

→ *people with disability*

Clece includes 4,636 people with disability in its workforce, meaning 6% of the total staff, a percentage that is much higher than the average in Spanish businesses.

Besides opting for job placement with this social group and within the management activity of state-owned assistance centres for people with disability, Clece develops a variety of initiatives that strive for the treatment and sociability of the people it tends to, improving their social integration, well-being and quality of life.

THE CURRENT STATE OF DISABILITY IN SPAIN

There are **1.4 million** disabled people of working age

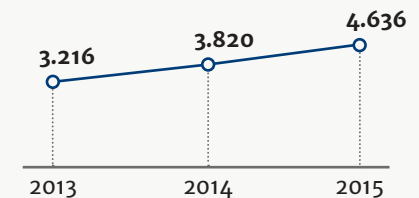
Meaning some **4.7%** of the working age population

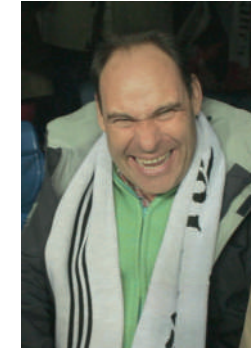
The unemployment rate for disabled people is **35%**

9 points above the non-disabled population

SOURCE: NATIONAL STATISTICS INSTITUTE 2014.

DEVELOPMENT TREND FOR INTEGRATION OF PEOPLE WITH DISABILITY IN CLECE (AS OF JUNE)





Unconditional following

At the residential and occupational center for intellectually disabled people in Colmenar de Oreja (Madrid), work takes place day to day with people who, not due to a disability, cease to have hopes and enthusiasm for goals. From the centre, where therapeutic programs are on offer for preventing the loss of users' abilities, the realisation of one of their dreams was made a priority, to go and watch a Real Madrid match in the Santiago Bernabéu stadium. This undertaking helped them step out from their daily routine and contributed to improving self-esteem and their feeling more integrated in society; and which also became an unforgettable day for all of them, seeing and cheering on their team's players and being able to personally greet the president of this key Madrid institution.

Improvement with a lot of flair

It was through the Down Syndrome Foundation that Manuel reached Clece in order to take on a three-month internship at the Servicio de Ayuda a Domicilio in Córdoba, a domestic assistance service managed by the company. Thanks to his effort and perseverance he attained employment in filing and paperwork. Today, Manuel takes care of the archive and tends to both reception and to the service's users.

Having reached his first objective and now fully integrated, his dream was to couple this with his greatest passion: Flamenco singing, a passion which his father instilled in him from a young age. He did not hesitate in turning to a speech therapist, for help with vocalisation and after a year's dedication he managed to act in public and even to share a stage with great artists such as Miguel Poveda and Pasión Vega.

Manuel's recommendation to people, who as he does, live in complicated situations, is that they "not falter but fight, because everything is possible".





“Besides working, I am doing good things for the people who I serve”

Victor is 33 years old and is a neuropsychologist by profession. He has been working for the past six years at the Centro de Alzheimer Fundación Reina Sofía de Madrid, where he tends to dependent individuals, their relatives and the professionals serving them, helping them to deal with their problems. Victor also suffers from a disability, allowing him to better empathise with his patients.

Originally, Victor was hired for his capabilities, as is every other employee, and he feels especially proud of his position. “As my disability began at birth, I have never really seen it as a story of self-improvement, but only as another aspect of my person, just as he who is taller, thinner, or smaller”, explains Victor. “I work with the elderly, the intellectually disabled, with many different groups. The fact is you are giving people dignity: both to those working in this sector and those of us we are treating”