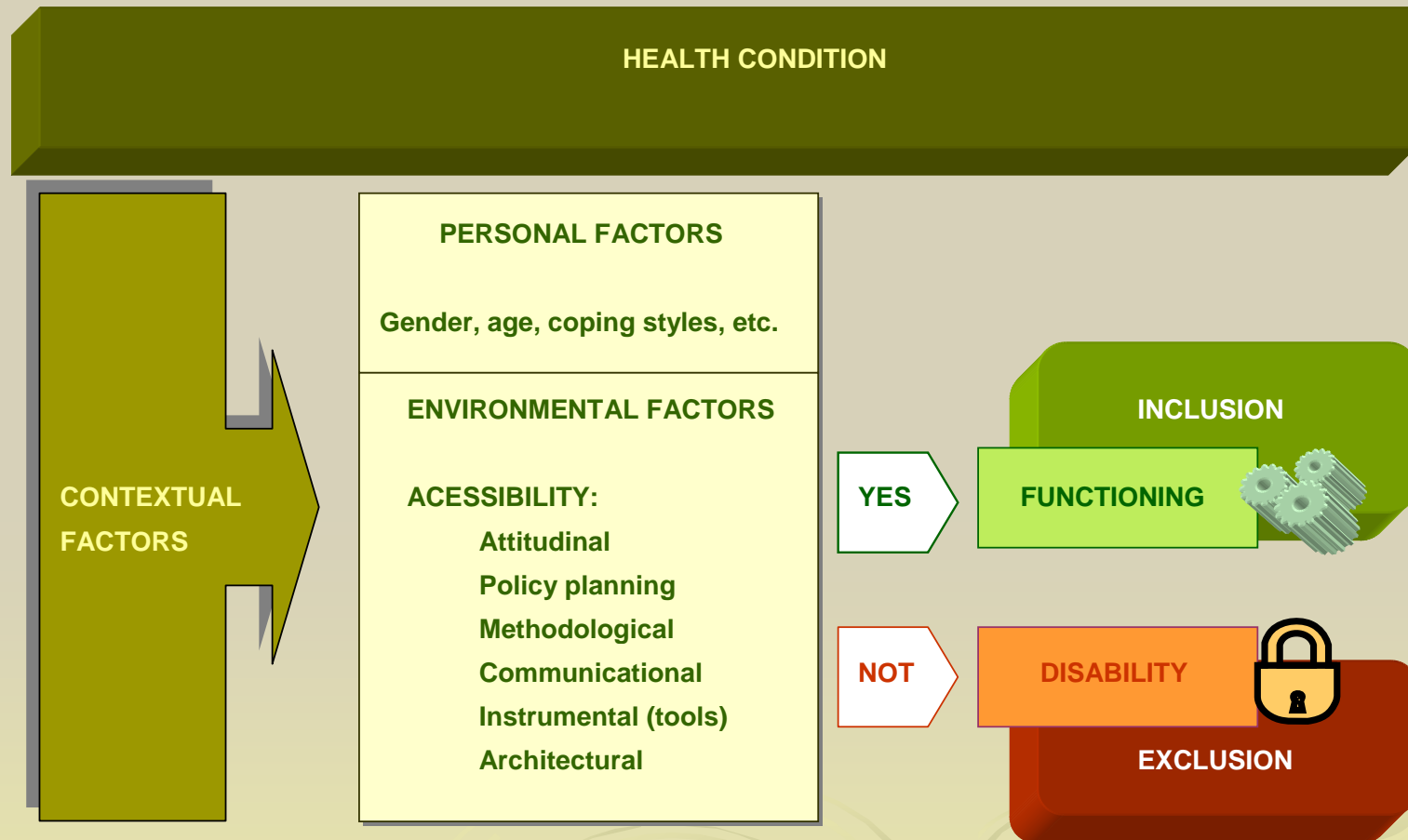# Accessibility in Portuguese Central Public Administration: Managers' Point of View

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THEORETICAL MODEL

Biopsychosocial Model in ICF (WHO, 2001); Social Inclusion Model (Werneck,2005)

HEALTH CONDITION

CONTEXTUAL FACTORS

PERSONAL FACTORS

Gender, age, coping styles, etc.

ENVIRONMENTAL FACTORS

ACESSIBILITY:
- Attitudinal
- Policy planning
- Methodological
- Communicational
- Instrumental (tools)
- Architectural

YES → **FUNCTIONING** — **INCLUSION**

NOT → **DISABILITY** — **EXCLUSION**

2

OBJECTIVE

GENERAL

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

SPECIFIC

To know managers' point of view

3

METHOD

1. PARTICIPANTS

2. INSTRUMENT

3. PROCEDURE

1.PARTICIPANTS

- N= 518 managers

- 41.4% Ministery of Health, 12.2% Ministery of Justice, 12% Ministery of the Interior

- 50.7% Men; 49.3% Women

- 40.7% aged 35 to 50; 53.4% aged 51 to 64 (M= 51.03; SD= 8.44)

- 19% Top Management; 57.1% Middle Management;

- Time as a manager: 45.5% 1 to 6 years; 41.1% > 6 years

- 7.4% of the managers have any type impairment

Questionnaire (21 questions; mainly multiple-choice)

- Workers' type of impairment

Socio-professional factors

- Occupational Context

Environmental factors

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

Electronic

Paper

Braille alphabet

RESULTS

1. ATTITUDINAL ACCESSIBILITY

2. ACCESSIBILITY IN POLICY PLANNING

3. INSTRUMENTAL ACCESSIBILITY

4. ARCHITECTURAL ACCESSIBILITY

1.ATTITUDINAL ACCESSIBILITY

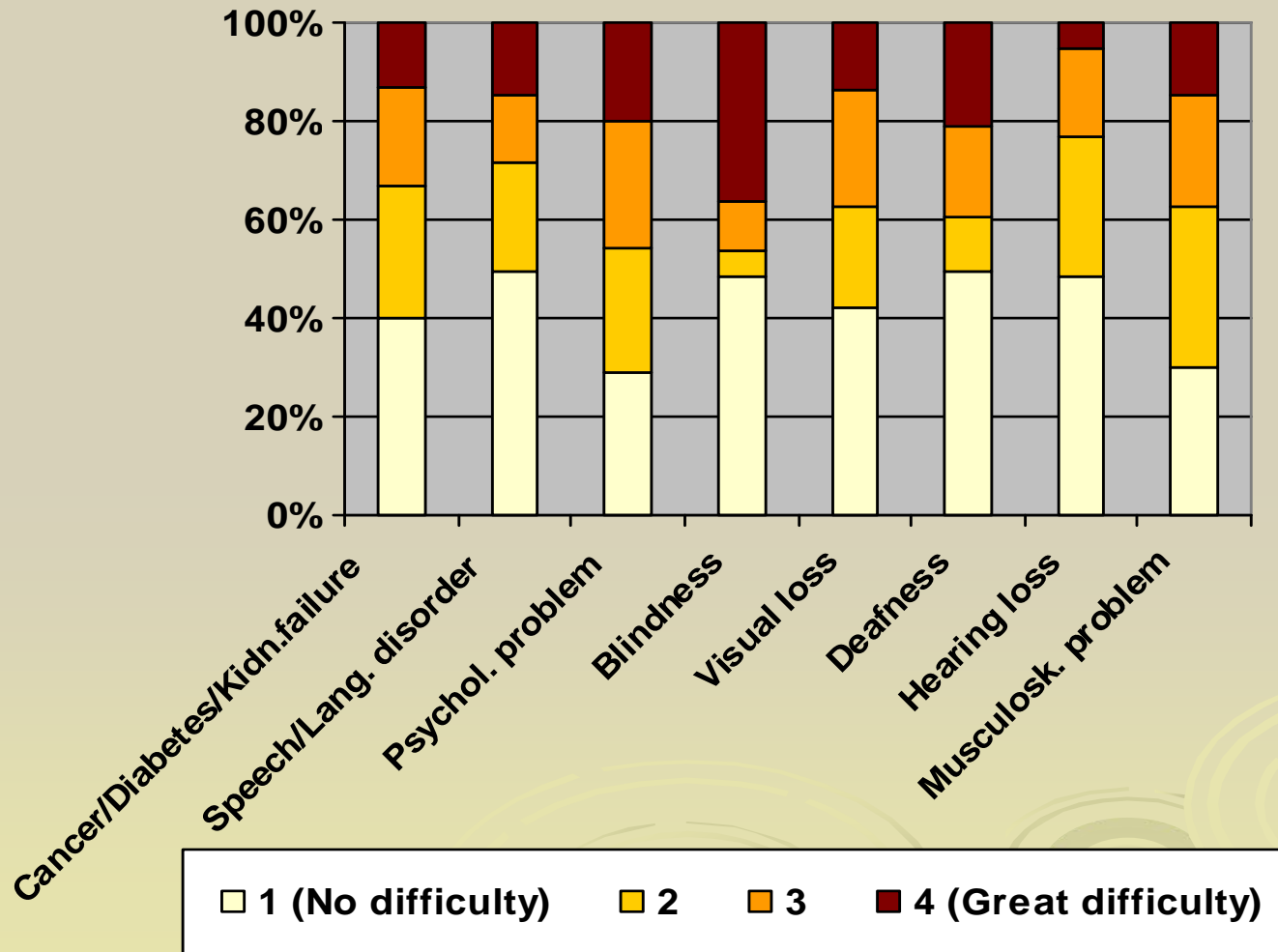According to your experience, say if you agree our disagree with the following statements:

Opinions		Agree/ C. Agree (%)	Disagree/ C. Disagree (%)	Total valid (%)
ICT	ICT increase workers efficiency	99.2	0.8	100
	ICT increase job opportunities	97.8	2.2	100
	ICT reduce functioning limitations	96.5	3.5	100
	ICT can help to progress in the professional career	98.1	1.9	100
Workers	Workers without impairment are aware of the situation of colleagues with special needs	79.4	**20.6**	100

In your opinion, any type of impairment lead to difficulties in performing duties?

1.ATTITUDINAL ACCESSIBILITY

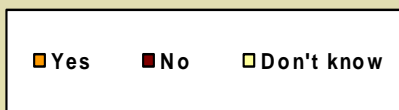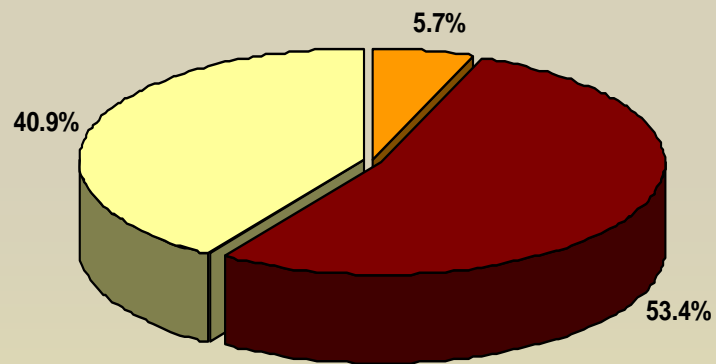Does any of the following impairments make difficult teamwork?

Opinions	Yes (%)	No (%)	Total valid (%)
Musculoskeletal problems	12.4	87.6	100
Hearing loss	**22.6**	77.4	100
Deafness	**31.8**	68.2	100
Visual loss	11.5	88.5	100
Blindness	7.1	92.9	100
Psychological problems	**29.1**	70.9	100
Cancer/Diabetes/Kidney failure	5.2	94.8	100
Speech/language disorder	10.5	89.5	100

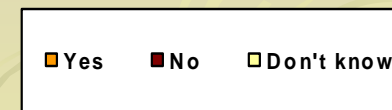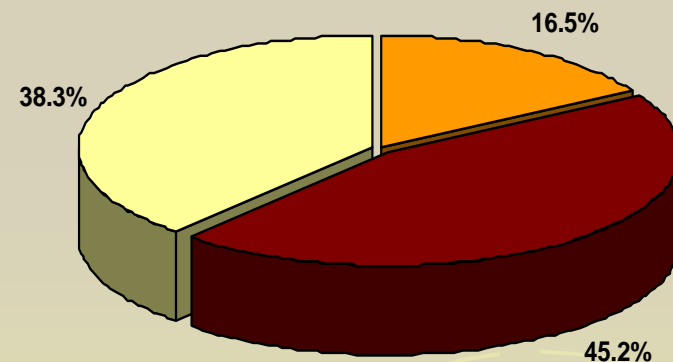# RESULTS   2.ACCESSIBILITY IN POLICY PLANNING

Is there any decision, norm, programme or plan in your Department/ Institution in way of…

…acquiring **software accessible** for people with impairment?

5.7%

40.9%

53.4%

Yes   No   Don't know

…making own information **accessible** for people with impairment in **Internet/ Intranet**?

16.5%

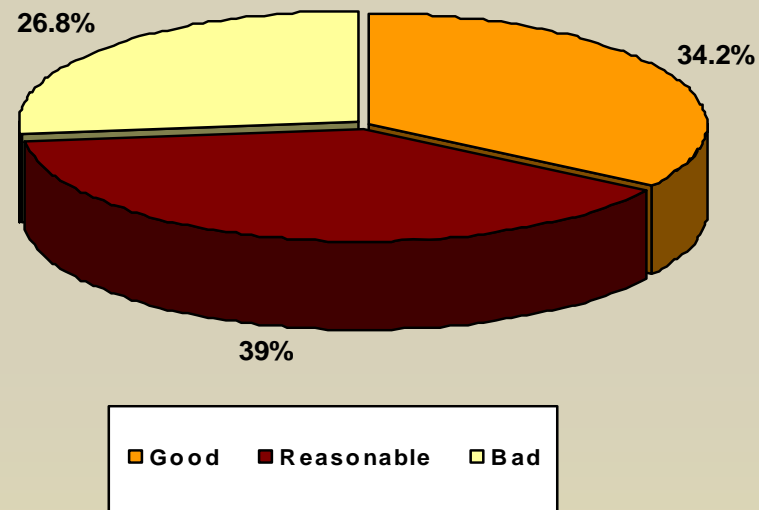38.3%

45.2%

Yes   No   Don't know

What kind of assistive technologies has been requested by any worker with impairment?

Assistive technology requested	N managers	Provided	Not Provided
Head Pointer	1	1	0
Braille Typewriter	7	5	2
Braille/audio Notepad	5	3	**2**
Speech Synthesizer	9	5	**4**
Large Monitor	9	6	3
Enlargement Software	5	4	1
Braille Line	5	3	**2**
Braille Printer	5	2	**2**
TV Magnifying Glasses	3	3	0
Another	6	4	2

4.ARCHITECTURAL ACCESSIBILITY

Accessibility in entrances and all spaces in your workplace is:

26.8%

34.2%

39%

Good   Reasonable   Bad

CONCLUSIONS

⇨ Results show a lack of accessibility at different levels in Portuguese Central Public Administration

⇨ Action must be taken in order to remove barriers and ensure equal opportunities to civil servants with impairment

THANKS

Contacts

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