

## **Job placement of persons with disabilities in Paraguay: An Economic, social and business vision**

MOLINAS-BENITEZ, Víctor\*†

*Universidad privada del Este*

Received January 16, 2015; Accepted October 11, 2015

---

### **Abstract**

Integration of people with disabilities into the work place is necessary for such persons to enjoy their full rights. Employment for the disabled is key to the inclusion of such people in our society, which still holds many prejudiced elements against the disabled. While many companies, public and private, by the laws of our country are obligated to hire a certain percentage of disabled persons, in this article we want to provide a broader perspective, focus on the benefits and virtues, and the weaknesses and fears, that are involved in the recruitment of a person with disabilities for some companies which have no prior experience in doing so. In our country, it is necessary for companies and institutions to make social inclusion and the protection of the rights of their disabled employees a specific priority within their employment policies. In this way, the employer will give the employee the opportunities to work past their disabilities as equals to their non-disabled counterparts. We can create a win-win situation for disabled employees and their employers within our society.

### **Disability, Paraguay, labor inclusion.**

---

**Citation:** MOLINAS-BENITEZ, Victor. Job placement of persons with disabilities in Paraguay: An Economic, social and business vision. ECORFAN Journal-Republic of Paraguay 2015, 1-1: 24-31

---

---

\* Correspondence to Author (email: victor\_molinas91@hotmail.com)

† Researcher contributing first author.

## Introduction

Disabled people have historically faced barriers which prevent to fully exercise their rights, over time many were marginalized misfortune of prejudices that they could not perform work that could not and should form part of a working group.

Access and maintenance in the workplace provides the person with disability as the rest of society, economic independence, promotes the feeling of social usefulness, self-esteem, by way of social recognition. If we add to this the work from its ethical dimension helps the person to develop as a human being becomes a key instrument in the life of every person and thus in the life of the person with disability, essential for achieve social integration.

The main objective of this material is shown to any person who is in a position to hire a person with disabilities, which are the main fears enter the new, and if there are real benefits for the company; is not doing charity, or a law enforcement, the goal of a company is economic, business and clearly demonstrate prosperity if they bring positive values actually hiring staff with disabilities and make knowledge public policy a government for incentives for labor inclusion.

The following objectives are raised in this research:

- Analyze the socioeconomic benefits of hiring a person with disabilities in companies.
- Identify the issues raised by companies when hiring people with disabilities.

- Propose actions to improve and ensure the integration of persons with disabilities, ensuring their rights as part of business growth.

## Identified Problems

Creating jobs for people with disabilities depend much sense of public policies to encourage employment demand by employers and boosting the job from education, training or other discriminating positively to people with disabilities employed or employable.

For the purposes questions arise such as:

- There will part of companies in recruitment?
- It will bring economic benefit to the company or be an extra expense for the same?
- As the government encourages institutions to hire labor?
- The adjustments are really expensive you should do the business for people with disabilities as officials?

Persons with disabilities include those who have physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with other deficiencies.

Will hiring by businesses exist, but state that the fear of the unknown is presented as the first barrier, but in a study in the country about 140 companies shows that only 28% reported having hired a person with disabilities in their company, while 72% did not.

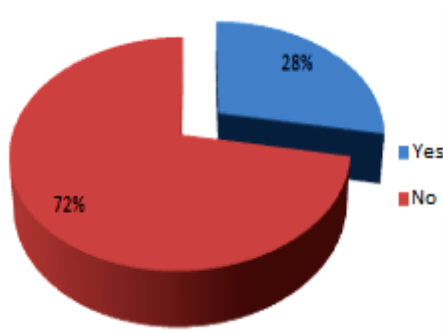


Figure 1 Hiring people with disabilities over 140 companies.

The most important fact is observed in companies that do chose to hire people with disabilities who respond based on their experience which speaks that 97% of companies that have contracted or hire people with disabilities in your company claims to have been a positive experience, while only 3% do so negatively.

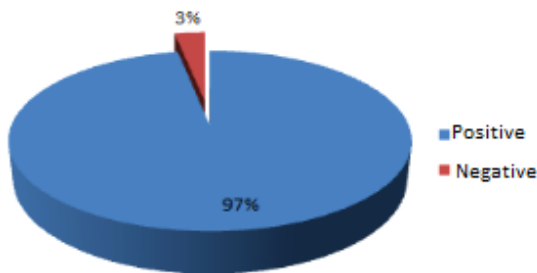


Figure 2

Based on this high level of positive experience it raises the question of how beneficial it is for the company hiring people with disabilities, finding very positive traits.

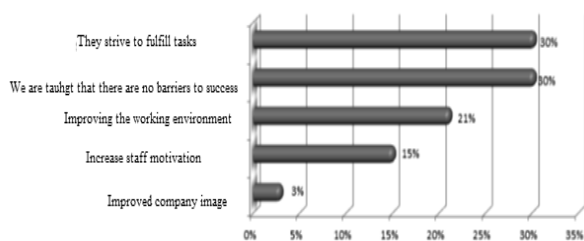


Figure 3

To improve employment opportunities that benefit both companies, individuals and society must have a present state, raising public policy so that it can work together, efficient and positive way.

The most extraordinary revolution of people with disabilities begins when THE CONVENTION comes into force in 2008 ON THE RIGHTS OF PERSONS WITH DISABILITIES years later ratified by Paraguay. From there laws to ensure full accessibility for people with disabilities to society they are created. Law No. 4934/14 called law of accessibility mandatory for public and private companies create compliance.

Mood to work together Law No. 4962/13 "ESTABLISHING benefits to employers, in order to encourage the inclusion of people with disabilities in the private sector," is created. This law better known in Paraguay as tax incentive law that benefits from the reduction of value added tax (VAT) of companies that comply with the law, plus a bonus of just over \$ 2000 to improve the accessibility of the company.

One of the most rooted in the Paraguayan myths and corporate culture is to make structural modifications to accommodate a person as an official with disabilities cost a lot of money or a lot of investment demand. In several studies, the World Bank concluded that the cost is minimal when these elements are incorporated at the time of construction. It has been shown that making buildings accessible, just add less than 1% of construction costs.

Rationale and importance of the topic

Under the circumstances, it is not surprising that there is little relation between disability and poverty.

According to UN statistics, 82% of people with disabilities in developing countries live below the poverty line and is among the most vulnerable and marginalized; It is estimated to represent between 15 and 20% of the poor in these countries. In the coming years you will need significant and sustained measures to promote the inclusion of people with disabilities in employment promotion programs, rural development and poverty reduction; the aim is to provide opportunities for productive employment and decent work for persons with disabilities and to move towards the realization of Millennium Development Goals such as poverty reduction, allowing States to benefit from their contribution to the economy and society and avoid high costs arising from exclusion.

If we consider living in a society of equal rights, but fruitful in the economy, with solid growth and significant numbers in the gross domestic product (GDP), the state must ensure compliance with the rules; employers need to be certain that you can find profitability in a group of officials who can work equally or better than another, to see on people with disabilities are potential to successes individuals, they can grow personally and grow the company they serve.

To find the balance between the right and benefit, to have responsibility for the development of quality goods that can extol the result of joint work between government, business and civil society staff.

### **Disability and Work**

Decent work, quality is the most effective way to break the vicious circle of marginalization, poverty and social exclusion mode. Disabled people are trapped in this circle often, and positive action to help them out of this situation is necessary.

The barriers that disabled people face in getting jobs and taking their role in society can and should be overcome through policies, regulations, programs and services.

People with disabilities represent a huge source of untapped human talent. However, as a group, they are too often excluded from society and the workplace, as well as experiences as a good, market-oriented education that could provide the basis for a contribution to their workplace training and development of the economy of his country.

But often we lack data nationwide, worldwide people with disabilities:

- They are less likely to get an example that people without disabilities.
- They have less chance of being the register as employed or unemployed, and therefore are invisible to the labor market
- When they work, they are more likely to do so in low-paid jobs with little prospect of promotion and poor working conditions.

The situation is even more difficult for women with disabilities, who have even less access to non-disabled women or disabled men decent work.

Under the Code of practice of the ILO for managing disability in the workplace, the ILO defines persons with disabilities as "any person whose chances of obtaining suitable employment, re-employment, maintain employment or progress in it they are considerably reduced as a result of a duly recognized physical, sensory, intellectual or mental impairment.

### **The associations of people with disabilities and employment**

You can not explain the increased attention in government and society to the problems of integration of persons with disabilities without the decisive role played by the social economy and, very specifically, by its sector associations.

In the beginning, the associations of disabled people effectively little attention to initiatory employability, dedicated almost exclusively to support work, counseling and mutual support among members. However, since the eighties, the voluntary sector of the disabled has been a pioneer in the development of projects leading to the employment of these people, whether in social enterprises promoted by the industry itself, either in traditional private companies and in the public sector, pushing for policies That Work various jobs for people with disabilities are deployed.

### **Major roads integration of people with disabilities**

If we disregard the family component, present in all stages of life, the social integration of people of working age with disabilities is achieved through participation in three interrelated systems:

- The Pension
- The Housework
- Remunerated job.

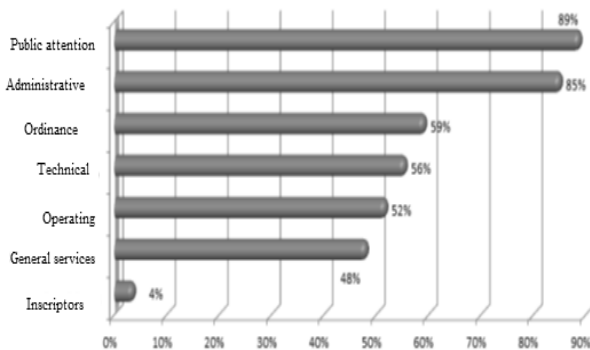
The difficulties that any citizen to enter the labor market are increased in the case of people with disabilities, as are added other difficulties and specific barriers they have to overcome:

- Social barriers, making the differences between people grounds for rejection, limited opportunities and social marginalization.
- The physical environment barriers that limit or prevent access, mobility or communication.
- Psychosocial barriers, such as excessive family protection, education and training deficiencies, lack of motivation, lack of information and guidance
- Mental or barriers all the consequences that this generates in the disability itself, which feeds their self-exclusion from the labor market and makes it dependent excess protection policies

Worldwide there are approximately 470 million disabled people of working age. While the information available about their employment status is incomplete and international comparisons are difficult to establish, it is clear that the deficit of decent work affects people with disabilities than the rest. Many women and men with disabilities are unable to find decent jobs even after having completed training, which can lead to frustration and undermine their aspirations. Discouraged by discriminatory barriers and prejudices wrong about their ability to work, many leave the active search for a job and rely on disability benefits, where they exist, or barely survive a low value added work in the informal economy with the support They offered by their families or the community.

Employment options for people with disabilities according to the needs of 140 companies in Paraguay

When asked about the charges that could occupy the Disabled in Public Institutions, tell us that in Customer Service (89%), administrative (85%) Ordinance (59%), Technical (56%), Operative (52%), General Services (48%) and recorder (4%).



**Figure 4**

### Legal framework

The Constitution of the Republic of Paraguay in Title II recognizes the fundamental rights inherent to the dignity of the human person and the development of free personality, establishing a precise system of guarantees for their safeguarding and legal protection under the principle of separation of powers:

Article 58 - RIGHTS OF PERSONS exceptional people to be guaranteed the attention of their health, their education, their recreation and their vocational training for full social integration. The State shall organize a policy of prevention, treatment, rehabilitation and integration of physical, mental and sensory disabilities, who will provide specialized care they require. They recognize the enjoyment of the rights that the Constitution grants all citizens of the Republic on equal opportunities, in order to offset their disadvantages.

Article 88 - Nondiscrimination No discrimination shall be permitted between workers on ethnic, gender, age, religion, social status and political or trade union preferences. The work of persons with physical or mental limitations or disabilities shall enjoy special protection.

Law 3540/08 "by approving the convention on the rights of persons with disabilities and optional protocol to the convencion on the rights of persons with disabilities"

Law No 1925-1902 "by approving the inter-american convention on the elimination of all forms of discrimination against persons with disabilities"

Law 36/90, 159 CONVENTION ON APPROVING THE CONVENTION vocational rehabilitation and employment of disabled persons (Convention 159).

Law 2479/04, which establishes the mandatory inclusion of people with disabilities in public institutions.

Law No. 4962/13 "establishes benefits for employers, FOR THE PURPOSES OF INCORPORATION TO ENCOURAGE PEOPLE WITH DISABILITIES"

### Conclusions

Accessibility in relation to labor law is a difficult but essential task to build a more egalitarian society that involves the removal of all barriers both physical and social, avoiding the fear of the unknown.

Studies show that experiences in hiring people with disabilities in Paraguay in an approximate 79% rate that people with disabilities have the same performance as people without disabilities and almost 15% say they have increased performance and generate good results within the company to improve the work environment.

Both the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights recognize the extremely important work as a human right that allows a person to develop their potential, to feel useful and independent, enjoy income to cover expenses daily life, having social security and enable them to develop individual in society and be productive.

Precisely for people with disabilities to have equal employment relative to the rest of the population entails not only the exercise of a right that is inherent but also a tool to increase their independence and inclusion in society.

Labor inclusion as business, social and economic group represents the spark that can ignite the engine of accessibility overall. For the entrepreneur is not about making charitable or comply with laws, it is generating the prosperity of the company where they can have a great contribution in building a more prosperous work environment where partners feel more at tastes and see the ability to overcome others to value and motivate them to perform to the best of their functions. Society for an increase of equal quality to see people, breaking myths and largely rooted in our culture schemes, the existing segregation, limitations that are given as a society in this still vulnerable sector. As economy is a prosperous economic growth, play it more valuable for a country and the only thing that can lead them to be a respectable nation human resources.

## **Recommendations**

In a society where the full enjoyment of the rights of the people is guaranteed, it is essential jobs, it is a powerful tool of inclusion which in turn can become valuable raw material for a company that can be found in people with potential disabilities to leave great benefit to them why it is recommended:

- As a business that flourishes and commitment to innovation, hiring people with disabilities a perfect ally becomes it is a still undiscovered human resources with great potential in many countries of the world have acquired skills and competencies companies they need and demand.
- Hire people with disabilities and uplifting the morale of co-workers therefore is a valid tool to motivate employees.
- The business reputation of civil society, the general public has a positive impression over companies that hire people with disabilities.
- When starting a business with a building structure, if the planning structures accessible add, has a negligible cost becoming a very reasonable investment.
- When hiring, analyze and get the results on the staff, spread both positive and negative information to encourage and banish ignorance on the subject.
- Always work in conjunction with the state and members of civil society, foundations that can provide expertise to the creation of policies that benefit all sectors.

## References

- Ayala, S. (2015). *Camino a Políticas Públicas para las Personas con Discapacidad*. Paraguay. Editorial Fundación Saraki.
- Barea, J., Monzón J. (2008). *Economía Social e inserción laboral de las personas con discapacidad en el País Vasco*. España
- Figuroa, M. (2014). *Discriminación de las personas con discapacidad motriz: La accesibilidad como eje rector para hacer exigible el derecho al trabajo y el derecho a la libre locomoción o accesibilidad física*. México.
- Galván, C. (2015). *Metodología de Empleo con apoyo a la inserción sociolaboral de las personas con discapacidad*. España: Ediciones Paraninfo.
- Heron R., Murray B, (2003). *Como Ayudar a las personas discapacitadas a encontrar un empleo*. Uruguay
- Martínez, J. (2005). *Exclusión Social y Discapacidad*. España
- MALO, M. (2002) *Las personas con discapacidad en el mercado de trabajo español*. REVISTA DEL MINISTERIO DE TRABAJO Y ASUNTOS SOCIALES. España
- Naciones Unidas (2006). *Convención sobre los derechos humanos de las personas con discapacidad y Protocolo Facultativo*. Estados Unidos.
- Pereda, C., Prada, M., Actis W. (2003). *La inserción laboral de las personas con discapacidades*. España
- Rodríguez, G. (2009). *Evaluación de las políticas de Empleo para personas con discapacidad y formulación y coste económico de nuevas propuestas de integración laboral*. España.
- Sarakí (2015) *Estudio: Oportunidades Laborales en Personas con Discapacidad*. Paraguay.
- VALLS, J., VILÀ, M., PALLISERA M. (2003) *La inserción de las personas con discapacidad en el trabajo ordinario. El papel de las familias*. Revista de Educación, núm. 334 (2004), pp. 99-117
- Villa, N. (2003) *Situación laboral de las personas con discapacidad en España* Revista Complutense de Educación Vol. 14 Núm. 2