



Gemeente  
Amsterdam

# People with disabilities at work at the municipality of Amsterdam

Experimenting with the Flamish  
integration protocol

26-9-2017



# Introduction

# ✘ Project People with employment disabilities at work

## ✘ (Project Arbeidsbeperkten aan het werk)

### ✘

- The city of Amsterdam wants to create **42 extra jobs** for people with a disability every year. In the period of **2014 to 2023**. This was decided on December 10, 2013 by the college of mayor and alderpersons of Amsterdam.
- The **Social Agreement** of the Dutch national government and the social partners (employers and employee representatives)
- Major changes in social security policies, the **Participation law** (Participatiewet)
- **“Job agreement”** (Banenafpraak)
  - **125.000** extra jobs for people with disabilities

# Organizational structure: the formation plan

These functions are described in the "function book" together with the corresponding salary.

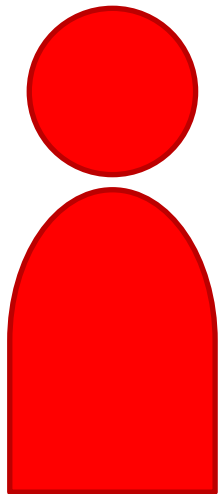
Team x				
Manager	×	1 fte	→	€
Assistent	×	1 fte	→	€
Gardener	×	20 fte	→	€
				—
Total budget:				€

# ❌❌❌ How the formation plan hampers inclusion

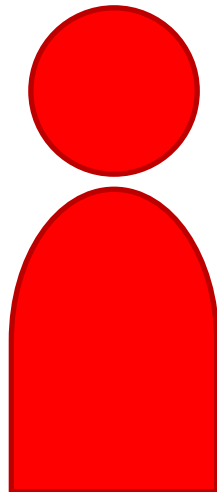
I'm very good at getting rid of all the weeds. But because of my disability I cannot use a chainsaw or other heavy equipment

I'm sorry, but you don't fit in any of the available boxes

Someone with a disability might not be as productive as the an employee without a disability



Applicant



Manager

Team x				
Manager	×	1 fte	⇒	€
Assistent	×	1 fte	⇒	€
Gardener	×	20 fte	⇒	€
				— +
Total budget:				€

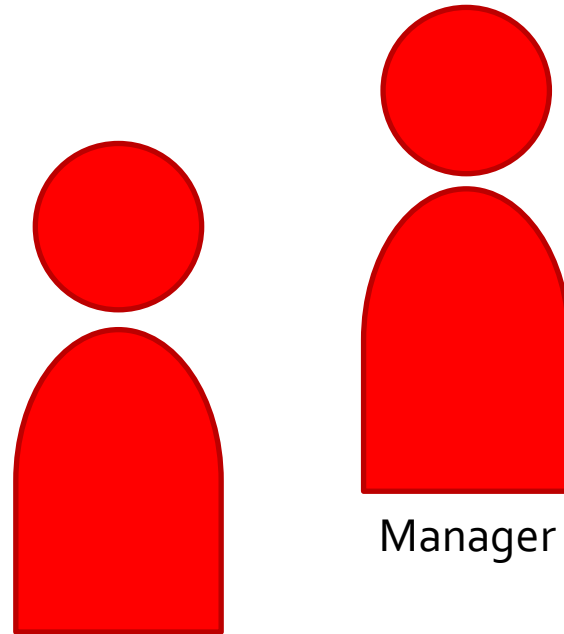
# ❌ How we did succeed in creating extra jobs for ❌ people with disabilities ❌

Do you want to employ someone with a disability at your team? You do not have to pay the salary from your budget and you can create a function that fits to the abilities of your employee.

Yes, sure! There is so much work that needs to be done by my team we could use some extra hands.

## Project "people with disabilities at work"

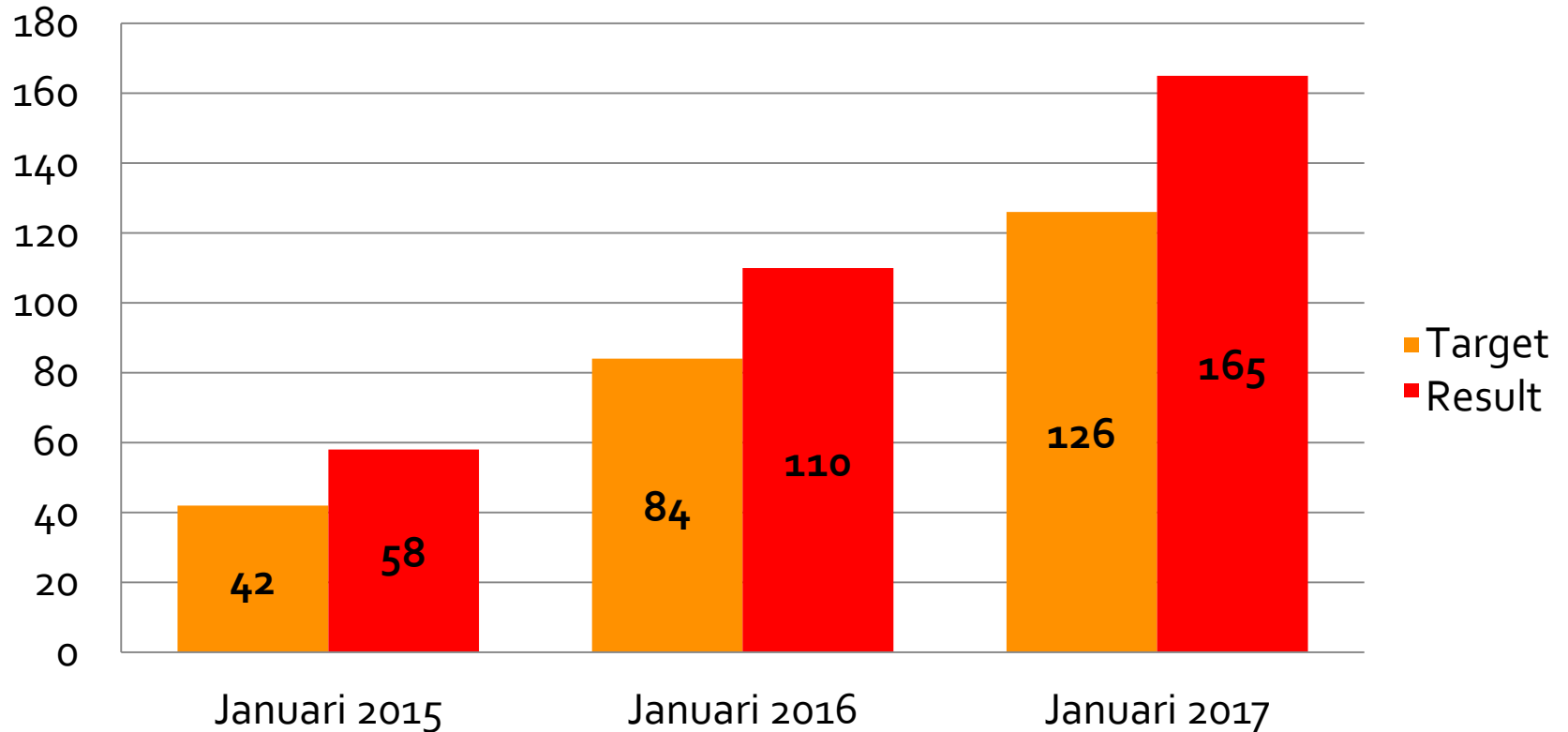
- There is a **central budget** to pay for the salary of employees with a disability that apply for these specific jobs.
- The **functions can be created** in accordance with the abilities of the employee.



Project "people with disabilities at work"

# ✘ Results project "people with disabilities at work"

## Extra jobs



# ✘ ✘ ✘ Integration protocol

- The integration protocol is an instrument to formalize the individual agreements between the employer and employee with a disability. In the protocol the agreements about the reasonable accommodations the employer has to provide in order for the employee with a disability to be able to execute his or her job are written down.
- It is developed by the Flamish government to use in their own organization.
- Flanders estimates that 250 to 300 IP's are compiled on a total of 582 registered PwDCDs working at the flamish government; situation as at 31/12/2015. That is around 47%.



# ✘✘✘ Pilot Integration protocol in Amsterdam

- First we translated the Flamish protocol to the Dutch situation
- This summer we started with filling in the protocol.
  - 24 IP's have been filled in so far

# ✘ ✘ ✘ What is in the Integration Protocol?

## 1. Administratieve gegevens

**Administrative information**

## 2. Inhoudelijke afspraken

**Agreements**

### *Taakomschrijving*

Geef een korte omschrijving van de kerntaken die de werknemer uit voert.

*Job description*

### *De structurele functiebeperking*

Indien er sprake is van een structurele functiebeperking, beschrijf deze en de effecten in het dagelijks functioneren op de werkplek. Indien van toepassing op het functioneren beschrijf de prognose: is er achteruitgang of verbetering mogelijk? Zijn er relevante factoren waarmee rekening gehouden moet worden op de werkvloer?

*Functional impairment*

### *Afspraken*

Beschrijf hier de gemaakte afspraken. Zie de toelichting voor suggesties over welke onderwerpen hier ter sprake kunnen komen.

*Agreements*

## 3. Ondertekening

**Signature**

Ondergetekende verklaren zich akkoord met de afspraken

### *Leidinggevende*

Naam:

Handtekening:

*Manager*

### *Medewerker:*

Naam:

Handtekening:

*Employee*

# ✘ Why did we start the pilot with the ✘ integration protocol? ✘

## Pro's

- In order to promote the inclusion of people with disabilities by having a standard instrument available that promotes making the individual agreements a person with a disability needs in order to execute his or her job
- The agreements are formalized in the protocol.
- A protocol that is signed by the employer and employee gives importance to the agreements.
- The protocol makes the agreements last longer in case of reorganization.
- Filling in the protocol creates a moment to talk about and evaluate accommodations.

## Con's

- Privacy concerns.
- Enforces stigma because it is a non standard practice.
- Agreements can also be part of the regular work review.

# ✘ How did managers and employees ✘ respond to the introduction of the ✘ Integration Protocol

- The reactions from employees with a disability and their manager were mixed.
- Some employees were nervous at the start of the conversation about the protocol but most of the time they felt at ease afterwards.
- Some employees did not think the protocol would be helpful in their situation.
- Some managers were very positive about the protocol. Some found it stigmatizing and unnecessary.



## Discussion statement 1

- Inclusion means recognizing differences. The integration protocol is the right instrument to enable the recognition of differences.



## Discussion statement 2

- The impact on the **privacy** of people with disabilities of the integration protocol is unacceptable.
  - Therefore one should not implement it.
  - Therefore it should not be standard practice in the procedure after application for a new job.



## Discussion statement 3

- The introduction of the integration protocol is **stigmatizing**. The instrument singles out people with disabilities and emphasises not fitting in instead of focussing on their strengths.