

Funding availability in Cyprus

Recruitment and Development of Personnel

<https://www.eurosc.eu/en/services/recruitment-and-development-of-personnel/>

(Date of funding announcement - Latest is 20/03/24)

Subsidized schemes related to the recruitment and development of personnel. The regarding schemes are announced during specific periods with a main objective and purpose to support businesses and individuals in matters related to the increase of productivity, the training of staff and the reduction of unemployment

Scheme Providing Incentives for Hiring Persons with Chronic Diseases

<https://www.eurosc.eu/en/schemes/recruitment-and-development-of-personnel/open/113-scheme-providing-incentives-for-hiring-persons-with-chronic-diseases/>

(Date of funding announcement 2021)

The Scheme aims to provide aid-grants to companies to facilitate the recruitment of unemployed persons with chronic diseases, that are members of an association registered with the Federation of Patients' Associations of Cyprus and registered with the Public Employment Service (DYA) at least one day before their employment date. Individuals must be citizens of the Republic of Cyprus, or third country nationals who reside legally in the Republic and are entitled to free access to the labor market

Scheme for the Employment of the Unemployed by providing flexible forms of work through remote work

<https://www.eurosc.eu/en/schemes/scheme-for-the-employment-of-the-unemployed-by-providing-flexible-forms-of-work-through-remote-work/>

(Date of funding announcement 2024)

It is a condition that at least 30% of the employment is carried out through teleworking. The employee who joins the Scheme must be employed in full-time status for a minimum of twelve (12) months total period of employment and participation in the Scheme



Co-funded by
the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Project Number: 2022-1-CY01-KA220-ADU-000089474

Funding availability in Spain

Personal assistance allowance

<https://www.boe.es/buscar/doc.php?id=BOE-A-2023-12779>

<https://www.juntadeandalucia.es/agenciadeserviciosocialesydependencia/index.php/m-dependencia/m-prestaciones/m-peasistencia>

(Date of funding announcement - 24 May 2023)

The personal assistance allowance is intended to help cover the costs of hiring a personal assistant

The personal assistant is a person who, under the direction of the person with a disability, carries out certain basic tasks in their daily life and/or accompanies them to facilitate their access to employment, training, leisure, and social participation

The purpose of this benefit is to promote a more autonomous life in the usual environment which facilitates care in a personalised and integrated way according to the circumstances and needs of the person in a situation of dependency, helping them to fully integrate into society

Indefinite contract for people with disabilities

<https://www.boe.es/eli/es/l/2006/12/29/43/con> ; <https://www.boe.es/eli/es/rdl/2023/01/10/1/con>

(Date of funding announcement 10 January 2023)

Annual amount of the bonus:

Disability

Under 45 years of age: men, 4,500 euros; women, 5,350 euros

Over 45 years of age: men and women, 5,700 euros

Severe disability

Under 45: men, 5,100 euros; women, 5,950 euros

Over 45 years of age: men and women, 6,300 euros

Duration: for the duration of the contract

Duration: during the term of the contract



Co-funded by
the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Project Number: 2022-1-CY01-KA220-ADU-000089474

Duration of the measure: indefinite

Temporary contract to promote employment for people with disabilities

<https://www.boe.es/eli/es/rdlg/2015/10/23/2/con> ;

<https://www.boe.es/eli/es/rdl/2023/01/10/1/con>

(Date of funding announcement 10 January 2023)

Registered as job seekers

Annual amount of the subsidy:

Disability

Under 45 years of age: men: 3,500 euros; women: 4,100 euros

Over 45 years of age: men, 4,100 euros; women: 4,700 euros

Severe disability

Under 45 years of age: men: 4,100 euros; women: 4,700 euros

Over 45 years of age: men: 4,700 euros; women: 4,700 euros. 5,300 euros

Duration: for the duration of the contract

Duration of the measure: indefinite

Training Contracts (Acquisition of Professional Practice and Training in Alternation) signed with people with disabilities

<https://www.boe.es/eli/es/rdlg/2015/10/23/2/con> ;

<https://www.boe.es/eli/es/rdl/2023/01/10/1/con>

(Date of funding announcement 10 January 2023)

Amount: 50 % rebate on the employer's contribution for common contingencies

Duration: during the term of the contract

Duration of the measure: indefinite



Co-funded by
the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Project Number: 2022-1-CY01-KA220-ADU-000089474

Indefinite or Temporary Hiring and Conversion of all Temporary Contracts by a Special Employment Centre.

<https://www.boe.es/eli/es/l/2006/12/29/43/con> ; <https://www.boe.es/eli/es/rdl/2023/01/10/1/con>

(Date of funding announcement 10 January 2023)

Annual amount: 100 % rebate on business contributions for all concepts

Duration: for the duration of the contract

Duration of the measure: indefinite

Conversion of Temporary Contracts for the Promotion of Employment, Contracts for the Acquisition of Professional Practice and Training in Alternation in Ordinary Companies for people with disabilities

<https://www.boe.es/eli/es/l/2006/12/29/43/con> ; <https://www.boe.es/eli/es/rdl/2023/01/10/1/con>

(Date of funding announcement 10 January 2023)

Annual amount of the bonus:

Disability

Under 45 years of age: men, 4,500 euros; women, 5,350 euros

Over 45 years of age: men and women, 5,700 euros

Severe disability

Under 45: men, 5,100 euros; women, 5,950 euros

Over 45 years of age: men and women, 6,300 euros

Duration: for the duration of the contract

Conversion: during the term of the contract

Duration of the measure: indefinite

Contracts for the replacement of disabled unemployed workers to replace disabled workers in a situation of temporary incapacity

<https://www.boe.es/eli/es/rdl/2023/01/10/1/con>

(Date of funding announcement 10 January 2023)

Annual amount: 100 % rebate on employer's contributions for all concepts

Duration: for the duration of the contract

Duration of the measure: indefinite

Deduction for job creation for workers with disabilities

<https://www.boe.es/buscar/act.php?id=BOE-A-2014-12328>

(Date of funding announcement 27 November 2014)

The following amount will be deductible from the gross tax liability:

9,000 euros for each person/year of increase in the average workforce of workers with a degree of disability equal to or greater than 33% and less than 65%, hired by the taxpayer, experienced during the tax period, with respect to the average workforce of workers of the same nature in the immediately preceding period

12,000 euros for each person/year of increase in the average workforce of workers with a degree of disability equal to or greater than 65%, hired by the taxpayer, experienced during the tax period, with respect to the average workforce of workers of the same nature in the immediately preceding period

The workers hired that would give entitlement to this deduction will not be computed for the purposes of the freedom of amortisation with job creation regulated in article 102 of the Ley del Impuesto sobre Sociedades (Corporate Tax Law)

With effect for tax periods beginning on or after 7 November 2018, organisations that hire a worker to carry out their activity in the Canary Islands will be entitled to enjoy the tax benefits for job creation established by the tax regulations in accordance with the aforementioned requirements, increasing them by 30 per cent



**Co-funded by
the European Union**

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Project Number: 2022-1-CY01-KA220-ADU-000089474

Subsidy for fixed investment linked to the creation of permanent employment for people with disabilities in special employment centres

<https://www.juntadeandalucia.es/organismos/empleoempresaytrabajoautonomo/servicios/procedimientos/detalle/25563.html>

(Date of funding announcement 26 July 2024)

Subsidy amount: up to 15,000 euros for each new indefinite-term contract or for each transformation of temporary or fixed-term contracts made with people with disabilities into indefinite-term contracts, without in any case exceeding the real cost that, for this purpose, is justified for the aforementioned investment. The maximum amount of the subsidy will be adjusted in accordance with the parameters set out in Article 8 of the Order of 21 June 2024, approving the regulatory bases

Subsidy for the maintenance of jobs occupied by people with disabilities in special employment centres

<https://www.juntadeandalucia.es/organismos/empleoempresaytrabajoautonomo/servicios/procedimientos/detalle/25564.html>

(Date of funding announcement 26 July 2024)

Amount of the subsidy: this will consist of a percentage of the real cost derived from the effective provision of work for each worker. It will be adjusted taking into account the type and degree of disability of the ultimate beneficiaries of this programme, as well as the stability of the jobs they hold at the start date of the incentive period or the start date of the employment relationship if this is later, in the terms indicated in article 12 of the Order of 21 June 2024, which approves the regulatory bases



**Co-funded by
the European Union**

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Project Number: 2022-1-CY01-KA220-ADU-000089474

Subsidy for the adaptation of jobs and the elimination of architectural barriers in special employment centres

<https://www.juntadeandalucia.es/organismos/empleoempresaytrabajoautonomo/servicios/procedimientos/detalle/25565.htm>

(Date of funding announcement 26 July 2024)

Subsidy amount: up to 1,800 euros per disabled worker hired for a minimum period of six months, without in any case exceeding the real cost that is justified for the adaptation, provision or elimination of the aforementioned adaptation, provision or elimination

Subsidy for the creation of permanent employment for people with disabilities in companies in the ordinary labour market

<https://www.juntadeandalucia.es/organismos/empleoempresaytrabajoautonomo/servicios/procedimientos/detalle/25567.html>

(Date of funding announcement 26 July 2024)

Subsidy amount: up to 8,000 euros for each initial indefinite-term contract or transformation of a temporary contract into an indefinite-term, full-time contract, in accordance with the provisions of article 24 of the Order of 21 June 2024, approving the regulatory bases

Subsidy for the elimination of architectural barriers and adaptation of jobs occupied by people with disabilities who are hired on a permanent basis by companies in the ordinary labour market

<https://www.juntadeandalucia.es/organismos/empleoempresaytrabajoautonomo/servicios/procedimientos/detalle/25568.html>

(Date of funding announcement 26 July 2024)

Subsidy amount: up to 1,800 euros per disabled worker hired on staff for a minimum period of six months, without in any case exceeding the real cost that, for this purpose, is justified for the adaptation, provision or elimination of the aforementioned adaptation, provision or elimination



**Co-funded by
the European Union**

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Project Number: 2022-1-CY01-KA220-ADU-000089474

Funding availability in Italy

Law 104/1992

<https://www.infohandicap.org/certificazioni-e-forme-di-tutela/handicap-l-104-92#:~:text=1%20della%20Legge%20104%2F92,svantaggio%20sociale%20o%20di%20emarginazione%22.>

(Date of funding announcement 1992)

Law 104 of 1992 guarantees assistance, social integration and rights of the disabled and those who have to care for them.

Adequate support that the family in which a person with serious health problems lives is the main prerequisite that guarantees dignity and autonomy

Law 112/2016

<https://www.lavoro.gov.it/temi-e-priorita/disabilita-e-non-autosufficienza/focus-on/Dopo-di-noi/Pagine/default>

(Date of funding announcement 2016)

Law 112 of 2016 called "After Us" aims to protect individuals with severe disabilities, as defined by Law 104/92, who lack family support, that is, when both parents are missing or when they are unable to provide parental support

Law 68/1999

<https://www.normattiva.it/uri-res/N2Ls?urn:nir:stato:legge:1999-03-12;68!vig>

(Date of funding announcement 1999)

Law 68 of 1999 aims to promote the inclusion and integration of disabled people into the world of work through support services and targeted employment



Co-funded by
the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Project Number: 2022-1-CY01-KA220-ADU-000089474

Funding availability in Austria

Unternehmensserviceportal der Bundesregierung, Geschützte Arbeit

[Geschützte Arbeit \(usp.gv.at\)](https://usp.gv.at)

(Date of funding announcement -)

Protected work

Federal Ministry for Social Affairs (Bundesministerium für Soziales)

[Menschen mit Behinderungen \(oesterreich.gv.at\)](https://menschenmitbehinderungen.oesterreich.gv.at)

(Date of funding announcement -)

Ability-orientated activity

Social Department of the Province of Burgenland

[Soziales - Land Burgenland](https://soziales-land-burgenland.gv.at)

(Date of funding announcement -)

Ability-orientated activity

Social Department of the Province of Vienna

[Übersicht - Leben mit Behinderung \(wien.gv.at\)](https://uebersicht-leben-mit-behinderung.wien.gv.at)

(Date of funding announcement -)

Ability-orientated activity

Social Department of the Province of Lower Austria

[Menschen mit Behinderungen - Land Niederösterreich \(noe.gv.at\)](https://menschenmitbehinderungen-land-niederosterreich.noel.gv.at)

(Date of funding announcement -)

Ability-orientated activity



Co-funded by
the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Project Number: 2022-1-CY01-KA220-ADU-000089474



Social Department of the Province of Upper Austria

[Land Oberösterreich - Menschen mit Beeinträchtigungen \(land-oberoesterreich.gv.at\)](#)

(Date of funding announcement -)

Ability-orientated activity

Social Department of the Province of Styria

[Menschen mit Behinderung - Verwaltung - Land Steiermark](#)

(Date of funding announcement -)

Ability-orientated activity

Social Department of the Province of Carinthia

[Soziales - Themen A-Z - Land Kärnten \(ktn.gv.at\)](#)

(Date of funding announcement -)

Ability-orientated activity

Social Department of the Province of Salzburg

[Soziales - Land Salzburg](#)

(Date of funding announcement -)

Ability-orientated activity

Social Department of the Province of Tyrol

[Gesellschaft & Soziales | Land Tirol](#)

(Date of funding announcement -)

Ability-orientated activity

Social Department of the Province of Vorarlberg

[Gesellschaft & Soziales \(vorarlberg.at\)](#)

(Date of funding announcement -)

Ability-orientated activity



Co-funded by
the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Project Number: 2022-1-CY01-KA220-ADU-000089474

Service portal of the Chamber of Labour

<https://www.arbeiterkammer.at/>

(Date of funding announcement -)

Ability-orientated activity

The portal of the Chamber of Commerce

[WKO.at](https://www.wko.at) - das Portal der Wirtschaftskammern - WKO

(Date of funding announcement -)

Representation of employees

Disability Ombudsman Association - Advice and help for people with special needs

[Selbsthilfegruppen – Verein Behinderten Ombudsmann](https://www.selbsthilfe.at)

(Date of funding announcement -)

Representation of entrepreneurs

Young Carers Austria

[Selbsthilfegruppen | Young Carers Austria \(young-carers-austria.at\)](https://www.young-carers-austria.at)

(Date of funding announcement -)

Selfhelp

Selbsthilfe.at

[selbsthilfe.at: Selbsthilfe-Thema: Behinderung](https://www.selbsthilfe.at)

(Date of funding announcement -)

Selfhelp

Funding availability in Turkey

Turkish Employment Agency (İŞKUR)

<https://www.iskur.gov.tr/en/>

(Date of funding announcement -)

<https://www.iskur.gov.tr/isveren/engelli-istihdami/>

The first regulation on public employment services in Turkey was made with the Labor Law No. 3008 of 1936, which defined the job-finding intermediary service as a public service under state monopoly. In this context, The Employment Agency (İŞKUR) was established in 1946 with Law No. 4837, and its mission was defined as intermediating in finding suitable jobs for workers and suitable workers for employers.

Employment of Persons with Disabilities

Registration of persons with disabilities with İŞKUR

Citizens who certify that they are deprived of at least 40% of their whole body function loss according to their disability status with a disability health board report from authorized health institutions can register as “disabled”.

Ratios such as the rate of loss of ability to work in the profession are not taken into account and the rate of loss of whole body function is taken into consideration.

If the disability health report states that the person cannot work, the person is not registered as disabled.

Related Legislation

In Turkey, the employment of disabled people as workers is tried to be ensured through the quota system stipulated in Article 30 of the Labor Law No. 4857.

Within the scope of the quota system stipulated in Article 30 of the Labor Law No. 4857;

- employ 50 or more workers (51 or more in agricultural and forestry enterprises);
- 3% disabled in private sector workplaces,
- In public workplaces, they are obliged to employ 4% disabled and 2% ex-convicts or workers who have been injured in the fight against terrorism in a way not to be considered disabled in jobs suitable for their occupational, physical and mental conditions.

Monitoring and Audit

Pursuant to Article 30 of the Labor Law No. 4857, quotas for disabled people who are obliged to be employed are regularly monitored on a monthly basis by the Provincial Directorates of Labor and Employment Agency. Disabled labor force requests received by contacting employers with a shortage of disabled quotas are published on the website of the Institution and efforts are made to close the remaining open quotas