**Resolution HRC43/7 of 18 March “The right to work”**

Portugal recognizes the importance of the autonomy of persons with disabilities and has been implementing public policies and promoting actions that lead to greater autonomy and self-determination for persons with disabilities, so that it can equally contribute to society and fully enjoy all their human rights.

Although specific issues relating to persons with disabilities are included in public policies, it is necessary to develop specific plans and goals. In this sense, Portugal considers that the reinforcement of public policy measures, namely in the field of education, vocational training and employment support, is decisive to improve the employability of persons with disabilities, making the employment public service completely available, with all the support and adaptations they need.

Several measures have been taken to allow a better insertion in the labor market by persons with disabilities, among them, the implementation of Decree-Law no. 29/2001, of February 3 and the Law no. 4/2019, of 10 January that establish quota regimes in the labor insertion of persons with disabilities with a degree of disability equal to or greater than 60%, both in the private and public sectors. Data from the Observatory of Disability and Human Rights confirm that in 2019, in the Public Administration, 2.66% of workers were persons with disabilities, registering a growth of 5.7% compared to 2018.

The Institute of Employment and Professional Training (IEFP) is responsible for promoting various initiatives that encourage a better insertion of persons with disabilities in the labor market. Among them, we can name:

**Internships for Persons with Disabilities and Disability** which consists in the development of activities in the labor context by persons with disabilities, registered as unemployed in the public employment service, in order to assess the conditions for exercising a professional activity. The internships have had more and more participants, increasing from 19 (2016) to 1154 in 2019;

**Adaptation of Workstations and Elimination of Architectural Barriers** through the granting of financial support to employers who need to adapt the equipment or workstation to the functional difficulties of the worker with disabilities, as well as eliminate physical obstacles that prevent or block access of the worker to the workplace or their mobility within the premises;

**Employment-Insertion Contract for Persons with Disabilities** which aims to promote and support the transition to the labor market through the participation of persons with disabilities in socially useful activities with a view to strengthening their relational and personal skills, valuing the self-esteem, as well as encouraging work habits. These activities have a maximum period of 12 months.

**Protected Employment** which consists of the exercise of professional activity by persons with disabilities and reduced work capacity in specific productive structures in the primary, secondary or tertiary sectors and called protected employment centers (CEP).

The **Occupational Activity Centers** aim to promote the self-esteem and social integration of persons with disabilities allowing them to develop their skills, as well as to facilitate the possible transition to integration in socio-professional programs. The activities can be developed in the occupational activity centres, in other institutions of the community or even in the home of the citizen in question, however, they must be organized accordingly to the individual needs of the user. In addition, users can have access to financial support for the tasks performed, promoting the autonomy and active participation of persons with disabilities.

In addition to the implementation of measures and actions, Portugal has given priority to expenses incurred within specific professional rehabilitation measures for persons with disabilities, confirming a positive evolution with spending from 68.1% in 2016 to 95% in 2019.

In 2018, 58.4% of Portuguese with disabilities were working, which is above the average recorded in the European Union countries (50.8%). However, the pandemic has already exacerbated situations of social and economic vulnerability. Since 2016, the levels of professional and school integration of persons with disabilities had been increasing, but with the pandemic of COVID-19 the numbers went back to those of 2016. The number of unemployed persons with disabilities was 13.188 in 2016, increasing to 12.911 in 2017, to 12.135 in 2018 and 12.027 in 2019. However, in June 2020 the IEFP registered 13.270 unemployed persons with disabilities, that indicates a 10% increase in the first half of 2020 compared to the global data of 2019.