

Spain



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Place of action:

**A multi-national company:  
Technology & Security  
developments**

Storyteller:

**Antonio Ramírez,  
owner of the company**

Synopsis:

**Employees with back  
impairments, and low arm  
or leg mobility, work in  
different disciplines**

# A place where everyone fits!

## The human factor

"For us, hiring people with disabilities is part of 'the heart' of our organisation. All in all, the factor that encouraged the hiring of people with disabilities was the human factor."

## Useful and pragmatic

"We are specialised in the development of special vehicles and made-to-measure pieces, on the sectors of security, armed forces, etc. We cooperate with a social economy corporation, an employment centre, specialised in the study of solutions for the business needs, through the integration of professional services. They support us in our recruitment processes for hiring people with disabilities. Together we outline job profiles and adapt them to the job vacancies in our company. Then, they train the jobseekers with a disability in the work tasks that need to be carried out. This is what they do for all companies. It is useful, pragmatic and it covers the required necessities when working in this way."

## With the advance of subsidies and aids

"Our first employee with a disability was a person with a wheelchair, and we only needed to bring a special keyboard and adapt his office chair. With the advance of subsidies and aids, this was an easy task and not so far from the general arrangements we make for the rest of the workers. To move him from one floor to another, his colleagues move his wheelchair into the company. His colleagues take turns, so he is always accompanied on certain moments."

## The profiles match the tasks

"All workers receive a training course adapted to their future tasks. The good thing about working together with this social economy corporation, is that our employees with a disability are already selected and trained by them. This previous selection and training are already a filter, meaning that these future employees can perform the job and their profiles match the tasks."

## Slight changes

"We always try to treat our employees with a disability as any other worker, and I must say, I gained experience throughout all these years. We now are much better in the integration of these workers in our company. This does not necessarily imply a big change on the usual process, mostly only some slight changes in the behaviour. These changes are extremely subtle and can comprise maybe 'easing' the work schedule for a certain worker, including a special keyboard, etc."

## The contribution of mechanical guns

"Our employees with a disability comprise several functions. For instance, placing products in the warehouse, receiving parcels in the logistics area, driving forklifts, etc. Also, there are more technical tasks such as small electrical repairs or assemblies. Our company is dedicated, amongst other things, to the construction of armoured vans, thus one of the tasks of these employees is the assembly of parts of the vans. In this specific case, the advances on machinery are helping a lot and the use of mechanical guns contribute to overcome physical disadvantages."

### **They feel safe to be open**

"Something interesting happened, some time after we had hired more employees with a disability. Some of my staff came to me and admitted they also had some sort of disability. Before, they did not want to express their condition, since they were afraid of being excluded or fired. Now, they felt safe to be open about it. At this moment, an atmosphere of naturality and collaboration is the standard of our work environment.

### **It is a matter of will**

"All our employees work within groups. Each group is led by a group leader, who manages the activity of all the workers. Employees with disabilities are treated as any other workers and whenever they have an obstacle, if they have any, it will be solved it with the best willingness. According to me it is a matter of will. As a company, we are all on the same boat and willing to help the new employee with our 'human' resources.

### **Higher levels of morality, respect and admiration**

"The arrival of these workers to our company has improved the work environment and the climate of collaboration between all our employees. Most of them do not need adaptations and they are welcomed with normality. Their 'hidden disadvantages' were not impeding them to perform their tasks. Integrating people with disabilities into our workforce has led to higher levels of morality, respect, and admiration among our workers. And we also notice it diminishes individuality for the sake of group work and collaboration. We will certainly continue doing it!"

### **Proud to be**

"We have a close cooperation with the Spanish Foundation for Cooperation and Social Inclusion of People with Disabilities. This collaboration led in 2020 for us to win the 'Award for the Labour Inclusion of People with Disabilities'."

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Inclusion simply makes great enterprises



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