

## **Labor inclusion program for people with disabilities at the Botanic Garden of Havana "Quinta de los Molinos"**

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The Botanic Garden of Havana “Quinta de los Molinos” (BGH) is an inclusive and heritage space declared a National Monument of Cuba. It was one of the first botanical gardens in Latin America and the first in Cuba, it turns 180 years old this year. This Botanical Garden stands out for its innovative social inclusion program for people with disabilities. Currently, 30% of its employees are neurodiverse people fully integrated into the functionality of the garden. A methodological guide for labor inclusion was designed in the garden and is successfully implemented for the insertion process. Psychologists, educators and tutors are part of the process that connects the garden with the generation of decent employment for people with different abilities. On the other hand, the Botanical Garden stands out for its energy self-sufficiency from renewable energy sources. Short-term plans include the creation of a new inclusive interpretation system and the elimination of architectural barriers. In addition to the common objectives for all Botanical Gardens, the BGH "Quinta de los Molinos" has a great commitment to Goal 8 of the SDGs in promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for everyone.