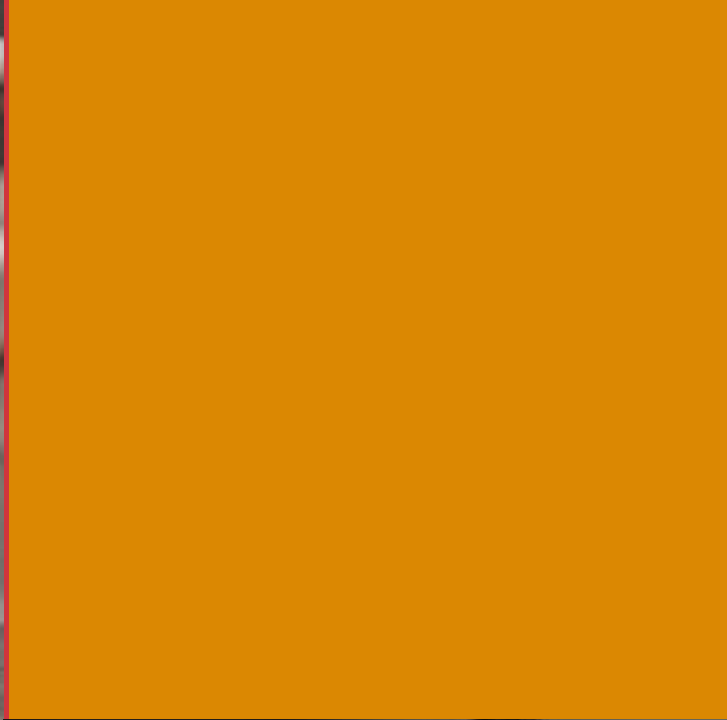


A decorative graphic on the left side of the slide consists of a 3x3 grid of colored squares. The top row contains yellow, orange, and red squares. The middle row contains red, blue, and orange squares. The bottom row contains pink, orange, and yellow squares. The rest of the slide background is a solid red color.

Italy – Social cooperatives for persons with disabilities

Giorgia Sordoni
05/11/2025 Warsaw



Whats?

- ✓ THE HISTORY
- ✓ POLICIES AND RIGHTS
- ✓ EMPLOYMENT STATISTICS
- ✓ CURRENT PROSPECT
- ✓ THE FUTURE?

History

ITALIAN CONSTITUTION

Art. 1. Italy is a democratic Republic, founded on work

FRAMEWORK LAW 104/1992 guarantees:

"the right to education, ...of all types and levels, and in universities"

European Disability Strategy 2021-2030

LAW 62/2024



Law 517/1977
ABOLISHES differential classes

In Italy, the right to work is enshrined not only in the Constitution but also in **Law 68/99**, which applies to persons with disabilities.

With Law 18 of 2009, Italy acceded to the **UN Convention on the Rights of Persons with Disabilities**.

EMPLOYMENT STATISTIC

People with disabilities (ages 15–64):

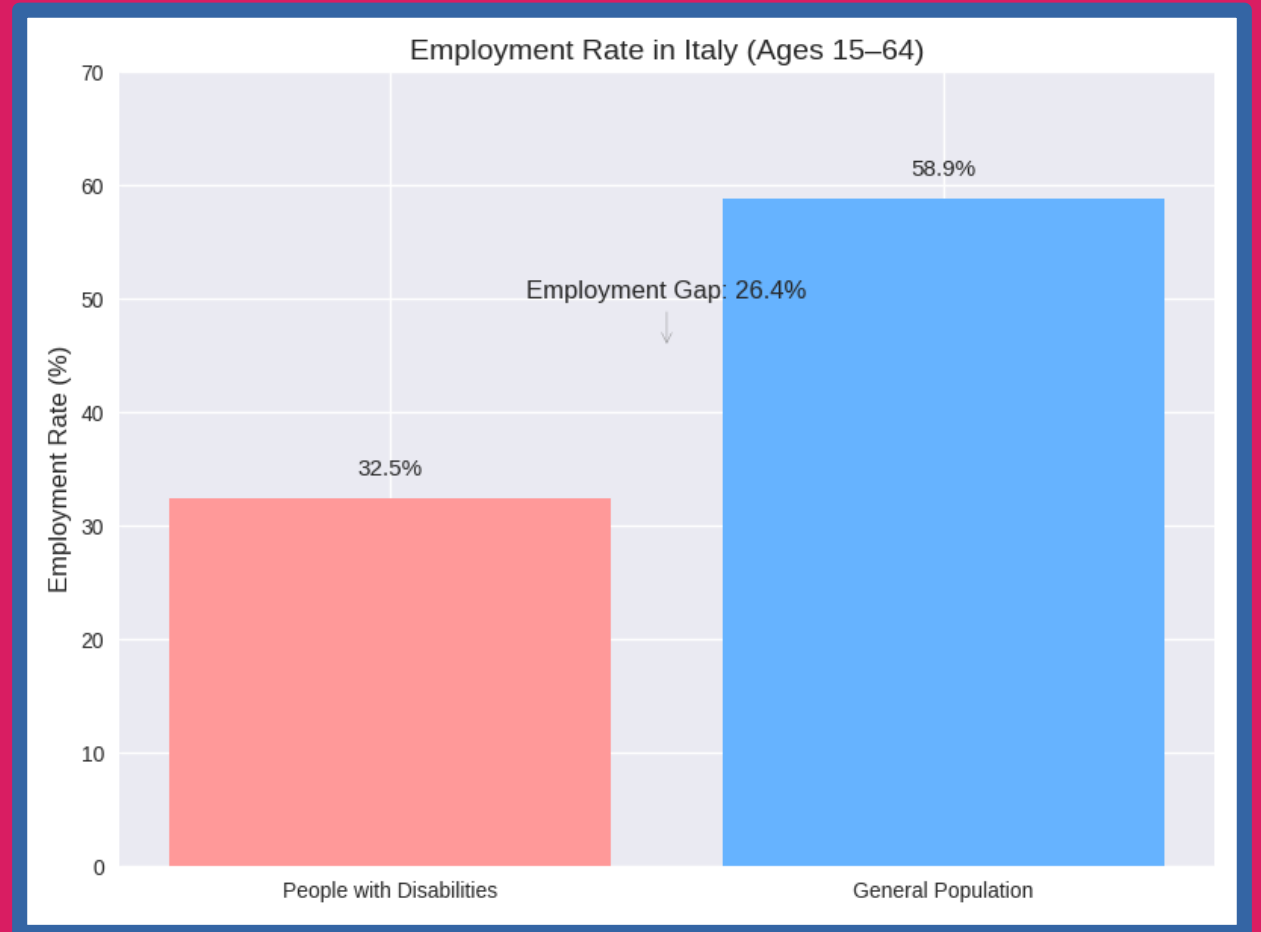
Only 32.5% are employed

General population (ages 15–64)

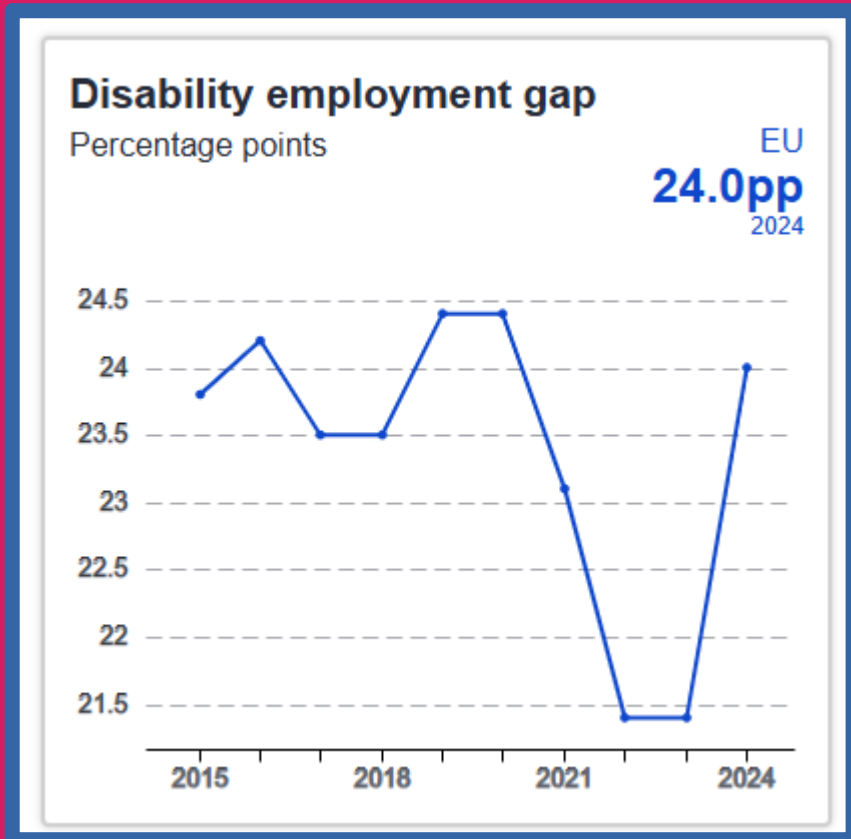
58.9% employment rate

For people with **mild disabilities**, the employment rate **risers to 57%**, which is still below the national average

This reveals a stark employment **gap of 26.4 percentage points**



Economic disparity: The average annual salary for a person with a disability is approximately €18,000, which is **12% lower than that of workers without disabilities.**



SOCIAL SCOREBOARD: disability employment gap

One third of young people with disabilities in Italy are neither in education nor employment

The early school leaving rate among people with disabilities is very high and their tertiary education attainment is among the lowest

Employment Barriers for People with Disabilities in Italy

Cultural Biases and Stereotypes and Underrepresentation in Qualified Roles

Employer Attitudes

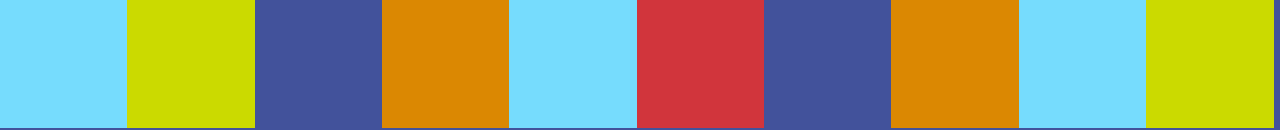
Discriminatory Practices
NO-Reasonable accommodation

CURRENT PROSPECT

Four different forms of regulatory intervention:

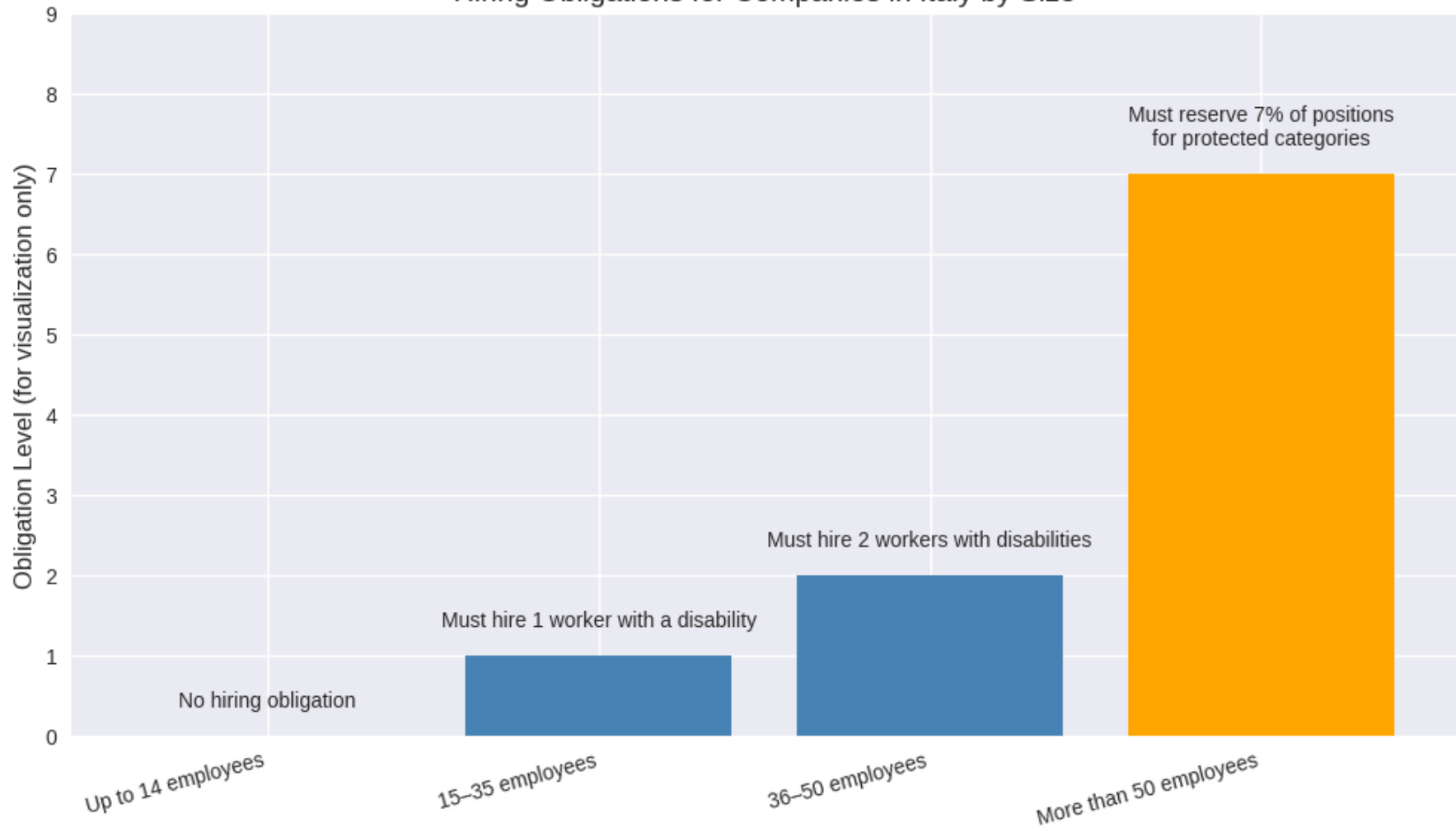
- 1) obligatory placement;
- 2) targeted placement;
- 3) the “Biagi Law”;
- 4) **social cooperatives;**





PUBLIC AND PRIVATE EMPLOYERS

Hiring Obligations for Companies in Italy by Size



obligatory placement



targeted placement

A set of technical and support tools designed to assess the work abilities of people with disabilities and match them to suitable roles.

It includes:

- **job analysis**
- **support measures**
- **positive actions**
- **solutions to challenges related to workplace environments**
- **tools and interpersonal relationships**



Promotion at work is a necessary condition for the affirmation of one's identity. (A.Fontana)

“The Biagi law”

company with
more than 15
employees

but if...

NO PwD

sanction

The company entrusts a ‘work order’ to a type B social cooperative, with a value equivalent to the labour cost of the disabled person to be hired.

The disabled person is hired by the social cooperative, which is the employer, but the worker is counted by the company in the mandatory quota for the entire duration of the work order entrusted.

 **Tetra Pak**[®]
PROTEGGE LA BONTÀ



COOPATTIVA
Valore che unisce dal 1984



“Social cooperatives in Italy have a capacity for job placement that is 25 times higher than the rest of the economic system.”

social cooperatives



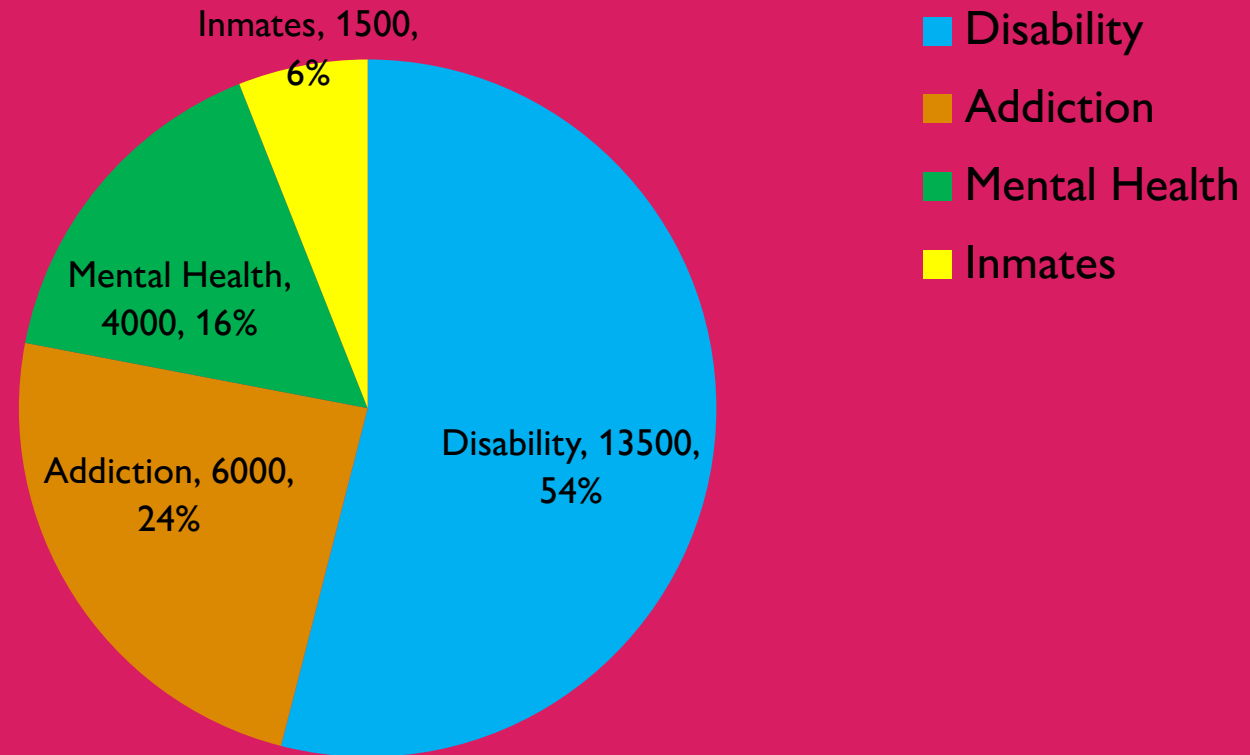
B
(WISE)

A+B

A
(SOCIAL
WISE)

Distribution of Disadvantaged Workers in WISE

Number of People



Tot. Italy WISE: *n.* 5.300

Type B cooperatives (WISE) employ 47,195 people (~18.8%)

Mixed cooperatives (A + B) employ 45,437 people (~18.1%)

Of the total number of employees, 18,500 are disadvantaged individuals:
10,500 people with disabilities



Features



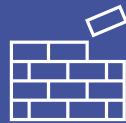
Multistakeholder governance model with an important role played by volunteers



Law 381/1991 requires at least 30% of workers to be disadvantaged and grants fiscal and administrative benefits.



Mainly active in the public market, with lower competitiveness in the private sector



Operate in both traditional and innovative sectors, combining economic and social goals.



Historical experience in inclusion



From supplier to strategic partner and consultant for disability issues in the workplace



Social cooperatives as key players in launching the social economy network

Transition from passive policies to active labor market and social inclusion policies



Place and Train model



THE SOCIAL ECONOMY



1

Intake of the disadvantaged person

2

Preliminary assessment of skills and work abilities

3

Onboarding and development of a personalized work inclusion plan

4

Training for disadvantaged persons and their non-disabled colleagues

5

Monitoring of project objectives and outcomes

6

Final evaluation and closure of the work inclusion project

The Six Stages of the Inclusion Process



TRANSITION OF DISABLED WORKERS FROM THE WISE TO THE PRIVATE COMPANY

- skills assessment and potential evaluation;
- guidance and, where necessary, job training;
- search for a private company willing to hire;
- initial support in the workplace;
- consultancy for the company.

Story



CHICCHIAMO



Story






Abili al Posto Giusto

Risorse per l'impresa e orientamento al lavoro di persone svantaggiate

PER GLI IMPRENDITORI E RESPONSABILI DELLE RISORSE UMANE

PER ENTI PUBBLICI E CHI SI OCCUPA DI SERVIZI AL LAVORO



"Work inclusion cooperatives in Italy have remained closer to the market, emphasising the typical organisational model of cooperation characterised by democratic participation and the benefits that derive from it. At this moment, therefore, social cooperation finds itself at a crossroads between conforming to the methods of public administration and recovering the originality of the prerogatives that allowed it to emerge in the first place."

Stefano Granata

Future

1. Promote Decent Work and Active Participation

Goal 8 – Decent Work and Economic Growth

- Provide personalized vocational training based on individual abilities and aspirations.
- Ensure accessible, safe, and motivating workplaces for people with disabilities.
- Develop transition pathways to the open labor market with continuous mentoring.
- Support professional growth within cooperatives, beyond an assistential logic.

2. Innovate Social Enterprise Models for Autonomy and Inclusion

Goal 9 – Industry, Innovation, and Inclusive Infrastructure

- Introduce assistive and digital technologies to enhance autonomy and productivity.
- Design inclusive work processes that value diverse skills and capacities.
- Invest in social-impact sectors (green economy, urban maintenance, social agriculture).

3. Build Inclusive and Sustainable Communities

Goal 10 – Reduced Inequalities

- Strengthen local networks between cooperatives, public authorities, and enterprises.
- Raise awareness about the social and economic value of work inclusion.
- Promote community-based welfare projects supporting independent living.

THANKS!
DZIĘKUJĘ
ДЯКУЮ!
ГРАЦЕ !
GRAZIE!

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