economy but also in terms of benefits related to more diverse workplaces.

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