



Risk Factors Associated with the Professional Performance of Civil Servants with Impairment

Belén Rando & Cláudia Anjos

National Institute of Administration (Portugal)



equipa multidisciplinar de
investigação e consultoria

✘ Não é possível apresentar a imagem. O computador pode não ter memória suficiente para abrir a imagem ou a imagem pode ter sido danificada. Reinicie o computador e, em seguida, abra o ficheiro novamente. Se o x vermelho continuar a aparecer, poderá ter de eliminar a imagem e inseri-la novamente.

POLICY OF HEALTH AND SAFETY AT WORK



WHAT IS AN IMPAIRMENT?

ICF (WHO, 2001):

IMPAIRMENTS ARE PROBLEMS IN BODY FUNCTION (INCLUDING PSYCHOLOGICAL FUNCTIONS) OR BODY STRUCTURE SUCH AS A SIGNIFICANT DEVIATION OR LOSS.

POLICY OF PEOPLE WITH IMPAIRMENT

UNO

- R99 – vocational rehabilitation of the disabled, Recommendation (1955)
- International Year of Disabled Persons (1981)
- R168 – Vocational Rehabilitation and Employment, Recommendation (1983)
- C159 Vocational Rehabilitation and Employment, Convention (1983)
- Resolution 45/91 – “Society for All” (1990)
- Resolution 48/96 - Standard Rules on the Equalization of Opportunities for Persons with Disabilities (1993)
- World Summit on the Information Society (2002)

POLICY OF PEOPLE WITH IMPAIRMENT

EUROPE

- Turim Treaty or European Social Charter (1961)
- Recommendation R(92)6 – Coherent Policy for People with Disabilities
- Communication COM(96)406 final - Equality of Opportunity for People with Disabilities
- Directive 2000/78/EEC – Equality in employment and professional activity
- ResAP (2001)3 – Full Citizenship of People with Disabilities Through Inclusive Technologies
- Resolution 2003/C 39/03 – improving eAccessibility for people with disabilities
- *eEurope 2002 e eEurope 2005*
- European Year of People with Disabilities (2003)
- Equal opportunities for people with disabilities: an European action plan (2004-2010)
- European Year of Equal Opportunities for All (2007)

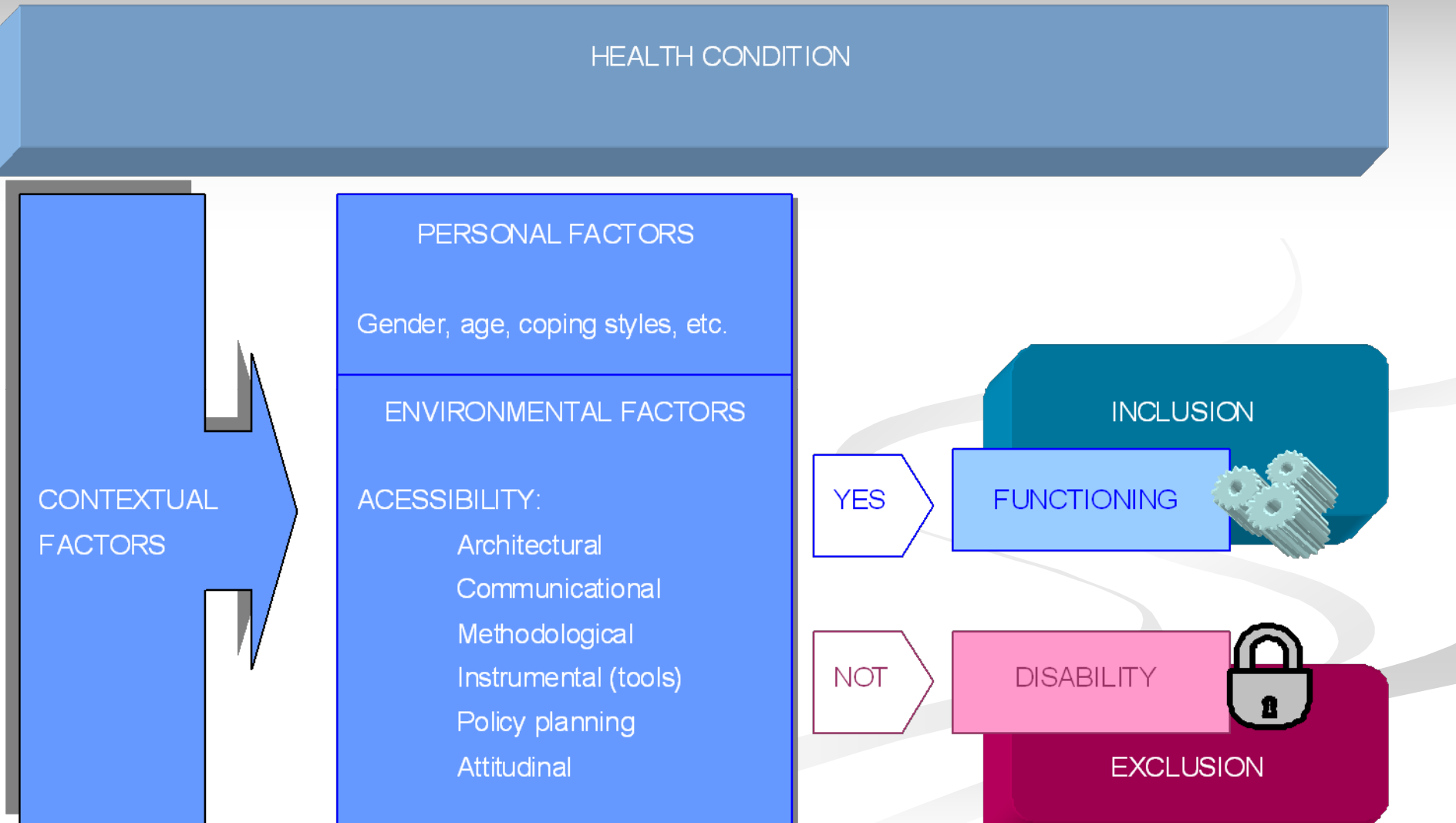
POLICY OF PEOPLE WITH IMPAIRMENT

PORTUGAL

- Constitution of the Portuguese Republic (1976)
- Act 9/89 – Law on Prevention, Rehabilitation and Integration of People with Disabilities
- Resolution 6/98 – Green Book of the Information Society
- Resolution 96/99 - National Initiative for Citizens with Special Needs in the IS
- Law 99/2003 – Labour Code
- Resolution 109/2003 – National Initiative for the Broadband
- Decree Law 163/2006 - accessibility to buildings and public via
- Resolution 120/2006 – Action Plan for Integration of People with Impairment or Disability
- Law 46/2006 – prohibition and punishment of discrimination
- Resolution 9/2007 – National Plan for accessibility

THEORETICAL MODEL

BIOPSYCHOSOCIAL MODEL ICF (WHO, 2001); SOCIAL INCLUSION MODEL (WERNECK, 2005)



OBJECTIVE

GENERAL

```
graph TD; A([GENERAL]) --> B[To know labour conditions of civil servants with impairment who work in the Portuguese Central Public Administration]; B --> C([SPECIFIC]); C --> D[To know risk factors associated with their professional performance];
```

To know labour conditions of civil servants with impairment who work in the Portuguese Central Public Administration

SPECIFIC

To know risk factors associated with their professional performance

METHOD

PARTICIPANTS (n= 980 civil servants)

- 94.6% >6 years in Public Administration
- 74.5% with impairment after joining to Public Administration
- More frequent: Musculoskeletal impairment, cancer & visual impairment
- 33.4% two or more impairments
- 7.9% work accident

METHOD

PARTICIPANTS (n= 980 civil servants)

- 54% women; 46% men
- 41.6% aged 35 to 50; 48.5% aged 51 to 64 (M= 50,77; SD= 8,57)
- 30.5% Univ. degree; 21.9% Primary Educ.; 18.4% Secondary Educ.
- 23.1% Administrative Career; 17.6% Security Forces; 16.7% Auxiliary Career
- 39% Ministry of Health; 18.1% Ministry of the Interior

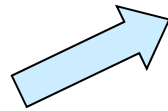
METHOD

INSTRUMENT

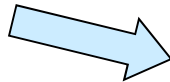
Questionnaire (38 questions; mainly multiple-choice)

- Impairment Profile

- Occupational Context



Socio-professional factors



Environmental factors

METHOD

PROCEDURE

Delivered to 204 ministerial organizations (5th June-31st August)

Electronic



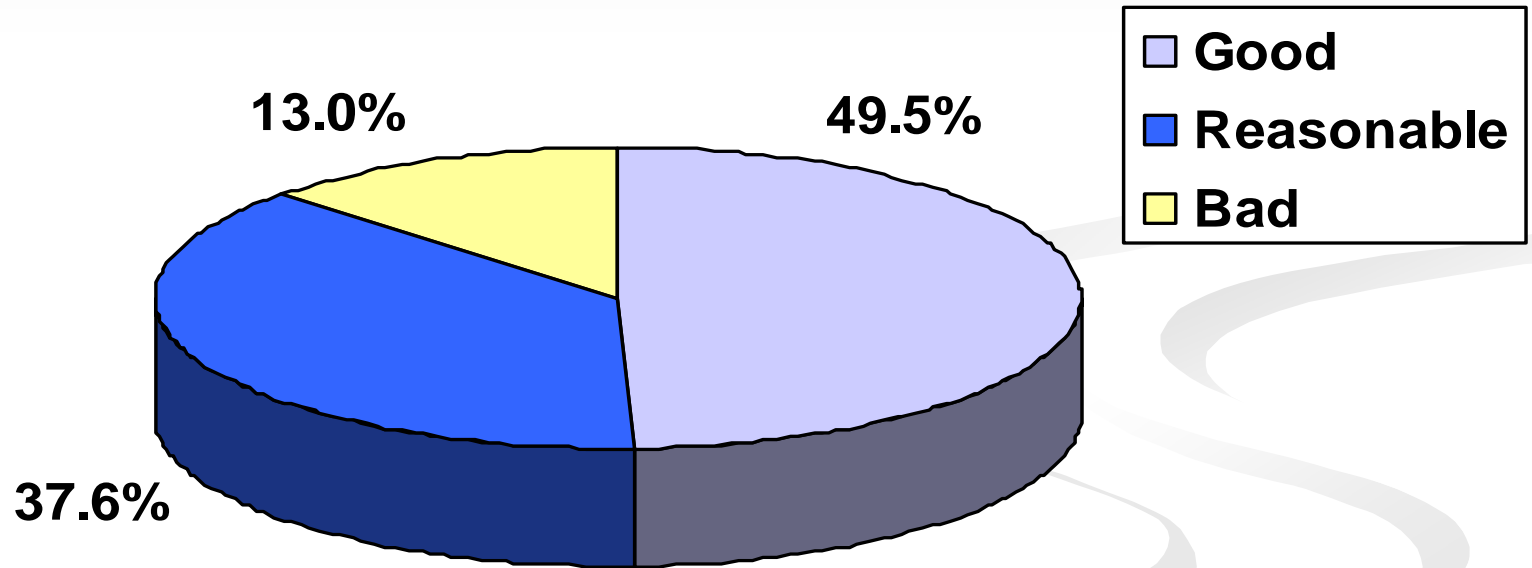
Paper

Braille
alphabet



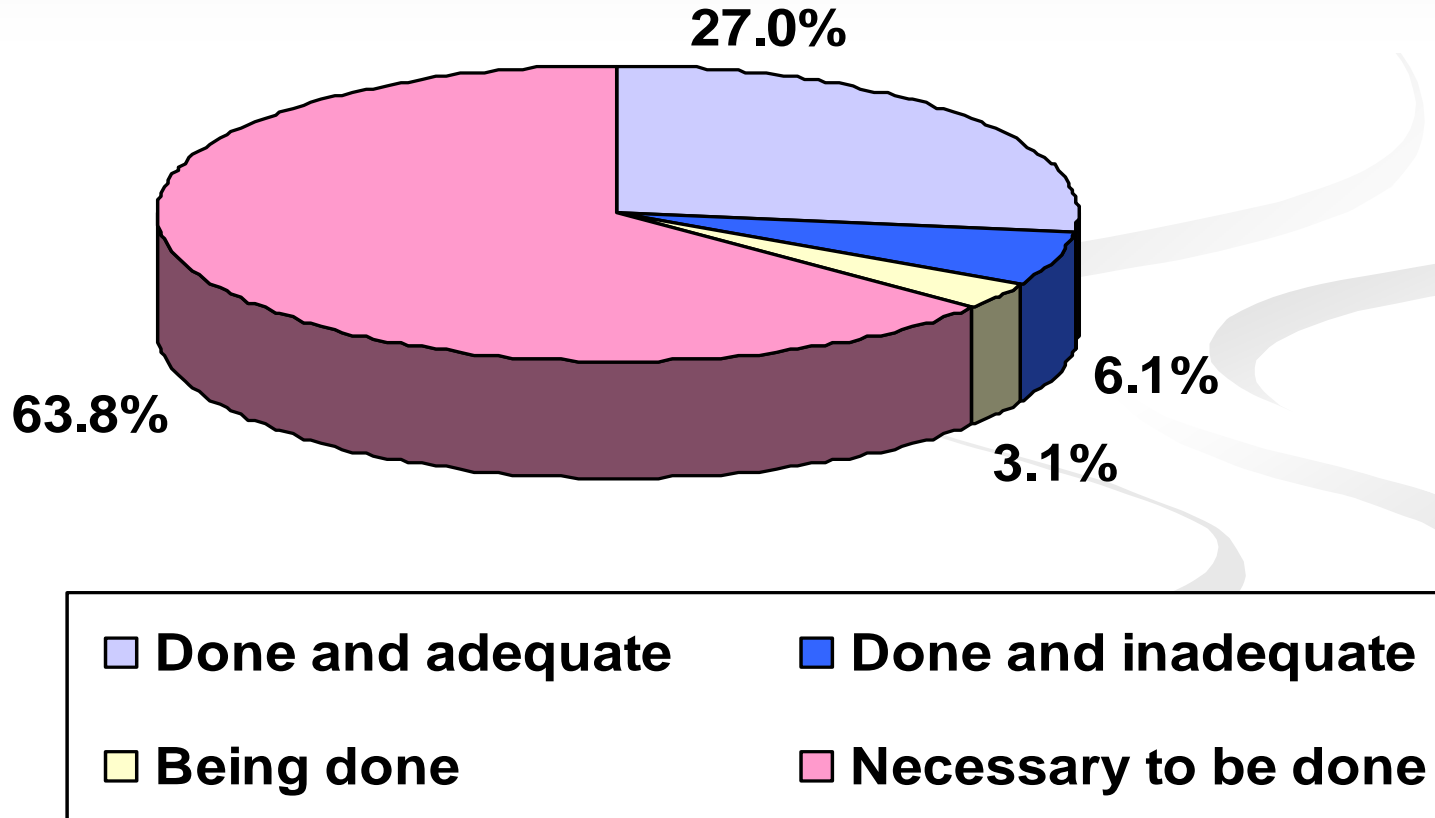
RESULTS

WORKPLACE ACCESSIBILITY: ENTRANCE & SPACES



RESULTS

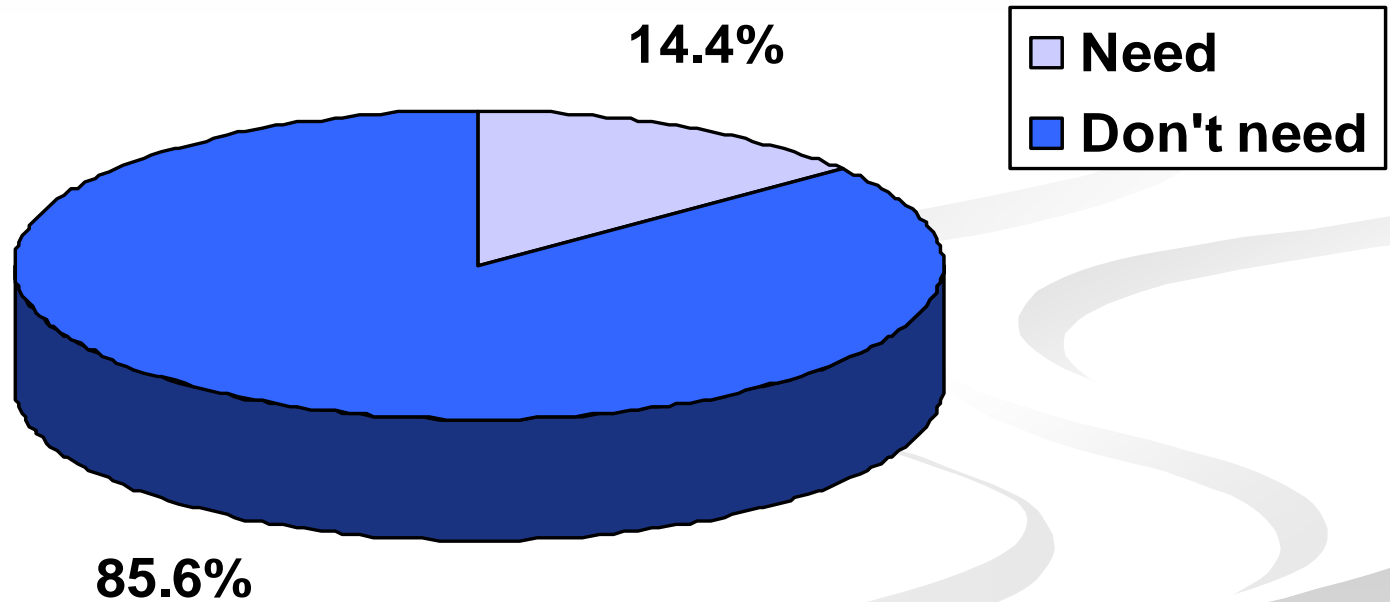
WORKPLACE ACCESSIBILITY: OWN SPACE



RESULTS

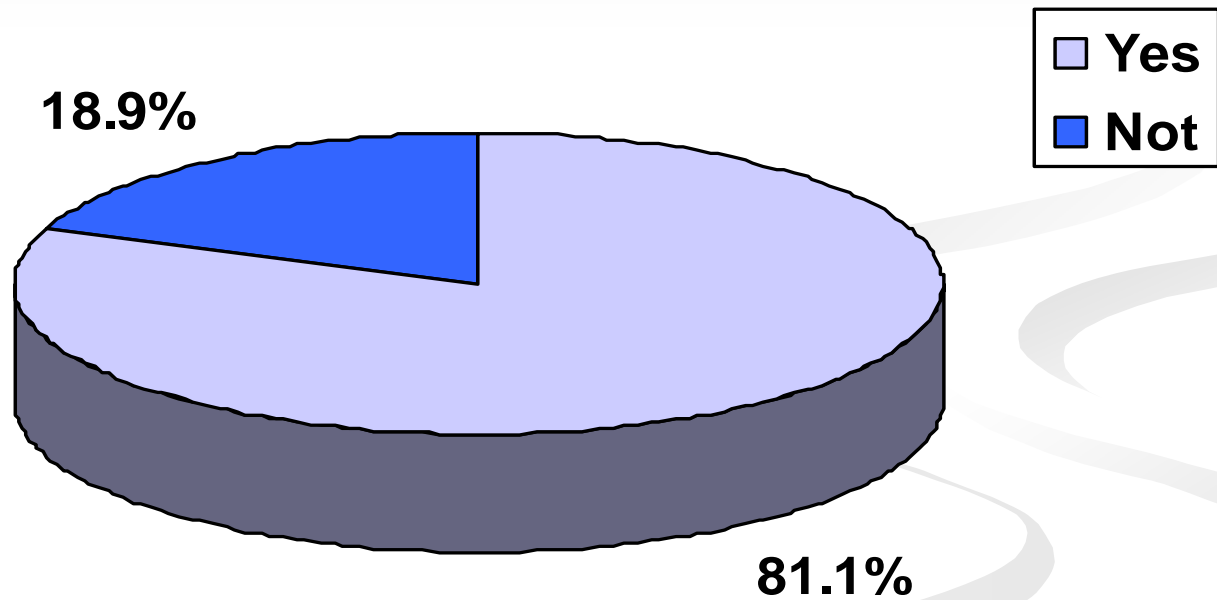
COMPUTER

20% haven't a computer



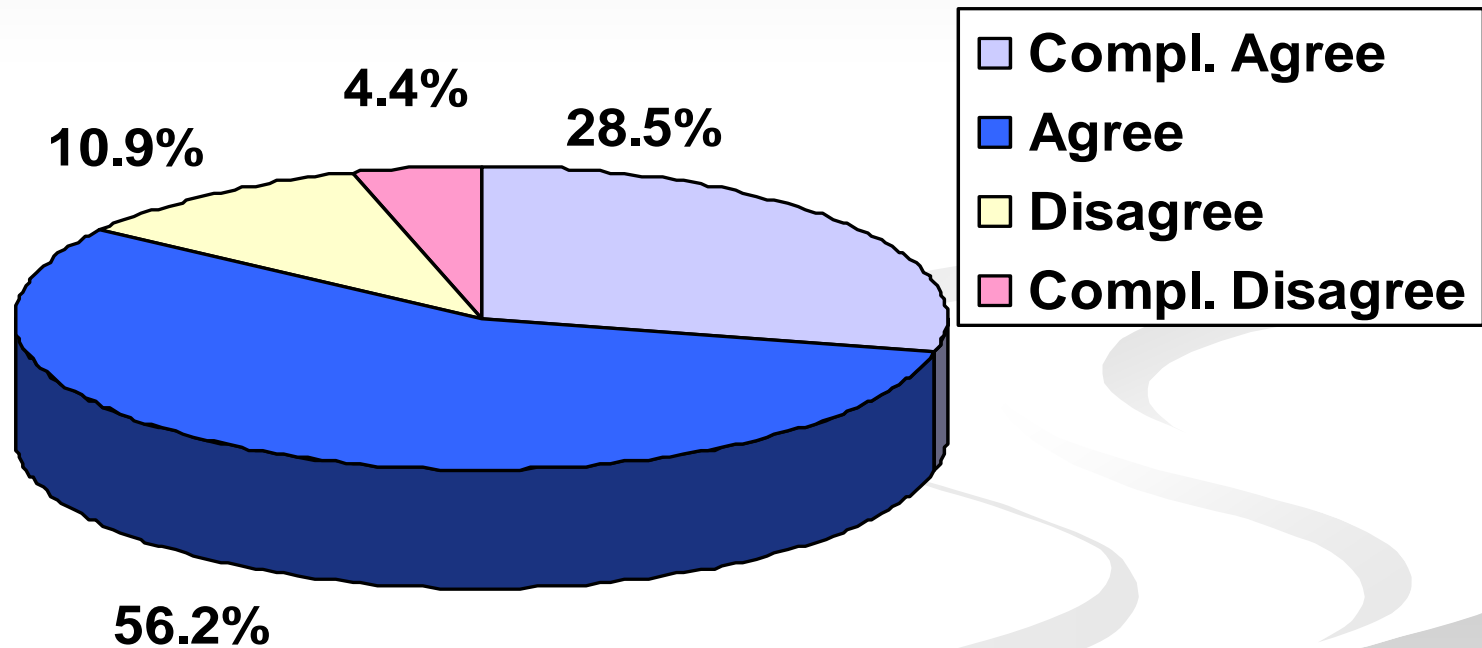
RESULTS

INTERNET ACCESS



RESULTS

SOFTWARE ACCESSIBILITY



RESULTS

ASSISTIVE TECHNOLOGIES

It's necessary	Don't Have	Career
Notepad (n=11)	64.0%	Auxiliary
Braille Line (n=18)	39.0%	Auxiliary
MG/MG TV (n=17)	71.0%	Executive Officer
Speech Synthesizer (n=31)	45.0%	Auxiliary
Large Monitor (n=22)	73.0%	Administrative
Enlargement Software (n=19)	79.0%	Administrative

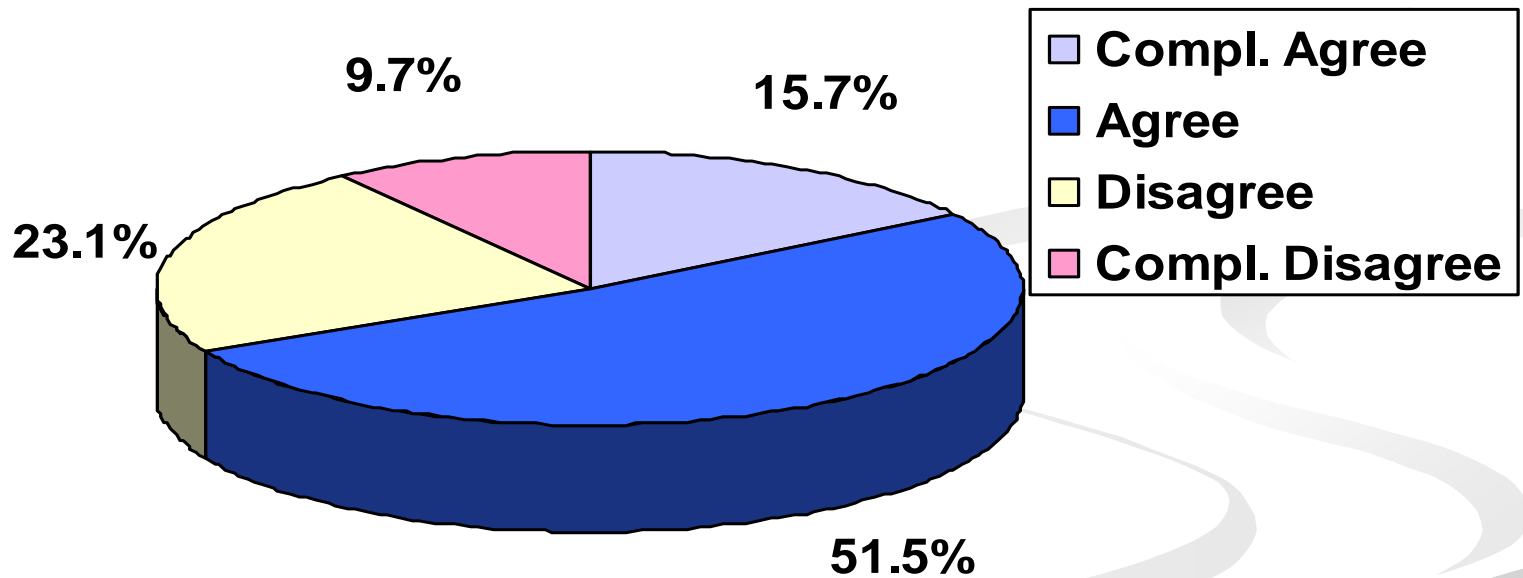
RESULTS

PERCEPTIONS ABOUT COWORKERS AND MANAGER

COWORKERS	Valid %	MANAGER	Valid %
Valued	42.7	Valued	43.4
Neither valued, nor devalued	42.9	Neither valued, nor devalued	43.1
Devalued	4.0	Devalued	3.4
Don't know	10.4	Don't know	10.1
Total valid	100.0	Total valid	100.0

RESULTS

PERCEPTIONS ABOUT COWORKERS AND MANAGER: AWARENESS

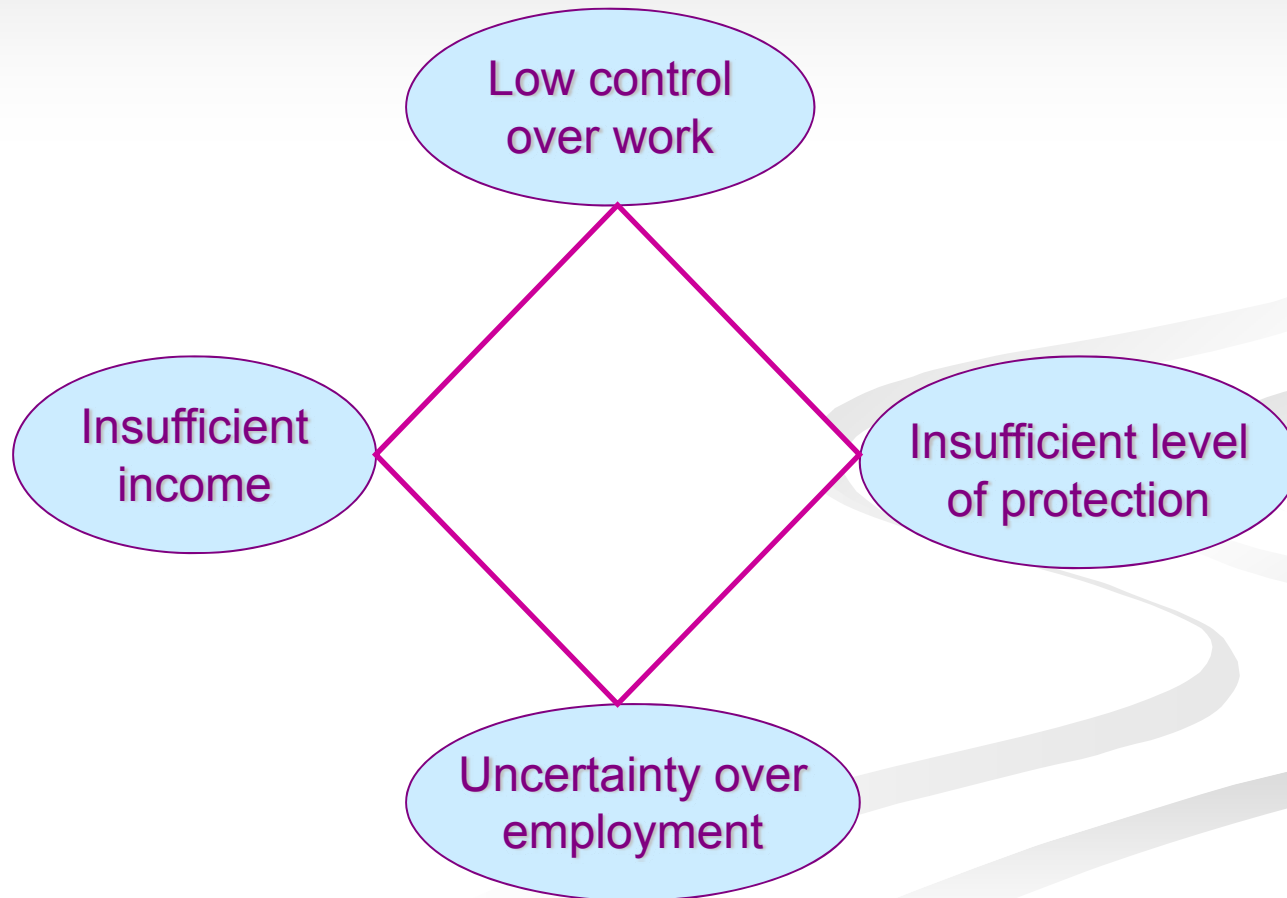


DISCUSSION

1. Inadequate working conditions
2. Insufficient awareness
3. Direct and indirect discrimination
4. Assessment by objectives?
5. Restructuring Programme of Central Administration (PRACE)
6. Minimum salary = 410€; only Executive Officer \geq 1200€

DISCUSSION

DIMENSIONS OF PRECARIOUS WORK (Rodgers & Rodgers, 1989):





THANKS

Contacts

belen.rando@ina.pt

claudia.anjos@ina.pt



equipa multidisciplinar de
investigação e consultoria