

Case Study.

Canton du Valais.

Switzerland.

Public Sector: social cohesion

Building a more inclusive public sector in Valais

Context

The Canton of Valais has been a pioneer in promoting the professional inclusion of people with disabilities, particularly through the implementation of complementary measures to sheltered workshops and disability insurance in 2005 and 2011. The topic has recently regained political attention with the 2022 revision of the Law on the Rights and Inclusion of People with Disabilities (LDIPH) and the submission of two motions to the Valais Grand Council.

Challenge

Despite the existence of cantonal measures and the allocated budget, their use remains limited. In response, the Social Action Department of the State of Valais sought to assess the implementation of these measures and make recommendations to improve the professional inclusion of people with disabilities within public administrations and subsidised institutions. The LDIPH sets the objective of allocating 1% of all positions within the public sector to people with disabilities.

Solution & methodology

- Evaluation of the implementation of existing measures through 40 semi-structured interviews with measure beneficiaries, representatives of subsidised institutions, and HR staff across selected departments.
- A follow-up survey targeting all departments within the cantonal administration.
- Strengthening inter-institutional coordination by organising a workshop with 20 stakeholders to discuss initial findings and explore potential recommendations.
- Supporting the development of an action plan through dedicated sessions to present results and align with relevant services.



"The collaboration with dss⁺ made independent and thorough investigative work possible, thus giving the results a guarantee of solidity and credibility."

Gaétan Debons, Head of the Coordination Office for Disability Issues (OCQH), Canton of Valais



Assignment

Assessment of cantonal measures for the professional inclusion of people with disabilities, in close coordination with the Disability Insurance Office and the Human Resources Department, to ensure the effective implementation of recommendations.



Offering

- Evaluation of the relevance, coherence, effectiveness, impact, and efficiency of selected inclusion measures.
- Recommendations to improve interdepartmental coordination and revise existing guidelines to strengthen the implementation of inclusion efforts.



Impact

- Strengthening of the cantonal system for professional inclusion.
- Improved collaboration across departments.
- Inclusion of a concrete action plan in the political agenda.
- Better alignment of cantonal offerings with the needs of the target population.

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