

R1-A4. Handbook for an educational approach for people with different skills focused on transversal capacities in stone sector.



This work is licensed under [Creative Commons Attribution/NonCommercial ShareAlike 4.0 International Public License -CC BY-NC-SA 4.0](https://creativecommons.org/licenses/by-nc-sa/4.0/)

"Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them."



Content

INTRODUCTION	3
1. INITIAL BASIS.....	3
2. METHODOLOGY USED FOR THE CLASSIFICATION AND ANALYSIS OF JOB POSITION FOR TYPE OF DISABILITY	13
3. POSSIBILITIES FOR INCLUSION OF SELECTED JOB POSITIONS	20
3.1. ACTIVITIES AND JOBS.....	20
3.2. ANALYSIS OF JOBS ACCORDING TO DISABILITY.....	21
3.2.1. FORKLIFT TRUCK.....	22
3.2.2. CRANE	30
3.2.3. CALIBRATION AND REINFORCEMENT LINE.....	38
3.2.4. CNC 5/6 AXIS AND 2D SCREEN PRINTING	46
3.2.5. CLEAN UP AND WASTE MANAGEMENT	54
4. CONCLUSION	63

INTRODUCTION

A handbook with a strong educational approach of how disabled people improve and acquire the skills and transversal capacities identified in step 1 while performing tasks from the stone sector has been carried out: “R1-A4 Handbook for an educational approach for people with different skills focused on transversal capacities in stone sector”. Therapists and service providers of partnership oversee putting into practice the learning content with disabled people and assessing the skills and transversal capacities of each learner with the evaluation tools developed.

The aim was to create an educational and training manual for applying a methodology for the sector's training centres aimed at achieving adaptative training for people with different capacities, through recommendations and actions ranging from re-designing the training offer and re-formulating the delivery of training and evaluation, to providing specific teaching resources, in order to combat social exclusion in VET systems and facilitate the integration of collective.

1. INITIAL BASIS

Once the job positions within the natural stone sector have been selected for conducting a comprehensive analysis on the possibilities of including people with disabilities, throughout this report, we will attempt to detail for which types of disabilities it could be more feasible, offering some options for job adaptation where applicable, and proposing reasonable adjustments.

Beyond ensuring that the companies for which we provide these analyses of potential inclusion work to prevent any form of discrimination in the workplace (whether it be direct or indirect discrimination, harassment, instructions to discriminate against certain individuals, retaliation, etc.), we must not forget that the effective inclusion of people with disabilities in companies revolves around three key pillars:

- 1) Knowledge of people with disabilities
- 2) Accessibility
- 3) Assistive technology

1) Knowledge of people with disabilities

In order to promote a climate of inclusion in the company, one of the central aspects is that both the company and the people who make up the company deepen their knowledge of this social group. To this end, specialised Workplace Integration Services can offer training and advice tailored to the needs of management teams, HR management and staff in general:

- What is disability? Key concepts and Social and Rights Model.
- Types of disability.
- Reality of people with disabilities in different areas of social participation, including employment, and in terms of rights.
- Stereotypes and prejudices.
- Legislation.
- Appropriate treatment of people with disabilities.
- Good practices for the reception and incorporation into employment of people with disabilities.
- Efficient communication.

2) Accessibility

Accessibility is the characteristic that environments, goods, products and services must comply with, allowing all people to access, understand, use and enjoy them in a standardised, comfortable, safe and efficient way. In other words, it is related to the different dimensions of human activity. And, therefore, guaranteeing that any user can carry out these activities means being on the path to accessibility.

Work environments, as a prior and necessary step to the reasonable adjustments or specific support products that each particular person requires, must be accessible in order to guarantee their use by any person on equal terms with others. To this end, a series of technical requirements reflected in the regulations must be applied (International Convention on the Rights of Persons with Disabilities, General Law on the Rights of Persons with Disabilities and their Social Inclusion, autonomous and local regulations in constant evolution).

It is the condition that environments, processes, goods, products and services must meet in order to be understandable, usable and practicable for all people in conditions of safety, comfort and in the most autonomous and natural way possible.

Some basic measures:



According to state regulations (Technical Building Code DB - SUA and Order VIV/561/2010 for public spaces) without contemplating autonomous and local regulations:

HORIZONTAL COMMUNICATION		
	BUILDING	PUBLIC SPACES
Minimum width	<ul style="list-style-type: none"> Aisle spaces < 120 cm. Turning spaces, vestibules \varnothing > 150 cm not swept by doors. Passage openings > 80 cm. Every 10 . aisle and at the end, an unobstructed area of \varnothing > 150 	<ul style="list-style-type: none"> Accessible personal route > 180 cm (in consolidated urban areas, occasional narrowing of 150 cm).
Heights	<ul style="list-style-type: none"> Door handles from 80 cm. to 120 cm. Command and control mechanisms from 80 cm. to 120 cm. Power and signal mechanisms from 40 cm. to 120 cm. Counters < 85 cm (height under counter > 70 cm, depth 50 cm). 	<ul style="list-style-type: none"> Clear passage > 220 cm Game tables < 85 cm (lower height > 70 cm) Adapted counters from 70 to 75 cm. Traffic light push button from 90 to 120 cm. Manipulable devices (bin openings, litter bins, letter boxes) 70 to 90 cm. Fountains from 80 to 90 cm.
Longitudinal ramps	<ul style="list-style-type: none"> Width > 180 cm. Without landing, maximum length of 9 m. Slope < 10% with length < 3 m. Slope < 8% with length < 3 m. and < 6 m. Slope < 6% with length < 6 m. Handrails on both sides and double: Between 65 and 75 cm and 110 cm high. 	<ul style="list-style-type: none"> Width > 180 cm. Without landing, maximum length of 10 m. Slope of accessible pedestrian route < 6%. Slope < 10% with length < 3 m. Slope < 8% with length < 3 m. Handrails on both sides and double: between 65 and 75 cm and 105 cm high.
Transverse slope	<ul style="list-style-type: none"> < 2% 	<ul style="list-style-type: none"> < 2%

VERTICAL COMMUNICATION		
	BUILDING	PUBLIC SPACES
Stairs	<ul style="list-style-type: none"> Clear width, plateaus, intermediate steps, embarkation and disembarkation > 100 cm (depending on use). Minimum number of steps: 3. 	<ul style="list-style-type: none"> Clear width and depth of plateaus > 120 cm. Number of steps between 3 and 12. Handrails on both sides and double: between 65 and 75 cm and 105 cm high.

	<ul style="list-style-type: none"> Handrails on both sides and double: between 65 and 75 cm and 110 cm high. 	
Lifts	<ul style="list-style-type: none"> Adjacent obstacle-free space $\varnothing > 150$ cm. One door or two doors facing each other: 110 x 140 cm. Two angled doors: 140 x 140 cm. 	

The DALCO criteria (UNE 170001-1:2007 Universal Accessibility) define the accessibility conditions regarding the different activities that people commonly carry out.

Guaranteeing accessibility means guaranteeing that these activities can be carried out by any person without encountering any type of difficulty beyond their own capacity.

These activities are summarised in four main groups of analysis:

- ◆ Ambulation
- ◆ Location
- ◆ Communication

Universal Design

Universal Design is the design of products and environments for use by the greatest number of people without the need for adaptations or specialised design.

Ronald L. Mace founded the Center for Universal Design, located at the School of Design at the University of North Carolina at Raleigh, now a reference and research centre for Design for All, and was the creator of a series of principles that summarise this philosophy, known as the "*7 Principles of Universal Design*":

1st Principle: Equitable use

The design is useful and marketable to people of all abilities.

Guidelines for Principle 1:

- That it provides the same ways of use for all users: identical when possible, equivalent when not.
- Avoid segregating or stigmatising any user.
- Privacy, security and safety features should be equally available to all users.
- The design should be attractive to all users.

2nd Principle: Flexibility in use

The design accommodates a wide range of preferences and abilities.

Guidelines for Principle 2:

- Offer choice in methods of use.
- Can be accessed and used with either the right or left hand.
- Facilitates accuracy and precision for the user.
- Adaptable to the pace or rhythm of the user.

3rd Principle: Simple and Intuitive use

The use of the design is easy to understand, regardless of language, experience, or concentration levels.

Guidelines for Principle 3:

- Eliminate unnecessary complexity.
- Consistent with the user's expectations and intuition.
- Accommodates a wide range of literacy and language skills.
- Dispense information in a manner consistent with its importance.
- Provides effective prompts and feedback methods during and after task completion.

4th Principle: Perceptible information

The design clearly communicates the necessary information regardless of sensory abilities or ambient conditions.

Guidelines for Principle 4:

- Use different modes to redundantly present essential information (graphically, verbally or tactilely).
- Provide sufficient contrast between the essential information and its surroundings.
- Extend the readability of the essential information.
- Differentiate elements in ways that can be described (e.g. make it easy to give instructions or directions).
- It provides compatibility with various techniques or devices used by people with sensory limitations.

5th Principle: Error Tolerant

The design minimises hazards and adverse consequences from accident or misuse.

Guidelines for Principle 5

- Arrange elements to minimise risks and errors: most used elements more accessible; and hazardous elements eliminated, isolated or covered.
- Provide warnings about hazards and errors.
- Provide safe interruption features.
- Discourage unconscious actions in tasks requiring vigilance.

6th Principle: Low physical effort

The design can be used efficiently and easily with minimum effort.

Guidelines for Principle 6








- It allows the user to maintain a neutral body position.
- That makes reasonable use of the forces required to operate.
- Minimise repetitive actions.
- Minimises continued physical exertion.


7th Principle: Size and space for approach and use

Provide appropriate size and space for approach, reach, manipulate and use for all body sizes, postures or mobility.

Guidelines for Principle 7

- Provides a clear line of sight to important elements for both a seated and standing user.
- The reach of any component is comfortable for any seated or standing user.
- Accommodates variations in hand or grip size.
- It provides the necessary space for the use of technical aids or personal assistance.

Universal Design	
	1 EQUITABLE USE: Useful and marketable to people of all abilities.
	2 FLEXIBILITY IN USE: Accommodates a wide range of preferences and abilities.
	3 SIMPLE AND INTUITIVE USE: Easy to understand, regardless of language, knowledge, experience, or concentration level
	4 PERCEPTIBLE INFORMATION: Clearly communicates regardless of sensory abilities or ambient conditions.
	5 TOLERANCE FOR ERROR: Minimizes hazards and consequences from accident or misuse.
	6 LOW PHYSICAL EFFORT: Effectively and easily used with minimum effort.
	7 SIZE AND SPACE FOR APPROACH AND USE: Appropriate size and space is provided for approach, reach, manipulate, and use for all body sizes, postures, or mobility

 COCEMFE

3) Assistive technology

According to the standard UNE EN ISO 9999: "Assistive products for people with disabilities. Classification and Terminology", assistive products or assistive technologies, formerly known as technical aids, are any product (including devices, equipment, instruments, technologies and software) specially manufactured or available on the market to prevent, compensate, control, mitigate or neutralise impairments, limitations in activity and restrictions in the participation of people with disabilities.

When we talk about assistive products, we are not talking about the changes we can make to the environment around a person to make it more accessible by removing all obstacles and barriers, but about the tools used by people with disabilities to get around independently. Basically, they are material aids and equipment.



In Spain, CEAPAT (Centro de Referencia Estatal de Autonomía Personal y Ayudas técnicas) -an entity dependent on the IMSERSO-, offers a Catalogue of Support Products with the aim of providing information on the support products available in Spain.

It can be consulted by category at the link:

<https://catalogocephat.imserso.es/productos/categorias/variascategorias>

The "level 1" categories are 9 and we find up to two lower levels. Those most closely related to employment would be the following:

1. Communication

- 1.1. Access to the computer and other devices
 - 1.1.1. Applications
 - 1.1.2. Peripherals and controls
- 1.2. Hearing
- 1.3. Augmentative – alternative communication 1.4
- 1.4. Telephones
- 1.5. Vision
- 1.6. Reading
- 1.7. Drawing and writing

2. Apprenticeship and employment

- 2.1. Accessories
- 2.2. Tools
- 2.3. Furniture
- 2.4. Employment resources
- 2.5. Learning resources

3. City and buildings

- 3.1. Orientation

4. Mobility and handling

- 4.1. Handling

5. Accesible private transport

- 5.1. Vehicle modifications
- 5.2. Adapted controls
- 5.3. Accessibility products
- 5.4. Wheelchair storage products
- 5.5. Wheelchair restraint systems

5.6 Others devices

Once the aspects related to the three axes mentioned above have been taken into account, the company will be able to assess what adjustments it can offer:

1. **Technical solutions** may include the following:

- Installing lifts or ramps,
- Positioning office furniture at an appropriate height,
- Installing computer software such as screen readers, screen magnifiers or speech recognition software, etc.,
- Provide Braille terminals,
- Use real-time interpretation through telecommunications.
- Others deemed necessary and adapted to the personal situation.

It should be noted that reasonable accommodation complements accessibility measures and, where accessibility is already ensured, the implementation of reasonable accommodation, as far as technical devices are concerned, is much simpler and less costly.

2. **Working arrangements**, such as providing flexible working hours, teleworking, leave, relocation to a new office or reassignment to a different job if requested by the employee.
3. **Training** to help employees use assistive technologies at work and **mentoring** to help them overcome any obstacles they encounter in the workplace.
4. **Modifying company policies and procedures**, such as centralising the system through which employees can request accessibility support.
5. **Awareness-raising measures** to enable people with disabilities to carry out their work in a favourable working environment.

In order to undertake the necessary reasonable accommodation, we must dispel the false myths that it is often expensive, complicated, requires specialised expertise to plan and provide reasonable accommodation, is not a priority for company management to employ people with disabilities, or that hiring people with disabilities would increase health and safety risks.

We therefore propose the following **criteria for establishing reasonable adjustments in a company**:

In establishing and determining reasonable adjustments, account shall *generally* be taken of:



- The costs of the measure.
- The discriminatory effects on persons with disabilities of not adopting the measure.
- The structure and characteristics of the person, entity or organisation that is to implement it.
- The possibility of obtaining official funding or any other assistance.

In construction or building matters, the following criteria shall be taken into account:

- No deterioration
- Proportionality
- Flexibility
- Economic criteria
- Construction criteria

As mentioned above, Spanish legislation considers that in order to determine whether the burden is excessive, account shall be taken of whether it is sufficiently alleviated by public measures, aids or subsidies for people with disabilities, as well as the financial and other costs that the measures entail and the size and total turnover of the organisation or company.

In order to reflect on the reasonableness of the measure, a series of verification questions can be checked with the person concerned:

✓ Will it work? Does it meet the specific needs of the disabled worker?	✓ Is it practical?
✓ Will it lead to unsustainable direct and indirect costs for the employer?	✓ If there are costs involved. Are external resources (financial support and expertise) available to support employers?
✓ Will it disturb other employees in the performance of their work? How can I solve it?	✓ Can it be done without health and safety implications?

The methodology used and the conclusions of the analysis of selected positions in the InclusiveSTONE project are detailed below.

This report and all the information about the project are available at the following url: - InclusiveSTONE project website: <https://inclusivestone.eu/>

2. METHODOLOGY USED FOR THE CLASSIFICATION AND ANALYSIS OF JOB POSITION FOR TYPE OF DISABILITY

Given the wide variety of disabilities that exist and the specific characteristics of each one, characteristics to which, on the other hand, are added the personal circumstances of the individual, it is very complex to generalise about the possibilities of inclusion or the proposal of reasonable adjustments. For this reason, the consortium that makes up InclusiveStone has differentiated between different types of disability based on what is proposed in the consolidated legislation (20/10/2022) of the Consolidated Text of RD1971/1999 of 23 December, on the procedure for the recognition, declaration and qualification of the degree of disability in Spain. 1. METHODOLOGY USED FOR THE CLASSIFICATION AND ANALYSIS OF POSTS BY TYPE OF DISABILITY

Based on the provisions of this legislation, we have established the following groups and subgroups of analysis, which we summarise below:

1. SKELETAL – MUSCLE SYSTEM: Upper Extremity, Lower Extremity, Spine

Caused by amputation, restriction of movement, ankylosis, sensory or motor deficits, peripheral neuropathies, peripheral vasculopathies.

- **UPPER LIMB:** Thumb, other fingers, wrist, elbow and shoulder, due to amputation, loss of sensation and limitation of movement. Disabilities of the upper extremities due to injuries of the peripheral nerves, brachial plexus, and spinal nerves, vascular problems and other disorders.
- **LOWER LIMB:** Foot, hindfoot, ankle, lower leg, knee and hip. Disabilities due to amputation, restriction of movement, ankylosis, sensory or motor deficits, peripheral neuropathies and peripheral vasculopathies.
- **SPINE:** Cervical, dorsal, lumbar or sacral spine. Caused by disability due to traumatic injury, neurological deficit and with physiological and structural differences related to injuries other than the usual findings of ageing such as: spondylolysis, spondylolisthesis, disc herniation, fractures, dislocations and loss of movement segment integrity. Muscle defence, loss of reflexes, reduced girth, atrophy, electro-diagnostic signs, loss of motion segment integrity, loss of bowel or bladder control, bladder studies.

2 NERVOUS SYSTEM

Motor and sensory, neurological pathologies disability in encephalic alterations, of cranial pairs, spinal cord, peripheral nervous system and autonomic nervous system respectively.

- **MOTOR AND SENSORY:** 1) involuntary movements such as tremors, chorea, athetosis and hemiballismus. 2) alterations of tone and posture. 3) various forms of limitation of voluntary movements, such as parkinsonism with or without bradykinesia, 4) impairment of associated and synergistic movements, such as disorders of the extrapyramidal system, cerebellum and basal ganglia. 5) impairment of complex gait and manual dexterity (ataxia).
- **ENCEPHALUS:** alterations of mental status and integrative, emotional or behavioural function, aphasia or communication disturbances, alterations of the level of consciousness and wakefulness, sleep and wakefulness disorders, episodic neurological disorders, motor or sensory abnormalities and movement disorders.
- **CRANIAL PAIRS:** Lack of sense of smell, Disability due to optic nerve disorders, cranial nerves (common ocular motor, pathetic and external ocular motor) cranial or trigeminal nerve (mixed nerve which has sensory fibres for the face, cornea, anterior scalp, nasal cavity, oral cavity and supratentorial dura mater) and motor fibres for the muscles of the face, cornea, anterior scalp, nasal cavity, oral cavity and supratentorial dura mater. And motor fibres for the muscles of mastication). Pair or easy (facial muscles of expression and the accessory muscles of mastication and swallowing).
- **SPINAL MEDULA:** disabilities due to spinal cord injuries such as standing and walking, use of the upper limbs, alterations in breathing, urinary bladder function and anorectal function.
- **MUSCULAR SYSTEM AND PERIPHERAL NERVOUS SYSTEM:** disability due to sensory (afferent), motor (efferent) and peripheral nerve disorders of the autonomic system.
- **AUTONOMOUS NERVOUS SYSTEM:** disabilities resulting from dysautonomic conditions.

3 RESPIRATORY SYSTEM

Disability caused by deficiencies of the respiratory apparatus, considered from the point of view of the alteration of the respiratory function. Asthma and hypersensitivity pneumonitis,

Bronchiectasis, Mucoviscidosis or cystic fibrosis of the pancreas, Sleep apnoea syndrome, Pulmonary circulatory disorders. Pulmonary embolism, Pulmonary arterial hypertension, Extrapulmonary diseases with impaired respiratory function, lung transplantation.

4 CARDIOVASCULAR SYSTEM

Disability of the cardiovascular system. Valvular heart disease, ischaemic heart disease, congenital heart disease, cardiomyopathy and cor pulmonale, mixed heart disease, pericardial diseases, arrhythmias, arterial hypertension.

5 HAEMATOPOIETIC SYSTEM

Diseases affecting red blood cells, polymorphonuclear cells, lymphoid system, monocyte-macrophage system, platelets and coagulation. Chronic anaemias, agranulocytosis, neutropenias and functional granulocytic disorders, hypereosinophilic syndrome, bone marrow aplasia, myelo- and lymphoproliferative disorders, chronic haemostasis and coagulation disorders, diseases of the phagocytic mononuclear system, immunodeficiencies not secondary to HIV infection.

6 DIGESTIVE SYSTEM

Disability due to impairment of the digestive tract, gastrointestinal tract, pancreas, liver, biliary tract and portal hypertension.

7 GENITOURINARY SYSTEM

Kidney, urogenital tract, genital tract and breast deficiencies.

8 ENDOCRINE SYSTEM

Disability caused by deficiencies of the endocrine system, consisting of the hypothalamus-pituitary axis, thyroid, parathyroid, adrenal and pancreatic insular tissue.

9 SKIN AND ANNEXES

Disabilities of the skin in relation to the function it performs.

10 NEOPLASIAS

Disability due to neoplasms.

11 VISUAL SYSTEM

Disability resulting from visual impairments that may exist as a consequence of eye and/or neuro-ophthalmological conditions or diseases.

12 EAR, THROAT AND RELATED STRUCTURES

Disabilities caused by hearing loss, balance impairment and tumour diseases with a seat in the ENT organs.

13 LANGUAGE

Disability caused by language disorders.

- **DEVELOPMENTAL LANGUAGE DISORDER:** Primary: functional dyslalia, speech delay, language delay, dysphasia (receptive and/or expressive). Secondary: hearing loss, mental retardation, psychiatric disorder, neurological disorder (developmental dysarthria), morphological disorder (dysglossia).
- **ESTABLISHED LANGUAGE DISORDER:** Aphasia (adult or infantile) Post-linguistic hearing loss Associated with psychiatric syndromes Associated with neuropsychological deterioration (dementia).
- **DISORDERS AFFECTING SPEECH OR VOICE:** Dysphonia, Dysemias, adult Dysarthria.

14 MENTAL DELAY

Psychomotor-speech, personal and social autonomy skills, educational process, occupational process and behaviour, which are developed in each of the degrees of mental retardation.

15 MENTAL ILLNESS

Organic mental disorders, schizophrenia and psychotic disorders, mood disorders, anxiety disorders, adaptive and somatoform disorders, dissociative and personality disorders.

With this classification, a total of 13 experts in employment guidance and intermediation who work with people with disabilities were invited, after being given the exhaustive descriptions of the 5 positions selected by Inclusive STONE, to assess whether they considered that the inclusion of people with each of the types of disability classified for each selected position could be achieved and, if so, what reasonable adjustments they proposed to facilitate this integration into the labour market.

For this purpose, we used **TABLE I** shown on the following page as a tool and we have analysed their responses in order to set out the conclusions and recommendations.

As we have reiterated in the various reports included in the Inclusive STONE Project, our conclusions are recommendations, since we cannot generalise and, of course, we must never forget that each person is unique and has different characteristics.

On the other hand, these conclusions have helped us in the design of the training materials and in the development of the pilot trainings.

Table 1

JOB POSITIONS	SKELETAL - MUSCLE SYSTEM			NERVOUS SYSTEM						RESPIRATORY SYSTEM	CARDIOVASCULAR SYSTEM	HAEMATOPOIETIC SYSTEM	DIGESTIVE SYSTEM
	UPPER LIMB	LOWER LIMB	SPINE	MOTOR AND SENSORY	ENCEPHALUS	CRANIAL PAIRS	SPINAL MEDULA	MUSCULAR SYSTEM AND PERIPHERAL NERVOUS SYSTEM	AUTONOMOUS NERVOUS SYSTEM	RESPIRATORY SYSTEM	CARDIOVASCULAR SYSTEM	HAEMATOPOIETIC SYSTEM	DIGESTIVE SYSTEM
FORKLIFT TRUCK													
CRANE													
CALIBRATION LINE, REINFORCING													
CNC													
CLEANING AND WASTE MANAGEMENT													

Table 2

JOB POSITIONS	GENITOURINARY SYSTEM	ENDOCRINE SYSTEM	SKIN AND ANEXXES	NEOPLASIAS	VISUAL SYSTEM	EAR, THROAT AND RELATED STRUCTURES			LANGUAGE			MENTAL DELAY	MENTAL ILLNES
	GENITOURINARY SYSTEM	ENDOCRINE SYSTEM	SKIN AND ANEXXES	NEOPLASIAS	VISUAL SYSTEM	EAR	THROAT	RELATED STRUCTURES	DEVELOPMENTAL LANGUAGE DISORDER	ESTABLISHED LANGUAGE DISORDER	DISORDERS AFFECTING SPEECH OR VOICE	MENTAL DELAY	MENTAL ILLNES
FORKLIFT TRUCK													
CRANE													
CALIBRATION LINE, REINFORCING													
CNC													
CLEANING AND WASTE MANAGEMENT													

3. POSSIBILITIES FOR INCLUSION OF SELECTED JOB POSITIONS

3.1. ACTIVITIES AND JOBS

To the conclusions of R1-A3, in which we selected those 5 occupations that we consider could generate a greater number of job opportunities for people with disabilities, or because they are less limiting and specific, and therefore with greater possibilities of finding qualified profiles, and with lower entry barriers, and/or that would adapt better; in order to delimit the development of training activities and recommendations for adaptation to the activities that can be covered by this project, we now add the information obtained after the analysis carried out by FAMDIF technicians.

We will also propose some ideas on possible reasonable adjustments that could be applied, where appropriate, for the adaptation of posts to certain disabilities.

The jobs analysed have therefore been:

1. Forklift truck.
2. Crane.
3. Calibration and reinforcement line.
4. CNC 5/6 axis or 2D for screen printing.
5. Cleaning and waste management.

3.2. ANALYSIS OF JOBS ACCORDING TO DISABILITY

Having analysed the jobs listed in the previous section and their possibilities of adaptation to the various pathologies, we now set out the conclusions of this analysis.

Our conclusions for each job and type of disability are structured by specifying, firstly, those cases for which we do not consider it advisable or would present an obvious difficulty to perform the job analysed and, secondly, we offer possible adaptations, reasonable adjustments or recommendations that could be taken into account to facilitate the inclusion of people with disabilities.

Finally, this analysis and recommendations have been a key element in the planning of the training materials developed by Inclusive Stone and the final scope of the virtual reality scenarios developed.

Undoubtedly, and as we have already remarked before, the training of workers is fundamental for the correct incorporation into a job and our curricular proposal will also incorporate the element of inclusion of people with disabilities in the stone sector. All our conclusions have also been contrasted with the pilot training experiences carried out during the development of the Inclusive Stone project in Croatia (November 2023), Spain (December 2023) and Germany (January 2024).

The conclusions of the analysis of each position are set out below.

In all the cases described below, the common denominator is that we have to adapt the job to the person, as the same pathology can present different difficulties, degree of affectation, diagnostic evolution, psychosocial factors, etc. It must also be taken into account that the task does not exceed the capabilities of the individual and that the job is accessible in all senses and does not worsen the worker's health.

The following recommendations are of a general nature and can in no case replace the criteria of specialists, doctors, occupational risk preventionists, labour inspectors, assessors of disability and/or incapacity criteria, etc.

3.2.1. FORKLIFT TRUCK

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
SKELETAL - MUSCLE SYSTEM		
UPPER LIMB	In case of total or partial loss of both upper limbs, lack of fine motor skills or sensibility and/or mobility of limbs	<ul style="list-style-type: none"> • Reduce or limit the weights to be loaded and unloaded, and/or processes to be carried out manually. • Automate machinery and processes as much as possible. • Add assistive devices, such as special handles or levers with less resistance, to reduce stress and facilitate handling. • Use ergonomics in forklift controls by positioning and designing steering controls so that they are accessible and easy to use even with one upper limb. • Interchange tasks to avoid repeated movements by one part of the body (especially hands and arms) on a continuous basis.
LOWER LIMB	In cases of people with mobility problems	<ul style="list-style-type: none"> • Reduction of distances in prolonged standing. • Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Schedule breaks and/or make working hours more flexible. • Automate machinery and processes as much as possible. • Include the location and design of steering controls so that they are accessible and easy to operate. • Installing drive mechanisms at a height suitable for use by wheelchair users and/or short people. • Adding assistive devices such as special grips and handles to facilitate climbing onto the truck if necessary. Hydraulic seat with ergonomic backrest to facilitate driving posture.
SPINE	In cases of people with mobility problems	<ul style="list-style-type: none"> • Reducing distances when standing for long periods of time. • Schedule breaks from time to time to facilitate postural change and avoid prolonged forced and repetitive positions.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<ul style="list-style-type: none"> • Avoiding loads and manual weight handling. • Include the location and design of the steering controls so that they are accessible and easy to operate. • Provide a hydraulically adjustable and ergonomic seat, with good cushioning to avoid shocks to the spine, additional cushions or lumbar supports to help maintain proper posture without overloading.
NERVOUS SYSTEM		
MOTOR AND SENSORY	In case of impairments such as involuntary movements, limitation of movements or involuntary movements, impaired manual dexterity, which make the operation of machinery inadvisable or impracticable	<ul style="list-style-type: none"> • Schedule regular breaks to facilitate postural changes and avoid prolonged forced and repetitive positions. • Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Incorporate operating mechanisms at a height suitable for use by wheelchair users and/or people of small stature. • Install ergonomic controllers on the forklift truck, such as levers or joysticks that are easy to use and access, with intuitive and touch-sensitive controls.
ENCEPHALUS	In case of alterations such as, for example, mental state, sleep disorder, ... and associated medication that makes driving machinery incompatible with driving, or high demands on concentration and skill at the workstation.	<ul style="list-style-type: none"> • Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Inclusion of more accessible and/or automated interfaces to facilitate forklift truck operation. Touch screens with clear and easy-to-understand icons, audio and visual signals to indicate the status of the crane, facilitate spatial orientation and the tracking of loads. • Regular break times and task organisation to minimise fatigue.
CRANIAL PAIRS	In the case of persons with severely impaired visual acuity not compatible with the driving of machinery	<ul style="list-style-type: none"> • Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Establish alternative communication and signage, visual signs to facilitate spatial orientation, load tracking and interaction between the operator and other personnel.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<ul style="list-style-type: none"> Install automated controls, sensor-based assistance systems, and/or ergonomic controls with easy-to-use buttons or levers to facilitate forklift operation.
SPINAL MEDULA	If the impairment in terms of manual dexterity does not make it advisable to drive machinery	<ul style="list-style-type: none"> Facilitate accessibility in the work environment by removing obstacles, architectural barriers, and/or possible unevenness. Install ergonomic controls, easily accessible levers or buttons and other assistive devices, such as levers with special grips. Install an adapted seat and support and assistance systems such as grab handles to provide adequate support to the worker during forklift operations.
MUSCULAR SYSTEM AND PERIPHERAL NERVOUS SYSTEM	If the sensory, motor or nervous system impairment makes driving machinery inadvisable	<ul style="list-style-type: none"> Reducing or limiting the weights to be loaded and unloaded, and/or processes to be carried out manually. Reducing the distances in prolonged standing. Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Install an adapted seat that minimises the number of vibrations. Take short breaks to facilitate a change of posture from time to time. Install ergonomic controls, easily accessible levers or buttons and other assistive devices, such as levers with special grips.
AUTONOMOUS NERVOUS SYSTEM	If the condition does not make it advisable to drive machinery	<ul style="list-style-type: none"> Reducing or limiting the weights to be loaded and unloaded, and/or processes to be carried out manually. Reducing the distances in prolonged standing. Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Incorporate drive mechanisms at a height suitable for use by wheelchair users and/or people of small stature. Implement ergonomically designed forklift controls with large, easily accessible buttons, technological systems such as remote-control

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>devices or automation systems, obstacle detection sensors, proximity alarms and automatic braking systems.</p> <ul style="list-style-type: none"> Take short breaks to facilitate postural changes from time to time.
RESPIRATORY SYSTEM		
RESPIRATORY SYSTEM	In cases where it is impossible to avoid frequent contact of the worker with agents and/or particles that cause alterations of the respiratory function; and in cases where the worker's disability does not recommend or prohibit the use of machinery, such as sleep apnoea.	<ul style="list-style-type: none"> Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.). Improvement of the quality and control of the air in the work environment with adequate extraction, filtration and/or ventilation systems. Maintenance and cleaning of workplaces, machinery and tools, using wet methods or hoovers instead of others that favour the movement of particles in the air. Flexibilization of working hours / organisation of work in such a way as to reduce physical workload and avoid prolonged exposure to intense efforts, handling of loads or forced postures.
CARDIOVASCULAR SYSTEM		
CARDIOVASCULAR SYSTEM	If the condition does not make it advisable to drive machinery.	<ul style="list-style-type: none"> Limit overexertion or forced postures that hinder venous circulation or promote hypotension. Avoid regular exposure to noise and/or vibrations through the use of the corresponding PPE. Avoid situations of exposure to intense or prolonged stress by limiting the load of responsibilities, favouring the alternation of tasks and regular breaks. Control temperature and humidity to avoid high temperature environments.
HAEMATOPOYETIC SYSTEM		
HAEMATOPOYETIC SYSTEM		<ul style="list-style-type: none"> Reduce or limit the weights to be loaded and unloaded, and/or processes to be carried out manually. Avoid tasks with risk of cuts or major trauma. Keep work areas clean, organised and free of obstacles. Controlling temperature and humidity to avoid

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>high temperature environments.</p> <ul style="list-style-type: none"> Regular break times to minimise fatigue.
DIGESTIVE SYSTEM		
DIGESTIVE SYSTEM		<ul style="list-style-type: none"> Avoid stressful tasks. Minimise physical strain and tension in the digestive system. Avoid rotating and/or night shifts, favouring more regular and predictable shifts for the worker, which imply stability in their meal times. Respect workers' eating times and needs. Provide toilets close to the workplace. Adapt breaks, rest periods and access to toilets according to the needs of the worker. Take extreme precautions and encourage the use of protective measures (gloves, masks, suitable clothing) against particles and hazardous substances.
GENITOURINARY SYSTEM		
GENITOURINARY SYSTEM		<ul style="list-style-type: none"> Minimise physical strain and tension in the area of the genitourinary system. Provide toilets close to the workplace, ensuring the necessary privacy. Adapt breaks and access to the toilet according to the needs of the worker. Take extreme precautions and encourage the use of protective measures (gloves, masks, appropriate clothing) against particles and hazardous substances.
ENDOCRINE SYSTEM		
ENDORINE SYSTEM	In case of disturbances such as, for example, sleep disorders, ... and associated medication that make it incompatible with driving machinery, or high demands on concentration and skill at the job.	<ul style="list-style-type: none"> Provide breaks during the working day and a place with a certain amount of privacy where the worker can carry out the necessary checks and measurements and/or take medication.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
SKIN AND ANEXXES		
SKIN AND ANEXXES		<ul style="list-style-type: none"> • Keep the work space clean. • Keeping chemical products or hazardous materials well stored, maximising direct and continuous exposure to them. • Provide and encourage the use of protective measures (PPE) and clothing appropriate to the worker and according to his/her disability. • Install cushioned seating, cushioned work surfaces or any other ergonomic adaptation of machinery.
NEOPLASIAS		
NEOPLASIAS	In cases of a serious or very serious qualification affecting even the performance of activities of daily living	<ul style="list-style-type: none"> • Avoid strain and/or strain on the affected limb or area. • Schedule breaks and/or make working hours more flexible. • Provide toilet facilities close to the workplace. • Control temperature and humidity to avoid high and low temperature environments. • Provide and encourage the use of protective measures (PPE) in the case of immunocompromised patients. • Make ergonomic adjustments to the forklift truck, such as seats, controls and mirrors, automated lifting and lowering mechanisms or gripping devices to reduce the need for strenuous physical exertion. • Facilitating breaks and task rotation to cope with fatigue.
VISUAL SYSTEM		
VISUAL SYSTEM	In cases where the ability to see is not sufficient and necessary for the operation of machinery	<ul style="list-style-type: none"> • Limit prolonged exposure to intense light. • Adjust and/or improve the lighting of the working environment. • Provide visual signs in large fonts and Braille. • Add acoustic signals. • Keep work areas clean, organised and free of obstacles. • Facilitating the alternation of tasks, and limiting tasks that require detailed vision.
EAR, THROAT AND RELATED STRUCTURES		

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
EAR	In cases where the level of hearing impairment is incompatible with driving machinery and/or affects balance.	<ul style="list-style-type: none"> Implement the use of work instructions through written messages and/or visual communication (signs, gestures, ...). Use visual communication boards and devices for indication, warning or safety alerts. Avoid extreme noise environments, in some cases, depending on the use of hearing aids or not, and the level of hearing perception. Have employment with the support of professionals from social organisations that support people with sensory disabilities.
THROAT		<ul style="list-style-type: none"> Use of written, visual, audio and/or assisted communication systems and devices. Avoid environments of extreme noise that require and hinder the necessary oral communication of the worker. Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.), in the case of certain pathologies related to the throat. Employment with the support of professionals from social organisations that support people with sensory disabilities.
RELATED STRUCTURES		<ul style="list-style-type: none"> Use of written, visual, audio and/or audio-assisted communication systems and devices.
LANGUAGE		
DEVELOPMENTAL LANGUAGE DISORDER		<ul style="list-style-type: none"> Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures. Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker. Have the support of a colleague and/or superior in communication.
ESTABLISHED LANGUAGE DISORDER		<ul style="list-style-type: none"> Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures and facilitate understanding.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<ul style="list-style-type: none"> • Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker. • Have the support of a colleague and/or superior in communication.
DISORDERS AFFECTING SPEECH OR VOICE		<ul style="list-style-type: none"> • Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures and facilitate understanding. • Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker. • Have the support of a colleague and/or superior in communication.
MENTAL DELAY		
MENTAL DELAY	In cases where the general intellectual capacity is lower than the autonomy required for the performance of the post	<ul style="list-style-type: none"> • Employ teaching and training methods in the operation of machinery supported by visual and practical resources that facilitate understanding and learning. • Provide structured, clear and simple work instructions. • Provide simplified controls, checklists, access routes and signage. • Provide employment with the support of professionals from social organisations supporting people with intellectual disabilities.
MENTAL ILLNES		
MENTAL ILLNES	When psychopathological symptoms or medication prevent the performance of the job. Nor in the case of alterations such as, for example, sleep disorders, ... and associated medication that makes it incompatible with driving machinery, or	<ul style="list-style-type: none"> • Reduce noise and other visual stimuli that impede the worker's concentration. • Establish clear routines and orders. • Facilitate flexible working hours and breaks. • Continuous feedback and positive reinforcement. • Employment with the support of professionals from social organisations supporting people with disabilities and mental illness.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
	high demands on concentration and skill in the job.	

3.2.2. CRANE

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
SKELETAL - MUSCLE SYSTEM		
UPPER LIMB	In case of total or partial loss of both upper limbs, lack of fine motor skills or sensibility and/or mobility of limbs	<ul style="list-style-type: none"> • Reduce or limit the weights to be loaded and unloaded, and/or processes to be carried out manually. • Automate machinery and processes as much as possible. • Add assistive devices, such as special handles or levers with less resistance, to reduce stress and facilitate handling. • Use ergonomics in forklift controls by positioning and designing steering controls so that they are accessible and easy to use even with one upper limb. • Interchange tasks to avoid repeated movements by one part of the body (especially hands and arms) on a continuous basis.
LOWER LIMB	In cases of people with mobility problems	<ul style="list-style-type: none"> • Reduction of distances in prolonged standing. • Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Schedule breaks and/or make working hours more flexible. • Automate machinery and processes as much as possible. • Include the location and design of steering controls so that they are accessible and easy to operate. • Installing drive mechanisms at a height suitable

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>for use by wheelchair users and/or short people.</p> <ul style="list-style-type: none"> • Adding assistive devices such as special grips and handles to facilitate climbing onto the truck if necessary. Hydraulic seat with ergonomic backrest to facilitate driving posture.
SPINE	In cases of people with mobility problems and in situations where prolonged standing is impossible.	<ul style="list-style-type: none"> • Reducing distances when standing for long periods of time. • Schedule breaks from time to time to facilitate postural change and avoid prolonged forced and repetitive positions. • Avoiding loads and manual weight handling. • Include the location and design of the steering controls so that they are accessible and easy to operate. • Provide a hydraulically adjustable and ergonomic seat, with good cushioning to avoid shocks to the spine, additional cushions or lumbar supports to help maintain proper posture without overloading.
NERVOUS SYSTEM		
MOTOR AND SENSORY	In case of impairments such as involuntary movements, limitation of movements or involuntary movements, impaired manual dexterity, which make the operation of machinery inadvisable or impracticable	<ul style="list-style-type: none"> • Schedule regular breaks to facilitate postural changes and avoid prolonged forced and repetitive positions. • Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Incorporate operating mechanisms at a height suitable for use by wheelchair users and/or people of small stature. • Install ergonomic controllers on the crane, such as levers or joysticks that are easy to use and access, with intuitive and touch-sensitive controls.
ENCEPHALUS	In case of alterations such as, for example, mental state, sleep disorder, ... and associated medication that makes driving machinery incompatible with driving, or high	<ul style="list-style-type: none"> • Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Inclusion of more accessible and/or automated interfaces to facilitate forklift truck operation.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
	demands on concentration and skill at the workstation.	<p>Touch screens with clear and easy-to-understand icons, audio and visual signals to indicate the status of the crane, facilitate spatial orientation and the tracking of loads.</p> <ul style="list-style-type: none"> Regular break times and task organisation to minimise fatigue.
CRANIAL PAIRS	In the case of persons with severely impaired visual acuity not compatible with the driving of machinery	<ul style="list-style-type: none"> Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Establish alternative communication and signage, visual signs to facilitate spatial orientation, load tracking and interaction between the operator and other personnel. Install automated controls, sensor-based assistance systems, and/or ergonomic controls with easy-to-use buttons or levers to facilitate forklift operation.
SPINAL MEDULA	If the impairment in terms of manual dexterity does not make it advisable to drive machinery	<ul style="list-style-type: none"> Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Incorporate operating mechanisms at a height suitable for use by wheelchair users and/or people of small stature. Strategic location of the controls, the use of remote control devices or the adaptation of the controls to be operated with the parts of the body that the person can use more easily.
MUSCULAR SYSTEM AND PERIPHERAL NERVOUS SYSTEM	If the sensory, motor or nervous system impairment makes driving machinery inadvisable	<ul style="list-style-type: none"> Reducing or limiting the weights to be loaded and unloaded, and/or processes to be carried out manually. Reducing the distances in prolonged standing. Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Incorporate operating mechanisms at a height suitable for use by wheelchair users and/or people of small stature. Strategic location of the controls, the use of remote-control devices or the adaptation of the controls to be operated with parts of the body that the person can use more easily.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
AUTONOMOUS NERVOUS SYSTEM	If the condition does not make it advisable to drive machinery	<ul style="list-style-type: none"> Reducing or limiting the weights to be loaded and unloaded, and/or processes to be carried out manually. Reducing the distances in prolonged standing. Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Incorporate drive mechanisms at a height suitable for use by wheelchair users and/or people of small stature. Implement ergonomically designed crane controls with large, easily accessible buttons, technological systems such as remote-control devices or automation systems, obstacle detection sensors, proximity alarms and automatic braking systems.
RESPIRATORY SYSTEM		
RESPIRATORY SYSTEM	In cases where it is impossible to avoid frequent contact of the worker with agents and/or particles that cause alterations of the respiratory function; and in cases where the worker's disability does not recommend or prohibit the use of machinery, such as sleep apnoea.	<ul style="list-style-type: none"> Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.). Improvement of the quality and control of the air in the work environment with adequate extraction, filtration and/or ventilation systems. Maintenance and cleaning of workplaces, machinery and tools, using wet methods or hoovers instead of others that favour the movement of particles in the air. Flexibilization of working hours / organisation of work in such a way as to reduce physical workload and avoid prolonged exposure to intense efforts, handling of loads or forced postures.
CARDIOVASCULAR SYSTEM		
CARDIOVASCULAR SYSTEM	If the condition does not make it advisable to drive machinery.	<ul style="list-style-type: none"> Limit overexertion or forced postures that hinder venous circulation or promote hypotension. Avoid regular exposure to noise and/or vibrations through the use of the corresponding PPE. Avoid situations of exposure to intense or prolonged stress by limiting the load of responsibilities, favouring the alternation of

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>tasks and regular breaks.</p> <ul style="list-style-type: none"> Control temperature and humidity to avoid high temperature environments.
HAEMATOPOYETIC SYSTEM		
HAEMATOPOYETIC SYSTEM		<ul style="list-style-type: none"> Reduce or limit the weights to be loaded and unloaded, and/or processes to be carried out manually. Avoid tasks with risk of cuts or major trauma. Keep work areas clean, organised and free of obstacles. Controlling temperature and humidity to avoid high temperature environments. Regular break times to minimise fatigue.
DIGESTIVE SYSTEM		
DIGESTIVE SYSTEM		<ul style="list-style-type: none"> Avoid stressful tasks. Minimise physical strain and tension in the digestive system. Avoid rotating and/or night shifts, favouring more regular and predictable shifts for the worker, which imply stability in their meal times. Respect workers' eating times and needs. Provide toilets close to the workplace. Adapt breaks, rest periods and access to toilets according to the needs of the worker. Take extreme precautions and encourage the use of protective measures (gloves, masks, suitable clothing) against particles and hazardous substances.
GENITOURINARY SYSTEM		
GENITOURINARY SYSTEM		<ul style="list-style-type: none"> Minimise physical strain and tension in the area of the genitourinary system. Provide toilets close to the workplace, ensuring the necessary privacy. Adapt breaks and access to the toilet according to the needs of the worker. Take extreme precautions and encourage the use of protective measures (gloves, masks, appropriate clothing) against particles and hazardous substances.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
ENDOCRINE SYSTEM		
ENDORINE SYSTEM	In case of disturbances such as, for example, sleep disorders, ... and associated medication that make it incompatible with driving machinery, or high demands on concentration and skill at the job.	<ul style="list-style-type: none"> • Provide breaks during the working day and a place with a certain amount of privacy where the worker can carry out the necessary checks and measurements and/or take medication.
SKIN AND ANEXXES		
SKIN AND ANEXXES		<ul style="list-style-type: none"> • Keep the work space clean. • Keeping chemical products or hazardous materials well stored, maximising direct and continuous exposure to them. • Provide and encourage the use of protective measures (PPE) and clothing appropriate to the worker and according to his/her disability. • Install cushioned seating, cushioned work surfaces or any other ergonomic adaptation of machinery.
NEOPLASIAS		
NEOPLASIAS	In cases of a serious or very serious qualification affecting even the performance of activities of daily living	<ul style="list-style-type: none"> • Avoid strain and/or strain on the affected limb or area. • Schedule breaks and/or make working hours more flexible. • Provide toilet facilities close to the workplace. • Control temperature and humidity to avoid high and low temperature environments. • Provide and encourage the use of protective measures (PPE) in the case of immunocompromised patients. • Make ergonomic adjustments to the forklift crane, such as seats, controls and mirrors, automated lifting and lowering mechanisms or gripping devices to reduce the need for strenuous physical exertion. • Facilitating breaks and task rotation to cope with fatigue.
VISUAL SYSTEM		

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
VISUAL SYSTEM	In cases where the ability to see is not sufficient and necessary for the operation of machinery	<ul style="list-style-type: none"> • Limit prolonged exposure to intense light. • Adjust and/or improve the lighting of the working environment. • Provide visual signs in large fonts and Braille. • Add acoustic signals. • Keep work areas clean, organised and free of obstacles. • Facilitating the alternation of tasks, and limiting tasks that require detailed vision.
EAR, THROAT AND RELATED STRUCTURES		
EAR	In cases where the level of hearing impairment is incompatible with driving machinery and/or affects balance.	<ul style="list-style-type: none"> • Implement the use of work instructions through written messages and/or visual communication (signs, gestures, ...). • Use visual communication boards and devices for indication, warning or safety alerts. • Avoid extreme noise environments, in some cases, depending on the use of hearing aids or not, and the level of hearing perception. • Have employment with the support of professionals from social organisations that support people with sensory disabilities.
THROAT		<ul style="list-style-type: none"> • Use of written, visual, audio and/or assisted communication systems and devices. • Avoid environments of extreme noise that require and hinder the necessary oral communication of the worker. • Use of PPE (FPF2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.), in the case of certain pathologies related to the throat. • Employment with the support of professionals from social organisations that support people with sensory disabilities.
RELATED STRUCTURES		<ul style="list-style-type: none"> • Use of written, visual, audio and/or audio-assisted communication systems and devices.
LANGUAGE		
DEVELOPMENTAL LANGUAGE DISORDER		<ul style="list-style-type: none"> • Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>that indicate operational and safety procedures.</p> <ul style="list-style-type: none"> • Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker. • Have the support of a colleague and/or superior in communication.
ESTABLISHED LANGUAGE DISORDER		<ul style="list-style-type: none"> • Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures and facilitate understanding. • Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker. • Have the support of a colleague and/or superior in communication.
DISORDERS AFFECTING SPEECH OR VOICE		<ul style="list-style-type: none"> • Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures and facilitate understanding. • Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker. • Have the support of a colleague and/or superior in communication.
MENTAL DELAY		
MENTAL DELAY	In cases where the general intellectual capacity is lower than the autonomy required for the performance of the post	<ul style="list-style-type: none"> • Employ teaching and training methods in the operation of machinery supported by visual and practical resources that facilitate understanding and learning. • Provide structured, clear and simple work instructions. • Provide simplified controls, checklists, access routes and signage. • Provide employment with the support of professionals from social organisations supporting people with intellectual disabilities.
MENTAL ILLNES		
MENTAL ILLNES	When psychopathological	<ul style="list-style-type: none"> • Reduce noise and other visual stimuli that impede the worker's concentration.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
	<p>symptoms or medication prevent the performance of the job. Nor in the case of alterations such as, for example, sleep disorders, ... and associated medication that makes it incompatible with driving machinery, or high demands on concentration and skill in the job.</p>	<ul style="list-style-type: none"> • Establish clear routines and orders. • Facilitate flexible working hours and breaks. • Continuous feedback and positive reinforcement. • Employment with the support of professionals from social organisations supporting people with disabilities and mental illness.

3.2.3. CALIBRATION AND REINFORCEMENT LINE

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
SKELETAL - MUSCLE SYSTEM		
UPPER LIMB	In case of total or partial loss of both upper limbs, lack of fine motor skills or sensibility and/or mobility of limbs	<ul style="list-style-type: none"> • Adapting the speed of work to the psychomotor and manual dexterity of the worker. • Providing mechanical, electrical or pneumatic tools that require minimum physical effort for the worker instead of hand tools. • Provide mechanical lifting tools or assistance to avoid muscular injuries. Teach proper ergonomic techniques and the correct way to use equipment and assistive tools for correct lifting of objects.
LOWER LIMB	In cases of people with mobility problems	<ul style="list-style-type: none"> • Avoid prolonged standing and, if the post allows it, facilitate the alternate position so as not to overload the limbs. • Schedule breaks and/or make work schedules more flexible, avoiding the same posture for a prolonged period of time. • Use of mechanical and/or motorised devices for handling heavy materials.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<ul style="list-style-type: none"> Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Installation of ramps or platforms to facilitate access to elevated areas. Placing tools and materials at an accessible height. Installation of tables or benches that are adjustable in height.
SPINE	In cases of people with mobility problems	<ul style="list-style-type: none"> Adjust the workstation to the height of the person. Have tools and equipment at a suitable height to avoid overexertion, allowing for a comfortable and ergonomically appropriate position. Technical aids such as loading and lifting devices should be available to facilitate the handling of heavy materials and reduce the physical load. If the position permits, allow sitting periods and facilitate the use of ergonomic chairs with lumbar support to promote healthy posture and reduce pressure on the spine. Allow breaks or alternation of positions to facilitate postural change, and avoid fatigue, awkward postures and overloading.
NERVOUS SYSTEM		
MOTOR AND SENSORY	In case of disorders such as dysfunctions of the nervous system, involuntary movements, limitation of movements, or impairment of the manual dexterity required for the job.	<ul style="list-style-type: none"> Schedule regular breaks to facilitate postural changes and avoid prolonged forced and repetitive positions. Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Assistive devices for handling objects, tools with ergonomic handles or adaptations to machines to make them more accessible and easier to use. Incorporate automatic operating mechanisms.
ENCEPHALUS	In case of alterations such as, for example, mental state, sleep disorder, ... and associated medication that makes driving	<ul style="list-style-type: none"> Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers, and/or possible unevenness. Regular break times and organising tasks in a way that minimises fatigue. Designing the work environment in a safe

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
	machinery incompatible with driving, or high demands on concentration and skill at the workstation.	<p>manner, minimising noise and other sources of sensory stimulation through PPE that may affect the operator's concentration.</p> <ul style="list-style-type: none"> • Implementation of signs, visual diagrams to help the operator follow procedures and tasks, and organisation of work, with clear instructions and procedures. • Incorporate automatic actuation mechanisms.
CRANIAL PAIRS	In the case of persons with severely impaired visual acuity, optic nerve, oculomotor nerve, not compatible with the high manual dexterity requirements of the job.	<ul style="list-style-type: none"> • Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Establish alternative communication and signage, visual signs to facilitate spatial orientation, load following and interaction between the operator and other personnel. • Use of additional personal protective equipment, such as face shields, to protect potentially affected areas of the head and face. • Incorporation of automatic actuation mechanisms.
SPINAL MEDULA	In cases of persons with reduced mobility and if the impairment is not compatible with the need for high manual dexterity.	<ul style="list-style-type: none"> • Facilitate accessibility in the work environment by removing obstacles, architectural barriers, and/or possible unevenness. • Include assistive devices for lifting and carrying heavy objects, tools with ergonomic handles and mobility aids if necessary. • Incorporate automatic actuation mechanisms.
MUSCULAR SYSTEM AND PERIPHERAL NERVOUS SYSTEM	If the sensory, motor or nervous impairment is not compatible with the manual dexterity required for the job.	<ul style="list-style-type: none"> • Adapting the speed of work to psychomotor skills and manual dexterity. • Reducing or limiting the weights to be loaded and unloaded manually; and using trolleys or assistive devices for this task and for moving loads. • Reducing distances when standing for long periods of time.
AUTONOMOUS NERVOUS SYSTEM	If the condition is not compatible with the manual dexterity required for the job.	<ul style="list-style-type: none"> • Reducing or limiting the weights to be loaded and unloaded, and/or processes to be carried out manually. • Reducing the distances in prolonged standing. • Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<ul style="list-style-type: none"> Adapting the working speed to the psychomotor skills and manual dexterity of the worker. Controlling the temperature, lighting and ventilation to avoid any triggering of their condition. Implement flexible working hours and short breaks.
RESPIRATORY SYSTEM		
RESPIRATORY SYSTEM	In cases where it is impossible to avoid frequent contact of the worker with agents and/or particles that cause alterations of the respiratory function.	<ul style="list-style-type: none"> Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.). Improvement of the quality and control of the air in the work environment with adequate extraction, filtration and/or ventilation systems. Maintenance and cleaning of workplaces, machinery and tools, using wet methods or hoovers instead of others that favour the movement of particles in the air. Flexibilization of working hours / organisation of work in such a way as to reduce physical workload and avoid prolonged exposure to intense efforts, handling of loads or forced postures.
CARDIOVASCULAR SYSTEM		
CARDIOVASCULAR SYSTEM	If the condition does not make it advisable to carry out manual work requiring physical effort.	<ul style="list-style-type: none"> Limit overexertion or forced postures that hinder venous circulation or promote hypotension. Avoid regular exposure to noise and/or vibrations through the use of the corresponding PPE. Avoid situations of exposure to intense or prolonged stress by limiting the load of responsibilities, favouring the alternation of tasks and regular breaks. Control temperature and humidity to avoid high temperature environments. Reduce or limit the weights to be loaded and unloaded manually by using complementary assistance equipment.
HAEMATOPOYETIC SYSTEM		
HAEMATOPOYETIC SYSTEM		<ul style="list-style-type: none"> Reduce or limit the weights to be loaded and unloaded, and/or processes to be carried out

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>manually.</p> <ul style="list-style-type: none"> • Avoid tasks with risk of cuts or major injuries, assigning other less physically demanding tasks within the workplace. • Keep work areas clean, organised and free of obstacles. • Controlling temperature and humidity to avoid hot environments. • Regular break times so as to minimise fatigue.
DIGESTIVE SYSTEM		
DIGESTIVE SYSTEM		<ul style="list-style-type: none"> • Avoid stressful tasks. • Minimise physical strain and tension in the digestive system. • Avoid rotating and/or night shifts, favouring more regular and predictable shifts for the worker, which imply stability in their meal times. Respect workers' eating times and needs. • Provide toilets close to the workplace. • Adapt breaks, rest periods and access to toilets according to the needs of the worker. • Take extreme precautions and encourage the use of protective measures (gloves, masks, suitable clothing) against particles and hazardous substances.
GENITOURINARY SYSTEM		
GENITOURINARY SYSTEM		<ul style="list-style-type: none"> • Minimise physical strain and tension in the area of the genitourinary system. • Provide toilets close to the workplace, ensuring the necessary privacy. • Adapt breaks and access to the toilet according to the needs of the worker. • Take extreme precautions and encourage the use of protective measures (gloves, masks, appropriate clothing) against particles and hazardous substances.
ENDOCRINE SYSTEM		
ENDORINE SYSTEM		<ul style="list-style-type: none"> • Reduce stress in the workplace that can lead to endocrine disruption.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<ul style="list-style-type: none"> Control temperature and humidity to avoid extreme temperature environments. Provide breaks during the working day and a place with a certain degree of privacy where the worker can carry out the necessary controls and measurements and/or take medication. Minimise exposure to chemical substances or toxic agents that may affect the endocrine system. Adapting work and storage spaces for the use of short people.
SKIN AND ANEXXES		
SKIN AND ANEXXES	In cases where the degree of impairment prevents contact with this type of environment.	<ul style="list-style-type: none"> Control temperature and humidity to avoid environments that increase skin problems. Provide adequate bathrooms and/or changing rooms for personal care and access to skin cleansing and moisturising products if necessary. Keep chemicals, hazardous materials or irritants well stored, avoiding direct and continuous exposure to them. Encourage the use of protective measures (PPE) to avoid skin irritation or injury and provide appropriate clothing for the worker according to his/her disability. Keep the workspace clean. Improve the quality and control of the air in the work environment with adequate extraction, filtration and/or ventilation systems.
NEOPLASIAS		
NEOPLASIAS	In cases of a serious or very serious qualification affecting even the performance of activities of daily living	<ul style="list-style-type: none"> Avoid strain and/or strain on the affected limb or area. Schedule breaks and/or make working hours more flexible. Provide toilet facilities close to the workplace. Control temperature and humidity to avoid high and low temperature environments. Provide and encourage the use of protective measures (PPE) in the case of immunocompromised patients. Facilitate breaks and rotation of tasks to cope with fatigue.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
VISUAL SYSTEM		
VISUAL SYSTEM	In cases where the vision capacity is not sufficient and necessary for the development of the position.	<ul style="list-style-type: none"> Adjust and/or improve the lighting (natural or artificial) in the work environment to facilitate the worker's vision. Provide visual aids and adaptive technology such as glasses, magnifying glasses, or screen reading software where necessary. Add acoustic signals. Provide visual signs in large fonts and Braille. Keep work areas clean, organised, and free of obstacles to facilitate movement and orientation. Avoid risky tasks that require precise vision.
EAR, THROAT AND RELATED STRUCTURES		
EAR	In cases where the level of hearing impairment and/or balance impairment is incompatible with the performance of the job.	<ul style="list-style-type: none"> Add visual signage. Implement the use of work instructions through written messages and/or visual communication (signs, gestures, ...) or use of messaging or videoconferencing applications. Install visual warning and safety systems to notify emergency situations or changes in the working environment. Avoid extreme noise environments, in some cases, depending on the use of hearing aids or not, and the level of auditory perception.
THROAT		<ul style="list-style-type: none"> Provide alternative communication systems (written, visual, audio and/or assisted). Avoid extremely noisy environments that make it difficult for the worker to communicate orally. Reduce exposure to irritants or pollutants that may affect the worker's throat. Use of PPE (FPP2 mask, splash screens, goggles, gloves, ...) to avoid contact and breathing of particles (dust, smoke, combustion, ...).
RELATED STRUCTURES	In people with severe balance problems that cause mobility problems.	<ul style="list-style-type: none"> Use of written, visual, audio and/or assisted communication systems and devices. Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.).
LANGUAGE		

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
DEVELOPMENTAL LANGUAGE DISORDER		<ul style="list-style-type: none"> • Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures. • Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker.
ESTABLISHED LANGUAGE DISORDER		<ul style="list-style-type: none"> • Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures and facilitate understanding. • Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker. • Have the support of a colleague and/or superior in communication. • Use clear and concise language avoiding jargon or complex technical terminology.
DISORDERS AFFECTING SPEECH OR VOICE		<ul style="list-style-type: none"> • Use of alternative communication systems and devices (written, visual, audio and/or assisted) in cases of reduced verbal ability. • Adding acoustic and visual signals. • Use simple and concise language that allows clear instructions to be given and to be understood. • Provide adequate lighting at the workstation to allow identification of the visual elements of the environment, and the facial expressions (lip-reading where appropriate) of potential interlocutors. • Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker.
MENTAL DELAY		
MENTAL DELAY	In cases where the general intellectual capacity is lower than the autonomy required for the performance of the post	<ul style="list-style-type: none"> • Show in a practical and visually supported way the tasks to be performed. • Clearly define the worker's tasks and responsibilities, simplify them, structure them and break them down into smaller, simpler steps. • Provide simplified controls, checklists, access

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>routes and signage.</p> <ul style="list-style-type: none"> • Have employment with the support of professionals from social organisations supporting people with intellectual disabilities.
MENTAL ILLNES		
MENTAL ILLNES	When psychopathological symptoms or medication prevent the performance of the job.	<ul style="list-style-type: none"> • Reduce noise and other visual stimuli that impede the worker's concentration. • Establish clear routines and orders. • Facilitate flexible working hours and breaks. • Continuous feedback and positive reinforcement. • Employment with the support of professionals from social organisations supporting people with disabilities and mental illness.

3.2.4. CNC 5/6 AXIS AND 2D SCREEN PRINTING

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
SKELETAL - MUSCLE SYSTEM		
UPPER LIMB	In case of total or partial loss of both upper limbs, lack of fine motor skills or sensibility and/or mobility of limbs	<ul style="list-style-type: none"> • Adaptation of the working speed to the psychomotor and manual dexterity of the worker. • Include adjustments to the work table, chair and controls. • Adaptation of computer equipment (PDA PC) to manual dexterity. • Adaptation of software by voice
LOWER LIMB	In cases of persons with mobility problems	<ul style="list-style-type: none"> • Avoid prolonged standing and, if the post allows it, facilitate the alternate position so as not to overload the limbs. • Schedule breaks and/or make work schedules more flexible, avoiding the same posture for a prolonged period of time. • Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>and/or possible unevenness. Installation of ramps or platforms to facilitate access to elevated areas.</p> <ul style="list-style-type: none"> Placing tools and materials at an accessible height. Installation of tables or benches that are adjustable in height.
SPINE	In cases of persons with mobility problems	<ul style="list-style-type: none"> Adjust the workstation to the height of the person. Have tools and equipment at a suitable height to avoid overexertion, allowing for a comfortable and ergonomically appropriate position. Technical aids such as loading and lifting devices should be available to facilitate the handling of heavy materials and reduce the physical load. If the position permits, allow sitting periods and facilitate the use of ergonomic chairs with lumbar support to promote healthy posture and reduce pressure on the spine. Allow breaks or alternation of positions to facilitate postural change, and avoid fatigue, awkward postures and overloading.
NERVOUS SYSTEM		
MOTOR AND SENSORY	In case of disorders such as dysfunctions of the nervous system, involuntary movements, limitation of movements, or impairment of the manual dexterity required for the job.	<ul style="list-style-type: none"> Schedule regular breaks to facilitate postural changes and avoid prolonged forced and repetitive positions. Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Assistive devices for handling objects, tools with ergonomic handles or adaptations to machines to make them more accessible and easier to use. Incorporate automatic operating mechanisms. Adapted and accessible control console (large keyboard, voice recognition, touch screen).
ENCEPHALUS	In case of alterations such as, for example, mental state, sleep disorder, ... and associated medication that makes it	<ul style="list-style-type: none"> Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers, and/or possible unevenness. Regular break times and organising tasks in a way that minimises fatigue. Designing the work environment in a safe

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
	incompatible with the manual dexterity required for the job.	<p>manner, minimising noise and other sources of sensory stimulation through PPE that may affect the operator's concentration.</p> <ul style="list-style-type: none"> • Implementation of signs, visual diagrams to help the operator follow procedures and tasks, and organisation of work, with clear instructions and procedures. • Incorporate automatic actuation mechanisms. • Adapted and accessible control console (large keyboard, voice recognition, touch screen).
CRANIAL PAIRS	In the case of persons with severely impaired visual acuity, optic nerve, oculomotor nerve, not compatible with the high manual dexterity requirements of the job.	<ul style="list-style-type: none"> • Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Establish alternative communication and signage, visual signs to facilitate spatial orientation, load following and interaction between the operator and other personnel. • Use of additional personal protective equipment, such as face shields, to protect potentially affected areas of the head and face. • Incorporation of automatic actuation mechanisms. • Adapted and accessible control console (large keypad, voice recognition, touch screen).
SPINAL MEDULA	In cases of persons with reduced mobility and if the impairment is not compatible with the need for high manual dexterity.	<ul style="list-style-type: none"> • Facilitate accessibility in the work environment by removing obstacles, architectural barriers, and/or possible unevenness. • Include assistive devices for lifting and carrying heavy objects, tools with ergonomic handles and mobility aids if necessary. • Incorporate automatic actuation mechanisms. • Adapted and accessible control console (large keypad, voice recognition, touch screen).
MUSCULAR SYSTEM AND PERIPHERAL NERVOUS SYSTEM	If the sensory, motor or nervous impairment is not compatible with the manual dexterity required for the job.	<ul style="list-style-type: none"> • Adapting the speed of work to psychomotor skills and manual dexterity. • Reducing or limiting the weights to be loaded and unloaded manually; and using trolleys or assistive devices for this task and for moving loads. • Reducing distances when standing for long periods of time.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
AUTONOMOUS NERVOUS SYSTEM	If the condition is not compatible with the manual dexterity required for the job.	<ul style="list-style-type: none"> • Reduction of distances in prolonged standing. • Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Adapting the working speed to the psychomotor skills and manual dexterity of the worker. • Controlling temperature, lighting and ventilation to avoid any triggering of their condition. • Implement flexible working hours and short breaks. • Adapted and accessible control console (large keyboard, voice recognition, touch screen).
RESPIRATORY SYSTEM		
RESPIRATORY SYSTEM	In cases where it is impossible to avoid frequent contact of the worker with agents and/or particles that cause alterations of the respiratory function.	<ul style="list-style-type: none"> • Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.). • Improvement of the quality and control of the air in the working environment with adequate extraction, filtration and/or ventilation systems. • Maintenance and cleaning of workplaces, machinery and tools, using wet methods or hoovers instead of others that favour the movement of particles in the air. • Flexibilisation of working hours/work organisation in order to reduce physical workload and avoid prolonged exposure to intense efforts, handling of loads or forced postures and possible pollutants.
CARDIOVASCULAR SYSTEM		
CARDIOVASCULAR SYSTEM	If the condition does not make it advisable to carry out manual work requiring physical effort.	<ul style="list-style-type: none"> • Limit overexertion or forced postures that hinder venous circulation or promote hypotension. • Avoid regular exposure to noise and/or vibrations through the use of the corresponding PPE. • Avoid situations of exposure to intense or prolonged stress by limiting the load of responsibilities, favouring the alternation of tasks and regular breaks. • Control temperature and humidity to avoid high temperature environments. • Reduce or limit the weights to be loaded and

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		unloaded manually by using complementary assistance equipment.
HAEMATOPOYETIC SYSTEM		
HAEMATOPOYETIC SYSTEM	In case of risk of injury or cut with the materials	<ul style="list-style-type: none"> Reduce or limit the weights to be loaded and unloaded, and/or processes to be carried out manually. Avoid tasks with risk of cuts or major injuries, assigning other less physically demanding tasks within the workplace. Keep work areas clean, organised and free of obstacles. Controlling temperature and humidity to avoid hot environments. Regular break times so as to minimise fatigue.
DIGESTIVE SYSTEM		
DIGESTIVE SYSTEM		<ul style="list-style-type: none"> Avoid stressful tasks. Minimise physical strain and tension in the digestive system. Avoid rotating and/or night shifts, favouring more regular and predictable shifts for the worker, which imply stability in their meal times. Respect workers' eating times and needs. Provide toilets close to the workplace. Adapt breaks, rest periods and access to toilets according to the needs of the worker. Take extreme precautions and encourage the use of protective measures (gloves, masks, suitable clothing) against particles and hazardous substances.
GENITOURINARY SYSTEM		
GENITOURINARY SYSTEM		<ul style="list-style-type: none"> Minimise physical strain and tension in the area of the genitourinary system. Provide toilets close to the workplace, ensuring the necessary privacy. Adapt breaks and access to the toilet according to the needs of the worker. Take extreme precautions and encourage the use of protective measures (gloves, masks, appropriate clothing) against particles and

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		hazardous substances.
ENDOCRINE SYSTEM		
ENDOCRINE SYSTEM		<ul style="list-style-type: none"> • Reduce stress in the workplace that can lead to endocrine disruption. • Control temperature and humidity to avoid extreme temperature environments. • Provide breaks during the working day and a place with a certain degree of privacy where the worker can carry out the necessary controls and measurements and/or take medication. • Minimise exposure to chemical substances or toxic agents that may affect the endocrine system. • Adapting work and storage spaces for the use of short people.
SKIN AND ANNEXES		
SKIN AND ANNEXES	In cases where the degree of involvement prevents contact with such environments and materials	<ul style="list-style-type: none"> • Control temperature and humidity to avoid environments that increase skin problems. • Provide adequate bathrooms and/or changing rooms for personal care and access to skin cleansing and moisturising products if necessary. • Keep chemicals, hazardous materials or irritants well stored, avoiding direct and continuous exposure to them. • Encourage the use of protective measures (PPE) to avoid skin irritation or injury and provide appropriate clothing for the worker according to his/her disability. • Keep the workspace clean. • Improve the quality and control of the air in the work environment with adequate extraction, filtration and/or ventilation systems.
NEOPLASIAS		
NEOPLASIAS	In cases of a serious or very serious qualification affecting even the performance of activities of daily living	<ul style="list-style-type: none"> • Avoid strain and/or strain on the affected limb or area. • Schedule breaks and/or make working hours more flexible. • Provide toilet facilities close to the workplace. • Control temperature and humidity to avoid high and low temperature environments. • Provide and encourage the use of protective

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>measures (PPE) in the case of immunocompromised patients.</p> <ul style="list-style-type: none"> Facilitate breaks and rotation of tasks to cope with fatigue.
VISUAL SYSTEM		
VISUAL SYSTEM	In cases where the vision capacity is not sufficient and necessary for the development of the position.	<ul style="list-style-type: none"> Adjust and/or improve the lighting (natural or artificial) in the work environment to facilitate the worker's vision. Provide visual aids and adaptive technology such as glasses, magnifying glasses, or screen reading software where necessary. Add acoustic signals. Provide visual signs in large fonts and Braille. Keep work areas clean, organised, and free of obstacles to facilitate movement and orientation. Avoid risky tasks that require precise vision. Adapted and accessible control console (large keyboard, voice recognition, touch screen, higher contrast).
EAR, THROAT AND RELATED STRUCTURES		
EAR	In cases where the level of hearing impairment and/or balance impairment is incompatible with the performance of the job.	<ul style="list-style-type: none"> Add visual signage. Implement the use of work instructions through written messages and/or visual communication (signs, gestures, ...) or use of messaging or videoconferencing applications. Install visual warning and safety systems to notify emergency situations or changes in the working environment. Avoid extreme noise environments, in some cases, depending on the use of hearing aids or not, and the level of auditory perception.
THROAT		<ul style="list-style-type: none"> Provide alternative communication systems (written, visual, audio and/or assisted). Avoid extremely noisy environments that make it difficult for the worker to communicate orally. Reduce exposure to irritants or pollutants that may affect the worker's throat. Use of PPE (FPP2 mask, splash screens, goggles, gloves, ...) to avoid contact with and breathing of particles (dust, smoke, combustion, ...).

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
RELATED STRUCTURES		<ul style="list-style-type: none"> Use of written, visual, audio and/or assisted communication systems and devices. Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.).
LANGUAGE		
DEVELOPMENTAL LANGUAGE DISORDER		<ul style="list-style-type: none"> Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures. Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker.
ESTABLISHED LANGUAGE DISORDER		<ul style="list-style-type: none"> Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures and facilitate understanding. Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker. Have the support of a colleague and/or superior in communication. Use clear and concise language avoiding jargon or complex technical terminology.
DISORDERS AFFECTING SPEECH OR VOICE		<ul style="list-style-type: none"> Use of alternative communication systems and devices (written, visual, audio and/or assisted) in cases of reduced verbal ability. Adding acoustic and visual signals. Use simple and concise language that allows clear instructions to be given and to be understood. Provide adequate lighting at the workstation to allow identification of the visual elements of the environment, and the facial expressions (lip-reading where appropriate) of potential interlocutors. Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker.
MENTAL DELAY		

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
MENTAL DELAY	In cases where the general intellectual capacity is lower than the autonomy required for the performance of the post	<ul style="list-style-type: none"> Show in a practical and visually supported way the tasks to be performed. Clearly define the worker's tasks and responsibilities, simplify them, structure them and break them down into smaller, simpler steps. Provide simplified controls, checklists, access routes and signage. Employment with the support of professionals from social organisations supporting people with intellectual disabilities. Adapted and accessible control console (large keyboard, voice recognition, touch screen).
MENTAL ILLNES		
MENTAL ILLNES	When psychopathological symptoms or medication prevent the performance of the job.	<ul style="list-style-type: none"> Reduce noise and other visual stimuli that impede the worker's concentration. Establish clear routines and orders. Facilitate flexible working hours and breaks. Continuous feedback and positive reinforcement. Employment with the support of professionals from social organisations supporting people with disabilities and mental illness. Adapted and accessible control console (large keyboard, voice recognition, touch screen).

3.2.5. CLEAN UP AND WASTE MANAGEMENT

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
SKELETAL - MUSCLE SYSTEM		
UPPER LIMB	In case of total or partial loss of both upper limbs, lack of fine motor skills or sensibility and/or mobility of limbs	<ul style="list-style-type: none"> Adaptation of the working speed to the psychomotor and manual dexterity of the worker. Technical aids and adapted tools such as assistive gripping devices, tools with ergonomic handles or assisted lifting devices to reduce the load on

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<p>the upper limb.</p> <ul style="list-style-type: none"> • Rotation of tasks to avoid excessive repetition of movements or continuous load on the affected upper limb.
LOWER LIMB	In cases of people with mobility problems	<ul style="list-style-type: none"> • Reduction of distances in prolonged standing. • Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Scheduling breaks and/or making working hours more flexible. • Installation of ramps or platforms to facilitate access to elevated areas, as well as the placement of tools and materials at an accessible height. • Include assistive and supportive devices for movement, and tools with ergonomic handles or extenders.
SPINE	In cases of people with mobility problems	<ul style="list-style-type: none"> • Reducing distances when standing for long periods of time. • Schedule breaks from time to time to facilitate postural change and avoid prolonged forced and repetitive positions. • Avoiding loads and manual weight handling. • Provide ergonomic chairs with adjustable lumbar support to ensure a correct and comfortable posture during waste management tasks. • Use of forklifts or lifting equipment to handle heavy objects or tools with ergonomic handles to minimise physical strain. • Providing adequate and additional means of transport to facilitate movement around work areas.
NERVOUS SYSTEM		
MOTOR AND SENSORY	In case of disorders such as dysfunctions of the nervous system, involuntary movements, limitation of movements, or impairment of the	<ul style="list-style-type: none"> • Schedule regular breaks to facilitate postural changes and avoid prolonged forced and repetitive positions. • Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
	manual dexterity required for the job.	<ul style="list-style-type: none"> Assistive devices for handling objects, tools with ergonomic handles or adaptations to machines to make them more accessible and easier to use.
ENCEPHALUS	In case of alterations such as, for example, mental state, sleep disorder, ... and associated medication that makes driving machinery incompatible with driving, or high demands on concentration and skill at the workstation.	<ul style="list-style-type: none"> Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers, and/or possible unevenness. Regular break times and organising tasks in a way that minimises fatigue. Designing the work environment in a safe manner, minimising noise and other sources of sensory stimulation through PPE that may affect the operator's concentration. Implementation of signs, visual diagrams to help the operator follow procedures and tasks, and organisation of work, with clear instructions and procedures.
CRANIAL PAIRS	In the case of persons with severely impaired visual acuity, optic nerve, oculomotor nerve, not compatible with the high manual dexterity requirements of the job.	<ul style="list-style-type: none"> Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. Establish alternative communication and signage, visual signs to facilitate spatial orientation, load following and interaction between the operator and other personnel. Use of additional personal protective equipment, such as face shields, to protect potentially affected areas of the head and face. Incorporation of automatic actuation mechanisms.
SPINAL MEDULA	In cases of persons with reduced mobility and if the impairment is not compatible with the need for high manual dexterity.	<ul style="list-style-type: none"> Facilitate accessibility in the work environment by removing obstacles, architectural barriers, and/or possible unevenness. Include assistive devices for lifting and carrying heavy objects, tools with ergonomic handles and mobility aids if necessary.
MUSCULAR SYSTEM AND PERIPHERAL NERVOUS SYSTEM	If the sensory, motor or nervous impairment is not compatible with the manual dexterity required for the job.	<ul style="list-style-type: none"> Reducing or limiting the weights to be loaded and unloaded, and/or processes to be carried out manually. Reducing the distances in prolonged standing. Facilitate accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<ul style="list-style-type: none"> • Taking short breaks to facilitate postural change every so often. • Adapting the speed of work to psychomotor skills and manual dexterity. • Providing tools with ergonomic handles and other devices that facilitate the handling of materials and reduce muscle fatigue.
AUTONOMOUS NERVOUS SYSTEM	If the condition is not compatible with the manual dexterity required for the job.	<ul style="list-style-type: none"> • Reducing or limiting the weights to be loaded and unloaded, and/or processes to be carried out manually. • Reducing the distances in prolonged standing. • Facilitating accessibility in the work environment, eliminating obstacles, architectural barriers and/or possible unevenness. • Adapting the working speed to the psychomotor skills and manual dexterity of the worker. • Controlling the temperature, lighting and ventilation to avoid any triggering of their condition. • Implement flexible working hours and short breaks.
RESPIRATORY SYSTEM		
RESPIRATORY SYSTEM	In cases where it is impossible to avoid frequent contact of the worker with agents and/or particles that cause alterations of the respiratory function.	<ul style="list-style-type: none"> • Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.). • Improvement of the quality and control of the air in the work environment with adequate extraction, filtration and/or ventilation systems. • Maintenance and cleaning of workplaces, machinery and tools, using wet methods or hoovers instead of others that favour the movement of particles in the air. • Flexibilization of working hours / organisation of work in such a way as to reduce physical workload and avoid prolonged exposure to intense efforts, handling of loads or forced postures.
CARDIOVASCULAR SYSTEM		
CARDIOVASCULAR SYSTEM	If the condition does not make it advisable to	<ul style="list-style-type: none"> • Limit overexertion or forced postures that hinder venous circulation or promote hypotension.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
	carry out manual work requiring physical effort.	<ul style="list-style-type: none"> • Avoid regular exposure to noise and/or vibrations through the use of the corresponding PPE. • Avoid situations of exposure to intense or prolonged stress by limiting the load of responsibilities, favouring the alternation of tasks and regular breaks. • Control temperature and humidity to avoid high temperature environments. • Reduce or limit the weights to be loaded and unloaded manually by using complementary assistance equipment.
HAEMATOPOYETIC SYSTEM		
HAEMATOPOYETIC SYSTEM		<ul style="list-style-type: none"> • Reduce or limit the weights to be loaded and unloaded, and/or processes to be carried out manually. • Avoid tasks with risk of cuts or major injuries, assigning other less physically demanding tasks within the workplace. • Keep work areas clean, organised and free of obstacles. • Controlling temperature and humidity to avoid hot environments. • Regular break times so as to minimise fatigue.
DIGESTIVE SYSTEM		
DIGESTIVE SYSTEM		<ul style="list-style-type: none"> • Avoid stressful tasks. • Minimise physical strain and tension in the digestive system. • Avoid rotating and/or night shifts, favouring more regular and predictable shifts for the worker, which imply stability in their meal times. Respect workers' eating times and needs. • Provide toilets close to the workplace. • Adapt breaks, rest periods and access to toilets according to the needs of the worker. • Take extreme precautions and encourage the use of protective measures (gloves, masks, suitable clothing) against particles and hazardous substances.
GENITOURINARY SYSTEM		

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
GENITOURINARY SYSTEM		<ul style="list-style-type: none"> Minimise physical strain and tension in the area of the genitourinary system. Provide toilets close to the workplace, ensuring the necessary privacy. Adapt breaks and access to the toilet according to the needs of the worker. Take extreme precautions and encourage the use of protective measures (gloves, masks, appropriate clothing) against particles and hazardous substances.
ENDOCRINE SYSTEM		
ENDORINE SYSTEM		<ul style="list-style-type: none"> Provide breaks during the working day and a place with some privacy where the worker can take necessary checks and measurements and/or take medication. Provide adequate working and storage space for the use of short people. Adapting work and storage spaces for the use of short people.
SKIN AND ANEXXES		
SKIN AND ANEXXES	In cases where the degree of impairment prevents contact with this type of environment.	<ul style="list-style-type: none"> Keep the workspace clean. Keeping chemical products or hazardous materials well stored, maximising direct and continuous exposure to them. Provide and encourage the use of protective measures (PPE) and clothing appropriate to the worker and according to his/her disability.
NEOPLASIAS		
NEOPLASIAS	In cases of a serious or very serious qualification affecting even the performance of activities of daily living	<ul style="list-style-type: none"> Avoid strain and/or strain on the affected limb or area. Schedule breaks and/or make working hours more flexible. Provide toilet facilities close to the workplace. Control temperature and humidity to avoid high and low temperature environments. Provide and encourage the use of protective measures (PPE) in the case of immunocompromised patients. Facilitate breaks and rotation of tasks to cope with fatigue.
VISUAL SYSTEM		

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
VISUAL SYSTEM	In cases where the vision capacity is not sufficient and necessary for the development of the position.	<ul style="list-style-type: none"> Adjust and/or improve the lighting (natural or artificial) in the work environment to facilitate the worker's vision. Provide visual aids and adaptive technology such as glasses, magnifying glasses, or screen reading software where necessary. Add acoustic signals. Provide visual signs in large fonts and Braille. Keep work areas clean, organised, and free of obstacles to facilitate movement and orientation. Avoid risky tasks that require precise vision.
EAR, THROAT AND RELATED STRUCTURES		
EAR		<ul style="list-style-type: none"> Implement the use of work instructions through written messages and/or visual communication (signs, gestures, ...). Use visual communication boards and devices for indication, warning or safety alerts. Avoid extreme noise environments, in some cases, depending on the use of hearing aids or not, and the level of hearing perception. Have employment with the support of professionals from social organisations that support people with sensory disabilities.
THROAT		<ul style="list-style-type: none"> Use of written, visual, audio and/or assisted communication systems and devices. Avoidance of extremely noisy environments that require and hinder the necessary oral communication of the worker. Reducing exposure to irritants or pollutants that may affect the worker's throat. Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.), in the case of certain pathologies related to the throat. Employment with the support of professionals from social organisations that support people with sensory disabilities.
RELATED STRUCTURES		<ul style="list-style-type: none"> Use of written, visual, audio and/or assisted communication systems and devices.

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		<ul style="list-style-type: none"> Use of PPE (FPP2 mask, splash screens, goggles, gloves, etc.) to avoid contact with and breathing of particles (dust, smoke, combustion, etc.).
LANGUAGE		
DEVELOPMENTAL LANGUAGE DISORDER		<ul style="list-style-type: none"> Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures. Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker.
ESTABLISHED LANGUAGE DISORDER		<ul style="list-style-type: none"> Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures and facilitate understanding. Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker. Have the support of a colleague and/or superior in communication. Use clear and concise language avoiding jargon or complex technical terminology.
DISORDERS AFFECTING SPEECH OR VOICE		<ul style="list-style-type: none"> Use of written (blackboards, signs, etc.), visual (graphics, pictograms, etc.), audio and/or assisted communication systems and devices that indicate operational and safety procedures and facilitate understanding. Avoid extremely noisy environments that require and hinder the necessary oral communication of the worker.
MENTAL DELAY		
MENTAL DELAY	In cases where the general intellectual capacity is lower than the autonomy required for the performance of the post	<ul style="list-style-type: none"> Show in a practical and visually supported way the tasks to be performed. Clearly define the worker's tasks and responsibilities, simplify them, structure them and break them down into smaller, simpler steps. Provide simplified controls, checklists, access routes and signage. Have employment with the support of professionals from social organisations

DISABILITY	NOT RECOMMENDED /DIFFICULTY	POSSIBLE ADJUSTMENTS/ RECOMMENDATIONS
		supporting people with intellectual disabilities.
MENTAL ILLNES		
MENTAL ILLNES	When psychopathological symptoms or medication prevent the performance of the job.	<ul style="list-style-type: none"> • Reduce noise and other visual stimuli that impede the worker's concentration. • Establish clear routines and orders. • Facilitate flexible working hours and breaks. • Continuous feedback and positive reinforcement. • Employment with the support of professionals from social organisations supporting people with disabilities and mental illness.

4. CONCLUSION

Looking at the reasonable adjustments and adaptations to the jobs analysed, we can see that all jobs can be adapted to a greater or lesser extent for people with disabilities.

It is important to note that many of the adaptations do not involve additional costs for the company, as they simply involve having adequate general prevention measures as established by law. On the other hand, many of the adaptations have to do only with time management in the workplace and more flexible breaks.

Once these points have been covered, the specific disability of the worker should be analysed in relation to the job. This is the only way to see what improvements, if any, are needed in addition to the general ones for any worker.

As has been shown, at present there are many means that allow a worker with some kind of disability to carry out practically any job with a minimum of adaptation.

We have tried to summarise in a schematic way the different adaptations to the workplace according to the disability. However, these are only recommendations, as the report issued by the corresponding health technician and by the occupational risk prevention technician, who is ultimately responsible for taking the necessary measures to adapt the workplace, should be taken first.

By means of the adjustments shown here adapted to the specific person and job, we understand that there should be no major difficulty for people with various disabilities to enter the labour market in jobs in the marble and stone sector.

Regarding the transfer of these conclusions to the elaboration of the different didactic materials and virtual reality scenarios that we are developing in the Inclusive Stone project, we have been able to verify that, although there may be a series of adaptations and reasonable adjustments for the CNC 5/6 axis or 2D positions for screen printing and calibration line, reinforcement that we propose in this report, nevertheless the curricula more in line with these occupations include other skills and occupations that are either difficult to adapt, Therefore, we have decided that it would be more useful to design virtual reality scenarios and methodological and didactic proposals related to disability for the curricula proposed for the rest of the occupations analysed, as it can provide inclusion solutions for a greater number of people and companies.