

## ODISMET, Observatory on Disability and the Labour Market

Topic 5 – Who uses statistics, what do they need and how should we engage with them?

Keywords: Disability, employment, innovation, partnership, databank

### Introduction

ODISMET is an initiative promoted by the ONCE Foundation in 2014 – co-financed by the European Social Fund and with the support of the Spanish Government through the Ministry of Employment and Social Security–, which offers updated statistics on the situation of people with disabilities in Spain as regards to the labour market. It tries to comply with the existing legal framework at a national and international level, which encourage the States to collect relevant information on disability, including statistical and research data (UN Convention on the Rights of Persons with Disabilities art. 31; European Disability Strategy 2010-2020: A Renewed Commitment to a Barrier-Free Europe; Spanish Disability Strategy 2012-2020).

The aim of ODISMET is to become the main reference for the analysis of employment of people with disabilities in Spain, on the one hand as a specialized platform to help governments, disability organizations, etc. to design and implement specific action plans, policies or studies; and, on the other, as a means to raise awareness on the real situation of people with disabilities in the labour market and the inequality they face.

### Methods / Problem statement

People with disabilities have been historically facing more difficulties and barriers than other citizens to enter the labour market. Fortunately, in the last few years, fostered by international regulation and social movements, different measures and policies (public and private) have arisen to promote their labour inclusion.

However, despite the demands of the disability movement, no data was available on the real results and impact of these initiatives and, consequently, no evidence on the factors that help or hinder their access to employment. The ONCE Foundation considered that, in order to improve the implementation of labour inclusion policies and practices for people with disabilities, it was critical to be able to analyze in a transversal way the employment trends for this group and the evolution of the main indicators, taking into account different variables such as gender, age, type of disability, education, origin, etc.

For that purpose it was essential to get reliable, valid statistical data, but also an analysis framework gathering and systematizing all existing information. Solid support and partnership with public bodies, such as the Spanish Statistical Institute (ESS member) and the Ministry of Employment and Social Security, were also crucial aspects for the project's legitimization and validation.

### Results / Proposed solution

As one more way to foster the full inclusion of people with disabilities, the ONCE Foundation decided to create ODISMET, an observatory to gather, analyze and visibilize all existing statistical data at international, national and regional levels (both from public and private sources), and make it available not only to a specialized audience, but to the general public.

Target audiences include: public administrations in charge of employment policies and inclusion of people with disabilities; 3rd sector entities working in social and labour initiatives; disability movement;

professionals in the disability sector; researchers, teachers and students; the media; companies interested in hiring people with disabilities; people with disabilities themselves and their relatives. On the Observatory website ([www.odismet.es](http://www.odismet.es)) any user can access all the information available in Spain on disability and employment. The databank shows analyzed indicators both in a basic and an interactive format, thus being easily manageable by all audiences. ODISMET also includes a database on labour inclusion policies and measures, an open virtual library with related publications, newsletters, and periodical studies and reports.

A leaflet and infography have been also produced as a summary of the annual report, in order to make the main ideas and conclusions accessible to a wider audience. For this same purpose, the web portal has a AA Conformance to Web Content Accessibility Guidelines 1.0.

## Conclusions

The availability of reliable data on a friendly website helps to improve the accuracy of media articles and publications, to set comparable reference data for research studies, to provide the disability movement with verified statistics to base their claims on, to guide decision-making and policy designing and updating, to raise awareness on the actual situation of people with disabilities, and to avoid any inaction based on ignorance. ODISMET is an unprecedented initiative in Europe, a model of public-private partnership which has proven to be an invaluable source of information and analysis for all disability stakeholders.

The ONCE Foundation was created in 1988 by ONCE (Spanish Organization for the Blind) with the mission to contribute to the full social inclusion of people with disabilities, mainly through employment and universal accessibility. ONCE and ONCE Foundation have become a national and international benchmark in the disability sector, and also a stable grantmaker and employer, with about 100,000 persons with disabilities employed in the last 20 years, around 130,000 trained, and 1,800 million EUR allocated to grants and projects.

With the help of the disability movement (part of its Board of Trustees), the collaboration of administrations, companies, universities and institutions, and the support of the European Social Fund, the ONCE Foundation works to achieve a more inclusive society with equal rights and opportunities for people with disabilities.