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## More than words: Promoviendo la integración laboral de personas con discapacidad

Marina Romeo<sup>1</sup> y Montserrat Yepes-Baldó<sup>2</sup>

**More than words: Promoting the labour integration of people with disabilities**

### Abstract

The main objective of this research is to analyse the degree of implementation of policies and strategies in various companies and special employment centres (CEE) in Spain. In both types of organizations, the most developed policies are those oriented towards external stakeholders. The management systems of selection and adaptation to the environment are those with the highest levels of deployment, while training and professional development are the least deployed. In companies, people with disabilities are perceived as the most involved group in terms of labour integration, while in the CEE the management team and the members of support units are perceived as more involved. This research helps HR managers to create the necessary conditions for all individuals to develop their competences, knowledge, experience and motivations in an employment context.

**Keywords:** corporate social responsibility policies; labour integration; disability; human resources management systems

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1 Universidad de Barcelona. Email: [mromeo@ub.edu](mailto:mromeo@ub.edu)

2 Universidad de Barcelona. Email: [myepes@ub.edu](mailto:myepes@ub.edu)

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