

Spain



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It's Simply Our Way

Location of action:

**Carpentry, TAMARSA SL /
Talleres de Carpintería de
Madera**

Narrator:

**Jesús Fernández, owner of the
business**

Synopsis:

**Olga, administrative
assistant with a hearing
disability, and other
co-workers with various
disabilities**

A Surprisingly Simple Process

One of our employees has a brother with sensory disabilities who persuaded us to give him a chance, and it turned out to be a great decision. He now works as an administrative assistant. Other team members were recruited with the assistance of ONCE Foundation, Spain's foremost disability employment organization. The process was remarkably straightforward. ONCE sent us profiles of candidates who had already been screened to meet our requirements. We then arranged interviews with these potential candidates. That's all there was to it.

Minimal Adjustments

All our employees, regardless of their abilities, receive training specific to their roles. Those working with machinery receive training to operate them safely and efficiently.

Just Like Everyone Else

Regardless of their disabilities, each team member has a specific role. Our site manager assists with transporting parts and orders, Olga handles calls and document work, and those in carpentry contribute to technical tasks. Everything operates so smoothly that no special integration measures are required. However, because working with wood can be hazardous at times, we have supervisors who provide guidance to newcomers at the start. This is standard practice.

Disability is Not a Barrier

ONCE's role is limited to recruitment; they do not supervise our employees at work. However, we maintain regular contact with them in case of any needs or concerns. Our employees have grown alongside us. Despite their disabilities, they willingly take on new tasks and perform admirably. We don't focus on their disabilities because they don't ask for special assistance. We accept our employees as they are, and they simply excel in their roles. What matters most to our customers is the quality of our products, and for us as a company, it's about maintaining a fantastic work atmosphere. We're delighted to have such a diverse team, and we plan to hire more individuals with disabilities. It's just the way we do things.

Inclusion simply makes great enterprises



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