



Optimising Strategies for Integrating People with Disabilities into Work

The job seeker threshold

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Eworx S.A

Opti-Work Project Rationale

Disability emerges from social, economic, cultural and medical processes within society. It is a dynamic interaction between health condition, personal factors e.g. age or gender and the environment e.g. laws, access to supports or attitudes, that impacts on capacity, activity levels and restricts participation in society, economic activity and inclusion (WHO, 2001).

The repercussions of dependency and unemployment, as a result of disability for EU fiscal and social policy, will place pressure on the European Social Model in the longer term, not least due to a rise in age-related acquired disabilities and health problems. More effective policies and strategies are required, in order to assist people with disabilities to cross the threshold from economic inactivity to productive employment, which target both employers and individuals. Such measures must impact directly on the decision of a person with a disability to seek, and keep a job and on individual employers to recruit and retain disabled employees.

Utilising recent research and developments across a range of disciplines, Opti-Work aims to add value to EU and national employment policy and national systems to promote the integration of people with disabilities into the labour market. It will develop a conceptual framework, consisting of a set of culturally relevant analytical tools. These tools will be capable of throwing light upon the 'threshold' decisions of job seekers with disabilities and potential employers and the economic and social cost/benefits of crossing the threshold to employment for the State, employer and person with a disability. This will permit systems and initiatives to be benchmarked across jurisdictions in these terms. The perspectives of key stakeholders, active job seekers with disabilities and potential employers, and passive employers and inactive people with disabilities, will underpin the development process of this coordination action. System characteristics, which lower the threshold to employment for people with disabilities and minimise the costs of disability and employment equity measures for the State, the jobseeker and the employer, will be highlighted and future strategies will be proposed. An online knowledge management resource centre will be produced, in order to facilitate community building between the EU and national stakeholders.

Overall Aim

The overall aim of this study is to develop a system tool and socio-economic model to allow for transnational comparisons of the extent to which system measures and sectoral initiatives raise or lower the threshold to the labour market for people with disabilities from the employer and the job seeker's perspective and to identify effective mediating intervening mechanisms to assist both parties in overcoming barriers and challenges to recruitment.

The system tool and socio-economic model are also capable of characterising the economic impact of raised employment levels for people with disabilities at three levels:

The level of the State

When applied on the national level, the tool will examine the economic impact of current system measures and sectoral initiatives from the perspective of current expenditure and income generation strategies, deferred costs to the system of not crossing the recruitment threshold and the discounted benefits of placement of disabled job seekers.

The cost benefit of recruiting employees with disability into the workforce from the perspective of the enterprise

When applied on the level of the enterprise, the tool will analyse the costs and benefits of recruiting a person with a disability from an employer perspective including recruitment costs, the cost of adaptations and modifications to the work environment or work conditions, training costs, productivity costs and benefits in terms of improved morale, workforce diversity, corporate social responsibility and quality.

The extent to which a job seeker with a disability is 'better off' as a result of obtaining an employment position

When applied on the level of the individual, the tool will analyse the potential financial and social costs and benefits to the individual in crossing the recruitment threshold can be described in terms of reduced reliance on benefits and increased independence in terms of earned income.

National Contact Centres

In fifteen countries, there will be National Contact Centres to work on a national level on the deliverables of the Opti-Work Project.

Approach

A key challenge for the Opti-Work project arises not so much from a lack of information with regard to the integration of people with disabilities into the labour market but rather the proliferation of national and international reports and research projects highlighting issues and facts in relation to the topic. The important contribution of the Opti-Work project is to bring together what is known about disability and employment within a common conceptual framework that can bring together current knowledge, information and data in a format that will allow cross-national comparisons and contribute to innovation and learning within the system.

System Panorama

Initially, it will be important to know what laws, regulations and services exist in each participating country that have an influence on the labour market position of people with disabilities. The research group (RG) will develop a Framework Analysis Tool that can be used in each participating country to gather this information. This preliminary version of the joint instrument will be piloted in a limited number of countries. After piloting, the amended Framework Analysis Tool can be applied in all participating countries via the National Contact Centres (NCC's). The NCC's will produce National System Profiles and recommendations for final adjustments to the tool. Based on these recommendations, the Final Framework Analysis Tool will be developed.

National Stats & Data

Secondly, it is important to describe, at the same macro level, the costs and benefits of labour participation of people with disabilities. Therefore the research group (RG) will develop a generic Economic Impact Model (EIM) that can be used in each participating country. The tool will be developed on the basis of national level data on the costs of disability that will be collected during the system panorama. Once again the RG will develop the initial version of this joint instrument and pilot it in a limited number of countries. After piloting, the amended Economic Impact Model can be applied in all participating countries via the National Contact

Centres (NCC's). The NCC's will produce recommendations for adjustments to the model. Based on these recommendations, the Economic Impact Model, based on Macro Costs & Benefits will be developed.

Final Economic Impact Model

The intention of the Opti-Work project is to include within the Economic Impact Model not only outputs available at State or macro level in terms of impact indicators and data but also to incorporate elements within the model to represent perceived employer costs and benefits and relevant elements of the job seeker perspective. Once all necessary information from the other work packages is available, the Final Economic Impact Model will be developed. By running the model over a long time period, it is also possible to identify the time needed before the model achieves a specific rate of employment or specific level of economic benefit. This may be particularly useful for policy makers when making mid to long term planning decisions. Such models can also be easily varied in order to tailor models to specific circumstances that might apply in different countries and settings, or to examine difference across different types or severity of disability.

Employer Thresholds and Employer Costs& Benefits

System characteristics, e.g. legal measures, incentives and mediating mechanisms (such as services, supports and subsidies) have an impact on an employer when it concerns recruitment and retention. Thus, key perspectives for the development of each analytic tool within the methodology are the 'recruitment and retention thresholds' for employers in each participating Member State. The research group (RG) will develop an Employer Threshold Tool (ETT) as well as a Cost Benefit Model (CBM) capable of being used in each participating country. Input for the development of these tools will come partly from the national system profiles. The RG will pilot the tools in a limited number of countries. After piloting, the amended Employers Threshold Tool and the amended Cost Benefit Model can be applied in all participating countries via the National Contact Centres (NCC's). The NCC's will produce recommendations for final adjustments to the models.

Based on these recommendations, the Final Employer Threshold Tool and the Final Cost Benefit Model will be developed. These deliverables will provide input for the continuing development of the Economic Impact Model. Thus, the information provided by the NCC's at this stage will lead to an Economic Impact Model incorporating Employer Costs & Benefits.

Jobseeker Thresholds and Better Off Analysis

Other key perspectives contributing to the development of each analytic tool within our methodology are the active job seeking and keeping 'thresholds' for people with disabilities in each participating Member State. The research group (RG) will develop a Jobseeker Threshold Tool (JTT) as well as a Better Off Analysis Tool (BOA) capable of being used in each participating country. Input for the development of these tools will come partly from the national system profiles and partly from the employers' information. The RG will develop an initial version of these joint instruments that will be piloted in a limited number of countries. After piloting, the amended Jobseeker Threshold Tool and the amended Better Off Analysis will be applied in all participating countries via the National Contact Centres (NCC's). The NCC's will produce recommendations for final adjustments to the models.

Based on these recommendations, the Final Jobseeker Threshold Tool and the Final Better Off Analysis will be developed. These deliverables give input for the continuing development of the Economic Impact Model. The information provided by the NCC's at this stage will result in an Economic Impact Model, incorporating Costs & Benefits perspectives of people with disabilities.

Crossing the Threshold to Employment

The final framework incorporating national system, employer threshold and job seeker threshold profiles, as well as cross national comparisons and the final tools will form a basis for bringing together key EU and national policy makers and stakeholders in a policy forum. In the first place, the RG will synthesise the main findings of the previous work of the project and produce a set of draft recommendations on the basis of evidence regarding best practice in the area of employment promotion and as well as on the basis of the major barriers identified in relation to employment promotion. At this point, a Policy Forum involving NCC representatives, selected members of the NIGs and representatives of the EU Commission, spanning the public health, employment, equality and social protection sectors will be held. Contributors will participate in plenary sessions and workshop activities with a view to amending the initial draft recommendations. The RG will produce a final document consisting of innovative strategies, methods and policy recommendations.

This report

The underlying report is focused on the job seekers threshold.

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1 Introduction

In the underlying report, the results are described of a study on work and disability: Opti-Work. More specifically, a study was conducted on the factors that influence the job seeking decisions of people with disabilities.

In this first chapter attention is paid to the background of the study (section 1.1).

Furthermore, the framework of the Opti-Work project is described of which the study is a part (section 1.2). Finally, the research question (section 1.3) is presented.

1.1 Background

The employment rate of people with a disability is significantly lower than the employment rate of people without a disability of the same age. About half of the people with a disability are economically inactive compared to 28% of non-disabled people (European Commission, 2001). One way to stimulate the employment rate of people with disabilities is by stimulating the job search intention of people with disabilities. However, literature on the determinants of the job search intention and job search behaviour is scarce. The present study, called Opti-Work, aims to contribute to the knowledge on this subject.

1.2 Opti-Work

The aim of the Opti-Work project is to add value to the European Union, national employment policies and national systems to promote the integration of people with disabilities into the labour market. A conceptual framework will be developed, which gives insight into the factors that influence the threshold decisions of disabled people and employers in a national context. The threshold decisions in relation to disabled people are the decisions to seek and keep employment. The threshold decisions in relation to employers are the decisions to hire disabled people or to keep people with a disability in employment. The framework will also give insight in the economic costs and benefits of crossing the threshold to employment for the state, the employer and disabled people.

Fifteen countries participated in this project. In this way, the conceptual framework permits systems and initiatives to be benchmarked across jurisdictions in these terms. For each country a National Contact Centre (NCC) was established that is responsible for the data collection in that country.

To build the conceptual framework, the processes were investigated from three perspectives that apply to different levels, namely the level of the state, the level of employers and the level of disabled people. The thought behind the first perspective is that the behaviour of people with a disability and the behaviour of employers in a country are partly dependent on laws, services and regulations that exist in a country. The objective of this perspective is therefore to provide insight in the national systems of laws, regulations, and services. The objective of the second perspective is to investigate the reasons why employers hire or do not hire persons with a disability. The objective of the third perspective is to investigate the reasons why disabled people choose to work or not to work. The underlying report is focused on the third perspective.

2 Research question

The research question of the underlying study is: Which factors encourage, and which factors discourage people with disabilities in the decision to seek and get into paid employment? This research question was investigated with an analytical tool, called the Job Seeker Threshold Tool (JTT), and a questionnaire that was developed on the basis of this tool. The JTT gives insight in the factors that may influence the decision of people with disabilities to seek and keep employment or to remain outside the labour market. The questionnaire was developed in order to be able to investigate the factors that influence the decision to work or not to work in a jurisdiction.

The research question was investigated in the following 15 European countries:

- Austria
- Denmark
- Finland
- France
- Germany
- Ireland
- Italy
- Malta
- The Netherlands
- Norway
- Portugal
- Romania
- Slovakia
- Slovenia
- United Kingdom

Note

It should be noted that the study of the Job Seeker Threshold was undertaken for reasons of development of the model and tool, rather than to provide definitive confirmation of the contents and interrelationships of the factors influencing job seeking decisions. Limitations on the size of the dataset which could be collected and the early stage of development of the model and tools prevented definitive work being done. However, the model that has been developed is now ready for more extensive confirmatory work to be undertaken.

2.1 Overview

In the next chapter (chapter 3), the background and contents of the Job Seeker Threshold are described. In chapter 4, a description is given of the methods of this study, including a description of the research population, the measurement instruments and the analyses. In chapter 5, the national profiles of the 15 countries are described into alphabetical order. At the end of each paragraph in which a description is given of a national profile, a summary is given of the most important factors that affect the Job Seeker Threshold in a country. Finally, in chapter 6, the results of a transnational comparison are described.

3 The Job Seeker Threshold Tool

3.1 Background

An analytic tool, the Job Seeker Threshold Tool, was developed to picture the potential determinants of the Job Seeker threshold. A number of sources were used to develop this tool. These included the International Classification of Functioning, Disability and Health (ICF) (WHO-Fic Collaboration Centre RIVM, 2002) and a literature search. In addition, expertise on the area of reintegration, vocational rehabilitation and practice was used to develop the tool. This tool is based on the International Classification of Functioning, Disability and Health (ICF) (WHO-Fic Collaboration Centre RIVM, 2002). ICF aims to construct a general language and a framework for the description of the human functioning and the factors related to that functioning. The human functioning is classified in three perspectives, i.e. the perspective of the human organism, including the mental functions, the perspective of human acting and the perspective of social participation. An important argument to use the ICF as a basis for the analytic tool is that the model gives a comprehensive picture of the factors influencing social participation. The focus of Opti-Work, Optimizing Strategies for Integrating People with Disabilities into Work, is an important aspect of social participation.

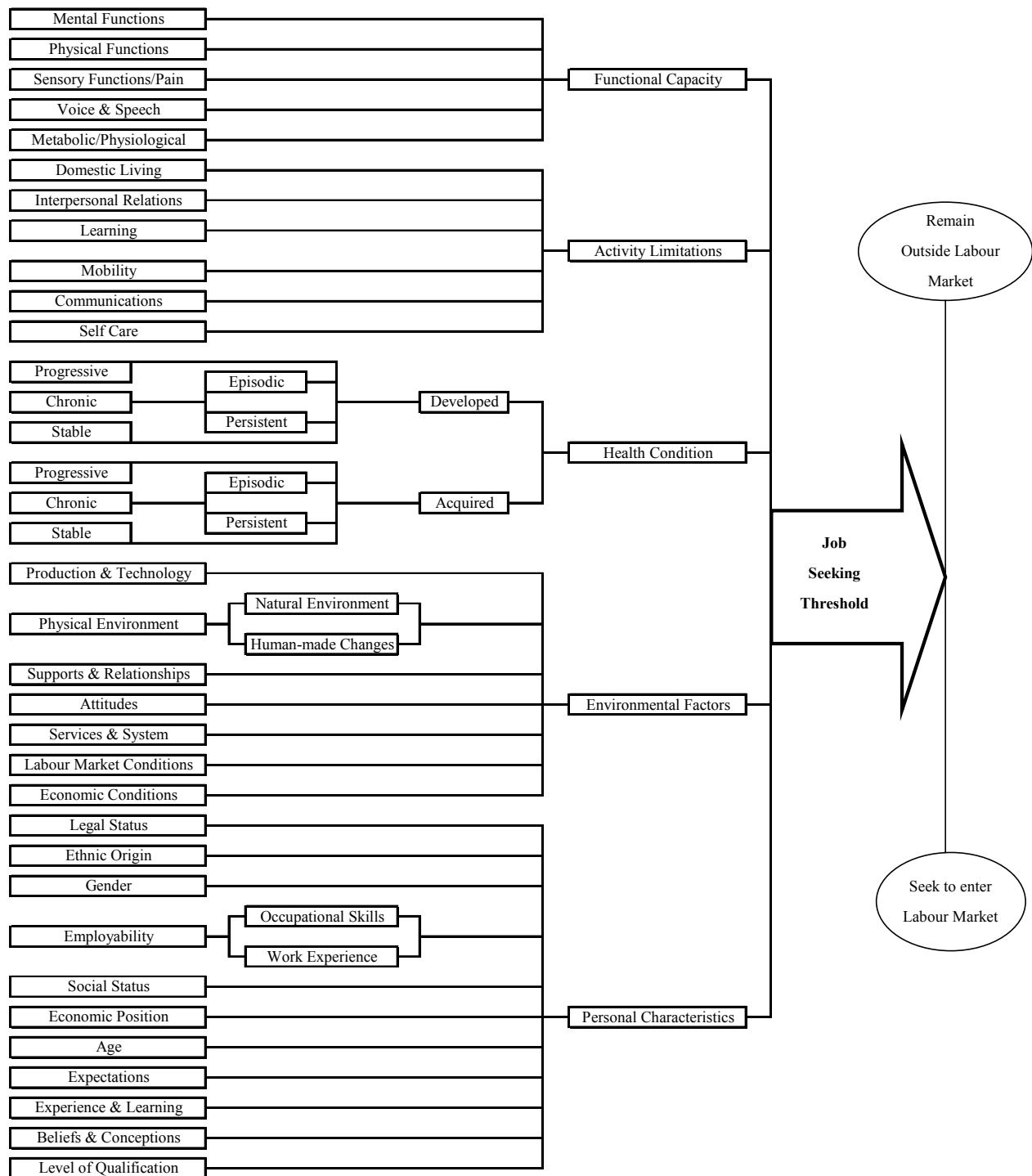
The JTT includes further operationalisations of the concepts that are included in the ICF. In the next section, the JTT is described in more detail.

3.2 Description of the tool

The JTT consists of a set of five main categories of factors that each can be divided in a variety of subcategories. The tool is depicted in figure 1 on the next page. The main categories include functional capacity, activity limitations, health condition, environmental factors and personal characteristics, which are also included in the ICF.

The first category, i.e. functional capacity, includes the mental, physical and sensory functions of a person. The second category of factors in the JTT concerns the activity limitations. These include limitations related to domestic living, interpersonal relations, learning, mobility, communication and self-care. The third category of factors in the JTT is the health condition. Firstly, the model includes a distinction between a developed and an acquired limitation. Secondly, a distinction exists between a progressive, chronic and a stable condition. The fourth category in the JTT concerns the environmental factors, such as technology, physical environment, services and systems and labour market conditions. Furthermore, factors like support and relationships with family and friends and the attitudes of social environment are included. All of these factors concern a selection of the list of external factors as mentioned in the ICF. The last category concerns the personal characteristics. These include socio-demographic factors like gender, age, social status and level of education, but also factors like employability and experiences and learning.

Figure 1. The Job Seeker Threshold Tool



4 Methods

In this section the methods of the study are described. The research population, measurement instruments and analyses are respectively described.

4.1 Research population

The research population consisted of 12 participants per country. A distinction can be made between active job seekers and non-active participants.

Active job seekers are defined as people with a recognized (ICF Specified) disability who have been unemployed for at least 12 months and who have been actively seeking work for the last 12 months but have not found work. In addition, people with a recognized (ICF Specified) disability, who have recently (last 6 months) found a job after an unemployment period of at least 6 months, were included in this category. This last category of job finders includes people in temporary work, back to work schemes and part time work.

The group of active job seekers includes unemployed job seekers and recent job finders, because both groups might have a different opinion on the barriers and facilitators in the decision making process.

Non-active participants are defined as people with a recognised (ICF Specified) disability who have been unemployed for at least 12 months and who have not sought work for at least 12 months. The definition includes people involved in active citizenship and those in domestic or personal activities (leisure, sport, caring, attending formal services, informal activities).

The above-mentioned criteria, on which the definitions of active and non-active participants are based, were obligatory. In addition, NCC's were asked to take into account the following additional criteria as much as possible:

- living in an urban area
- living in an area of moderate economic development
- age 25-45
- qualified/competent labour market qualification

The additional criteria were formulated because it is important in relation to the aim of the study that the subjects of this study are employable and available for work. In addition, NCC's were asked to strive for variation in gender and in disability categories (i.e. in each group a combination of people with a physical disability, people with a sensory disability, people with mental health difficulties and people with mild learning difficulties). This variety was recommended to get as much variety in perspectives as possible.

Excluded from this study were people in sheltered employment, people in vocational training and people in education. These exclusion criteria were formulated because these conditions entail that people are not employable and available for work.

The national sample consisted of 6 active job seekers and 6 non-active participants. The full sample of 15 countries consisted of 180 people with disabilities (i.e., 90 active job seekers and 90 non-active participants).

4.2 Measurement instruments

The research method, which was used in this study, was a face-to-face interview. The interviews were administered by using a structured questionnaire, which was based on the JTT. This section includes a description of the measurement instruments.

Now follows a description of the different categories of questions. The names of the clusters refer to the clusters that were included in the JTT. For every cluster, examples of questions and the response scale are described.

Environmental factors

The questions in the cluster environmental factors can be divided in 3 categories, i.e. social and environmental factors, attitudes and support, and services and systems.

Examples of questions about the impact of *social and environmental factors*:

- Is the general transport system a barrier or a facilitator to people with disabilities looking for employment in this country? To what extent?
- Is the availability of assistive information technologies (such as screen readers, adapted keyboards) a barrier or a facilitator to people with disabilities looking for employment in this country? To what extent?
- To what extent is living in an isolated rural environment a barrier or a facilitator to people with disabilities looking for employment?

Respondents could answer the above-mentioned questions using the following options:

- a complete barrier or made it impossible
- a substantial barrier
- a moderate barrier
- a mild barrier
- no influence on the decision of people with disabilities to look for work or not
- a mild facilitator
- a moderate facilitator
- a substantial facilitator
- a complete facilitator

This answering scale was further called the barrier / facilitator response scale. In total 11 questions were asked about the aspect social and environmental factors.

Examples of questions that were included in the questionnaire about *attitudes and support*:

- To what extent do positive or supportive attitudes on the part of immediate family members act as a barrier or a facilitator to people with disabilities looking for employment?
- To what extent do negative or unsupportive attitudes on the part of friends and acquaintances act as a barrier or a facilitator to people with disabilities looking for employment?
- To what extent do the attitudes of employers towards people with a disabilities act as a barrier or a facilitator to people with disabilities looking for employment?

Respondents could answer these questions using again the barrier / facilitator response scale. In total six questions were asked about attitudes and support.

A total of 14 questions were included in the questionnaire about *services and systems* that may or may not be available in a particular country, and which are aimed at helping people with disabilities in the job seeking process. There were two types of questions about services and systems included in the questionnaire.

For a first type of question, the interviewees were first asked if they had heard of a particular service or system (yes/no). Next, a question was asked about the helpfulness of that particular service or system. According to this format, ten questions were included. Examples of services and systems that were included in these questions concern:

- A vocational guidance service to help a person with a disability to understand his/her vocational interests, aptitudes and needs.
- Financial support or grants to pay for the costs of being in a job or aids and adaptations to make a person with disability more productive.
- A personal assistant to help to carry out day-to-day activities on behalf a person with a disability.

Respondents could answer on the questions regarding the helpfulness of the services and systems, using the following scale:

- no effect
- slightly helpful
- moderately helpful
- very helpful
- extremely helpful

According to another format, four additional questions were formulated about services and systems. Examples are:

- Do specialist employment services act as a barrier or facilitator for people with disabilities looking for a job in this country? To what extent?
- Do laws and regulations in your country act as a barrier or facilitator to people with disabilities looking for a job in this country? To what extent?

Respondents could answer these questions using the barrier / facilitator response scale.

Functional capacity and activity limitations

One example is given of a question aimed to explore the influence of functional capacity and activity limitations in the job seeking process:

- How severe would a limitation in intellectual functioning need to be in order for it to become a barrier to looking for paid employment?

The same type of question was used to explore the role of other types of functions and capacities as well. Respondents could answer the questions using the following scale:

- no limitation
- a mild limitation
- a moderate limitation
- a severe limitation
- a very severe or a complete limitation

In total seven questions were asked in this cluster.

Health Condition

In total four questions were asked about this cluster. Some examples are given of the questions in relation to the role of health condition in the job seeking process:

- Does having a progressive condition (e.g. multiple sclerosis) make it more difficult for a person seeking paid employment?
The same type of question was asked for two other health conditions (i.e. a persistent or episodic condition and a stable condition). The answer possibilities were yes or no.
- How poor does a person's general health need to be to become a barrier to a person deciding to get paid employment?
Respondents could answer this question using the following scale:
 - the person's health had to be very poor
 - the person's health had to be poor
 - the person's health had to be fair
 - the person's health could even be good
 - the person's health could even be very good

Personal characteristics

The last category was about the personal characteristics. Questions in this category included:

- To what extent does being female act as a barrier or a facilitator for a person with a disability deciding to get paid employment?
- To what extent does having no work history act as a barrier or a facilitator for a person with a disability deciding to get paid employment?
- To what extent does having the skills and experiences but not the qualifications needed for the job act as a barrier or a facilitator for a person with a disability deciding to get paid employment?

Respondents could answer these questions using again the barrier / facilitator response scale.

In addition to the above mentioned personal factors, one question was asked about the trade-offs people are willing to make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Four statements were presented to the interviewees; respondents indicated which statement was most applicable to them. An example of a statement is:

- The level of salary is unimportant to me; the most important thing is to obtain permanent employment

In total 29 questions were asked about personal characteristics. To make it easier for the respondents, response cards were used along with the questionnaire. These cards showed the answering possibilities.

4.3 Analyses

In this section, the analyses in relation to the results of the closed-end questions, i.e. the quantitative data are described. These analyses are executed per country. It should be noted that the underlying study included only a small sample per country of six active job seekers and six non-active participants. This entails that only trends are analyzed and that the reliability of the results should be further tested in future, quantitative research in a larger sample.

In order to get insight in the factors that encourage, and in the factors that discourage people with disabilities in the decision to seek and get into paid employment, descriptive analyses were executed. The small sample did not permit more sophisticated analyses. The descriptive analyses included the calculation of the means and standard deviation. The responses were analysed with SPSS 14.0.

The results per country are reported separately for the groups of active and non-active participants. The following questions underlie the description of the results per country:

1. What can, overall, be concluded? What are striking results? For example, do active and non-active participants hold different views?
2. Which factors are rated as being barriers or facilitators, and which factors are rated as important facilitators or important barriers?
3. What is the level of agreement within the groups of active and non-active participants with regard to the role of the factors?

The criteria that were applied to answer these three questions are all arbitrary criteria, due to the small sample. The criteria for the determination of (important) facilitators and (important) barriers differed per answering scale of the closed-end questions. Factors were indicated as an important facilitator or important barrier in case of a mean value in between the two highest (substantial and complete facilitator) or lowest levels (substantial and complete barrier) on the answering scale. Factors that were assigned intermediate importance ratings were mentioned in the results section as being facilitators or barriers.

For items that were rated on a dichotomous yes/no answering scale, a factor was mentioned in the text as being an important facilitator or important barrier if a majority of participants rated the factor as such.

A high level of agreement (i.e., little variety in opinions) in relation to the role of a specific factor in a group, referred to a standard deviation (SD) between 0 and 1. The SD is not shown, if a high level of agreement was recognised it is mentioned in the text.

It should be noted that missing values appear in the national profiles if less than three interviewees responded to a question.

Transnational comparison

The description of the transnational comparison of the results in chapter 5 is based on the overall mean of the full sample per country in relation to the role of a particular factor and not on the means per group of active or non-active participants. Striking differences between countries in relation to the role of a particular factor are described at face value.

5 National profiles

In this chapter, the findings are described per country in relation to the factors that influence the decision of people with disabilities to try to get paid employment. These findings are broken down in relation to active job seekers and non-active participants.

5.1 Austria

In this section, the results of the respondents of Austria concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents. The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.1.1 Social and environmental factors

Table 1 details the findings from Austria in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment. Two missing values are reported in relation to this category of factors due to a low (item) response. One explanation for these missing values may be that these apply to factors that are not relevant to the Austrian situation.

Table 1. Role of social and environmental factors

| Social and environmental factors | AT | |
|--|------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | mild barrier |
| Availability of adapted transport | mild facilitator | no effect |
| General information technologies | no effect | mild barrier |
| Availability of assistive technologies | mild facilitator | - |
| Communication systems | no effect | mild facilitator |
| Availability of assistive communication devices | - | mild facilitator |
| Physical environment | no effect | mild barrier |
| Living in an isolated rural environment | no effect | moderate barrier |
| Living in an urban environment | no effect | moderate facilitator |
| Living in a country or region with high unemployment | moderate barrier | complete barrier |
| Living in a country or region with low unemployment | no effect | no effect |

Austrian non-active participants rated living in an urban environment as being a facilitator in the job seeking process. None of the social and environmental factors was designated as being an important facilitator.

Non-active participants evaluated living in an isolated rural environment as being a barrier. Living in a country or region with high unemployment was experienced by active job seekers as being a barrier and even as an important barrier by non-active participants.

In general, a low level of agreement was found amongst the active job seekers and non-active participants regarding the role of the social and environmental factors.

5.1.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Positive and supportive attitudes of friends and acquaintances and attitudes of professionals were rated by non-active participants as being facilitators. The first factor was even rated by active job seekers as being an important facilitator. Positive and supportive attitudes of immediate family members were rated by active and non-active participants as being an important facilitator. In addition, active job seekers rated attitudes of employers towards people with disabilities as being an important facilitator.

Negative and unsupportive attitudes of friends and acquaintances were only rated by non-active participants as being a barrier in the job seeking process. However, the difference in rating between active and non-active participants was small. Negative and unsupportive attitudes of immediate family members were evaluated by active job seekers as being a barrier, whereas this factor was rated as being an important barrier by non-active participants.

Table 2. Role of attitudes and support

| Attitudes and support | AT | |
|--|----------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | complete facilitator | substantial facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | severe barrier |
| Positive and supportive attitudes of friends and acquaintances | complete facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | mild barrier | moderate barrier |
| Attitudes of employers towards people with disabilities | complete facilitator | no effect |
| Attitudes of professionals | mild facilitator | moderate facilitator |

In general, a low level of agreement was found in relation to the role of attitudes and support. The range of opinions was smaller in relation to the factors that were designated as being important factors. A striking finding concerns the great range of opinions amongst non-active participants in relation to the role of employer attitudes and amongst active job seekers in relation to the role of attitudes of professionals.

5.1.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and if they would consider it helpful to people with disabilities looking for paid employment.

Table 3. Role of services and systems

| Familiarity with services and systems | AT | |
|--|-----------------------------|---------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 5 | 5 |
| A job matching service | 4 | 3 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 2 | 2 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 4 | 2 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 1 | 4 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 4 | 5 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 1 | 1 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 2 | 2 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 5 | 6 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 2 | 4 |

Familiarity with the services and systems

Most Austrian active and non-active participants had heard of a vocational guidance service, a job matching service, someone to speak on behalf of a person with a disability if that person is unhappy about something and a vocational training. Relatively few participants had heard of a scheme where a person with a disability can work while still receiving partial benefits or pension, a one stop shop and a supported employment service. In addition, non-active participants appeared to be more familiar than their active counterparts with two services, i.e. someone to assist a person with a disability to get financial subsidies or grants and a personal assistant. Conversely, more active than non-active participants had heard of financial supports or grants to pay for work-related costs.

Helpfulness of the services and systems

Table 3 shows that all services and systems were rated by the Austrian participants as being (importantly) helpful.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | moderately helpful | moderately helpful |
| A job matching service | extremely helpful | moderately helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | extremely helpful | extremely helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | extremely helpful | very helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | extremely helpful | moderately helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | extremely helpful | very helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | very helpful | very helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | extremely helpful | extremely helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | moderately helpful | moderately helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | very helpful | extremely helpful |

A vocational guidance service and a vocational training got relatively low helpfulness ratings from both groups of participants as compared to the other services and systems. Further, some differences in helpfulness ratings were found between active and non-active participants. A job matching service and someone to assist a person with a disability to get the financial subsidies or grants for adaptations and assistive technology were rated as being helpful by non-active participants, but as being importantly helpful by active job seekers.

The following six factors were evaluated as being importantly helpful by both groups: a scheme where a person with a disability can work while still receiving partial benefits or pension, financial supports or grants to pay for the costs of being in a job or aids and adaptations, someone to speak on behalf of a person with a disability if that person is unhappy about something, a one stop shop, a supported employment service and a personal assistant to help carry out day-to-day activities.

In relation to the helpfulness ratings of a lot of services and systems, it can be concluded that a lower level of agreement was found amongst non-active participants than amongst active job seekers.

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Specialist employment services were only rated by non-active participants as being a facilitator. Non-active participants rated mainstream employment services and availability of childcare services as being barriers. Mainstream employment services were rated by active job seekers as being an important barrier. In addition, active job seekers evaluated laws and regulations as being an important barrier.

A low level of agreement was found within both groups of participants in relation to the role of these services and systems. One exception to this trend was found – there was a high level of agreement amongst active job seekers in relation to the role of laws and regulations.

Table 4. Role of services and systems

| Services and systems - continued | AT | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | severe barrier | moderate barrier |
| Specialist employment services | mild facilitator | moderate facilitator |
| Laws and regulations | severe barrier | mild barrier |
| Availability or affordability of childcare services | no effect | moderate barrier |

5.1.4 Functioning and activity

Table 5 details the findings from Austria in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Table 5. Role of functions and capacities

| Functions or capacities | AT | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | mild limitation | moderate limitation |
| Physical or sensory functioning | severe limitation | moderate limitation |
| Emotional functioning | moderate limitation | moderate limitation |
| Mobility | moderate limitation | moderate limitation |
| Learning and applying knowledge | severe limitation | moderate limitation |
| Ability to handle interpersonal relationships | severe limitation | moderate limitation |
| Ability to communicate | moderate limitation | mild limitation |

Three categories of limitations were evaluated as being a barrier. Active job seekers and non-active participants did not agree about the role of these limitations. A limitation in intellectual functioning was only rated by active job seekers as being a barrier. Learning and applying knowledge and ability to communicate were only rated by non-active participants as being barriers. None of the factors were designated as being important barriers to seeking paid employment.

It was notable that there was a low level of agreement within the group of non-active participants. Regarding many factors, there was less variety in opinions amongst active job seekers about the role of these factors.

5.1.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Table 6. Role of health condition

| Health condition | AT | | | |
|----------------------------------|------------------|----|----------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 5 | 0 | 6 | 0 |
| Persistent or episodic condition | 3 | 2 | 5 | 1 |
| Stable condition | 0 | 6 | 3 | 2 |

Both groups of participants agreed about the role of a progressive condition as being an important barrier in relation to seeking a job. Non-active participants also evaluated a persistent or episodic condition as being an important barrier.

It was notable that the opinions differed greatly amongst active job seekers in relation to the role of a persistent or episodic condition and amongst non-active participants in relation to the role of a stable condition.

Table 7. Role of general health

| Health condition - continued | AT | |
|------------------------------|------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General health | poor | poor |

Austrian active job seekers and non-active participants agreed that the general health condition needs to be fair to poor in order for it to become a barrier to a person deciding to get paid employment. This means that they may acknowledge that a bad general health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

5.1.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment (table 8 and table 9). Active job seekers rated belonging to an ethnic majority, having second level education, having third level education or higher and having the skills and qualifications as being facilitators. Having second level education was also evaluated by non-active participants as a facilitator. In addition, non-active participants rated being male and living with a partner as facilitators. One factor, i.e. having the skills and qualifications, was rated by active job seekers as a facilitator, whereas this factor was evaluated as being an important facilitator by non-active participants. Active job seekers rated having a work history and being personally ambitious as being additional important facilitators.

Table 8. Personal characteristics

| Personal characteristics | AT | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | no effect | moderate facilitator |
| Being female | no effect | mild barrier |
| Belonging to an ethnic majority | moderate facilitator | 0.83 (2.79) |
| Belonging to an ethnic minority | severe barrier | severe barrier |
| Being part of another minority group | moderate barrier | complete barrier |
| Being proficient in the language | moderate barrier | mild facilitator |
| Being under 25 years old | 0 (2.45) | mild facilitator |
| Being 56 years old and over | complete barrier | complete barrier |
| Being personally ambitious | substantial facilitator | mild facilitator |
| Lacking of personal ambition | moderate barrier | severe barrier |
| Being optimistic | mild facilitator | mild facilitator |
| Being pessimistic | mild barrier | moderate barrier |
| Living alone | no effect | no effect |
| Living alone and caring for others | no effect | complete barrier |
| Living with a partner | no effect | moderate facilitator |
| Living with a partner and caring for others | no effect | no effect |
| Living with one's parents or in a shared household | no effect | mild facilitator |
| Having first level education only | no effect | no effect |
| Having second level education | moderate facilitator | moderate facilitator |
| Having third level education or higher | moderate facilitator | no effect |
| Being afraid of losing a disability pension | moderate barrier | severe barrier |
| Being afraid of losing secondary benefits | mild barrier | severe barrier |
| Having a work history | substantial facilitator | mild facilitator |
| Having no work history | moderate barrier | severe barrier |
| Being out of work for up to 6 months | mild barrier | mild barrier |
| Being out of work for over 24 months | complete barrier | complete barrier |
| Having the skills and qualifications | moderate facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | mild barrier | moderate barrier |

Some factors were rated by active job seekers as being barriers. These concerned being part of another minority group, lacking of personal ambition and being afraid of losing a disability pension. Surprisingly, being proficient in the language was also rated as being a barrier by this group. Non-active participants rated being pessimistic and having the skills and experience but not the qualifications as being barriers.

Some factors were rated by active job seekers as being barriers whereas non-active participants rated these factors as being important barriers. These concerned being part of another minority group, lacking of personal ambition, having no work history and being afraid of losing a disability pension.

According to both groups of participants, three additional factors could be designated as being important barriers, i.e. belonging to an ethnic minority, being 56 years old and over and being out of work for over 24 months.

In addition to the other factors that were designated as being important barriers as mentioned above, non-active participants evaluated living alone and caring for others and being afraid of losing secondary benefits as being important barriers.

Overall, a low level of agreement was found in both groups in relation to the role of the personal factors, particularly amongst active job seekers.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits (table 9). Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | AT | |
|--|-------------------------|-----------------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 2 | 1 |
| Would need to earn at least as much money from employment as currently benefits or pension to accept a job offer | 0 | 1 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | 2 | 2 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 1 | 2 |

There was a low level of agreement amongst active job seekers about the importance of the salary in relation to the decision to accepting an offer of paid employment, which makes it difficult to conclude on this issue for this group. Most non-active participants indicated that they would need to earn more from employment as currently from benefits or pension. However, there was no agreement amongst non-active participants in relation to the level of the salary they would settle for.

5.1.7 Conclusions

In this section, conclusions are drawn in relation to the Austrian results. Factors are presented that were designated by the Austrian participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Positive and supportive attitudes of immediate family members
- Scheme where a person with a disability can work while still receiving partial benefits or pension
- Financial supports or grants to pay for work-related costs

- Someone to speak on behalf of a person with a disability if he is unhappy about something
- A one stop shop
- A supported employment service
- A personal assistant to help carry out day-to-day activities

Important barriers, according to both active and non-active participants were:

- Progressive condition
- Belonging to an ethnic minority
- Being 56 years old and over
- Being out of work for over 24 months

Important facilitators, according to only one group of participants concerned:

- Availability of assistive technologies (non-active participants)
- Positive and supportive attitudes of friends and acquaintances (active job seekers)
- Attitudes of employers towards people with disabilities (active job seekers)
- A job matching service (active job seekers)
- Someone to assist a person with a disability to get the financial subsidies or grants for adaptations and assistive technology (active job seekers)
- Being personally ambitious (active job seekers)
- Having a work history (active job seekers)
- Having the skills and qualifications (non-active participants)

Important barriers, according to only one group of participants concerned:

- Living in a country or region with high unemployment (non-active participants)
- Negative and unsupportive attitudes of immediate family members (non-active participants)
- Mainstream employment services (active job seekers)
- Laws and regulations (active job seekers)
- Persistent or episodic condition (non-active participants)
- Being part of another minority group (non-active participants)
- Lacking of personal ambition (non-active participants)
- Living alone and caring for others (non-active participants)
- Being afraid of losing a disability pension (non-active participants)
- Being afraid of losing secondary benefits (non-active participants)
- Having no work history (non-active participants)

In relation to the contextual questions, it was found that there were three services that the majority of Austrian participants were not familiar with, i.e. a scheme where a person with a disability can work while still receiving partial benefits or pension, a supported employment service and a one stop shop. In addition, some services were known by one group of participants, but not by the other group of participants. This applied to the services financial supports or grants, someone to assist a person with a disability to get financial subsidies or grants, and a personal assistant to help carry out daily activities. It was striking that these services that participants were less familiar with, were all rated as being importantly helpful. Finally, in relation to the trade-offs that people make when making a decision to accept an offer of paid employment, it was found that most non-active participants indicated that they would need to earn more from employment as currently from benefits or pension. The level of agreement was however low in relation to the salary that they would settle for. The results in relation to active job seekers were inconclusive due to a low level of agreement in relation to this issue.

5.2 Denmark

In this section, the results of the respondents of Denmark concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.2.1 Social and environmental factors

Table 1 details the findings from Denmark in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Active job seekers rated the availability of assistive technologies and the availability of assistive communication devices as being facilitators. Non-active participants rated living in a region with low unemployment, communication systems and living in an urban environment as being facilitators in the job seeking process. Active job seekers only designated some factors as being important facilitators. These concerned communication systems and living in an urban environment.

Only one factor was rated as being a(n) (important) barrier. Living in a country or region with high unemployment was rated by non-active participants as being a barrier and by active job seekers as being an important barrier.

Overall, a low level of agreement was found within the groups of active and non-active participants in relation to the role of the social and environmental factors.

Table 1. Role of social and environmental factors

| Social and environmental factors | DK | |
|--|-------------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | mild barrier | no effect |
| Availability of adapted transport | no effect | mild facilitator |
| General information technologies | mild facilitator | mild facilitator |
| Availability of assistive technologies | moderate facilitator | mild facilitator |
| Communication systems | complete facilitator | moderate facilitator |
| Availability of assistive communication devices | moderate facilitator | mild facilitator |
| Physical environment | no effect | no effect |
| Living in an isolated rural environment | no effect | no effect |
| Living in an urban environment | substantial facilitator | moderate facilitator |
| Living in a country or region with high unemployment | complete barrier | moderate barrier |
| Living in a country or region with low unemployment | mild facilitator | moderate facilitator |

5.2.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Table 2. Role of attitudes and support

| Attitudes and support | DK | |
|--|----------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | complete facilitator | moderate facilitator |
| Negative and unsupportive attitudes of immediate family members | severe barrier | moderate barrier |
| Positive and supportive attitudes of friends and acquaintances | complete facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | moderate barrier |
| Attitudes of employers towards people with disabilities | mild facilitator | no effect |
| Attitudes of professionals | mild facilitator | no effect |

Danish active and non-active participants rated positive and supportive attitudes of immediate family members and positive and supportive attitudes of friends and acquaintances as facilitators. Active job seekers even rated these factors as being important facilitators.

Danish active and non-active participants rated negative and unsupportive attitudes of immediate family members and negative and unsupportive attitudes of friends and acquaintances as barriers. Active job seekers even rated the first factor as being an important barrier.

A low level of agreement was found within the groups of active and non-active participants in relation to the factors attitudes of employers and attitudes of professionals. This also applied to the group of active job seekers in relation to their view on the role of negative and unsupportive attitudes of friends and acquaintances.

5.2.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

The majority of the Danish active and non-active participants were familiar with most services and systems. Two services and systems that most Danish participants were not familiar with, concerned someone to speak on behalf of a person with a disability if that person is unhappy about something and a one stop shop. Further, relatively many Danish non-active participants appeared to be familiar with a personal assistant to help carry out day-to-day activities as compared to their active counterparts.

Table 3. Role of services and systems

| Familiarity with services and systems | DK | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 4 | 4 |
| A job matching service | 5 | 4 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 6 | 6 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 4 | 6 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 5 | 4 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 2 | 1 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 2 | 1 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 6 | 6 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 6 | 4 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 2 | 4 |

Helpfulness of the services and systems

Table 3 shows that all services and systems were rated by both groups of participants as helpful or importantly helpful. There was one exception to this trend - a job matching service was not rated as being helpful by active job seekers whereas non-active participants rated this factor as being importantly helpful.

Both groups of participants rated a vocational guidance service as being helpful. Someone to speak on behalf of a person with a disability if that person is unhappy about something and a one stop shop were rated by active job seekers as being helpful and by non-active participants even as importantly helpful services. Further, both groups of participants rated a scheme where a person with a disability can work while still receiving partial benefits or pension, financial supports or grants to pay for work-related costs, someone to assist a person with a disability to get these financial subsidies or grants, a supported employment service, vocational training, and a personal assistant to help carry out daily activities as importantly helpful services.

Overall, a low level of agreement was found within the group of active job seekers in relation to the role of the services and systems, whereas the opposite conclusion can be drawn in relation to the non-active participants.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | DK | |
|--|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | moderately helpful | moderately helpful |
| A job matching service | slightly helpful | very helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | very helpful | extremely helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | extremely helpful | extremely helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | very helpful | extremely helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he/she is unhappy about something | moderately helpful | very helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | moderately helpful | very helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | extremely helpful | extremely helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | very helpful | extremely helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | very helpful | extremely helpful |

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4. Only one service or system as presented in table 4 was rated as being a(n) (important) facilitator or as a(n) (important) barrier.

Danish active job seekers rated specialist employment services as an important facilitator in the job seeking process. There was a high level of agreement about the role of this factor within the group. There was little agreement within both groups of active and non-active participants in relation to the role of the other systems and services.

Table 4. Role of services and systems

| Services and systems - continued | DK | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | mild barrier | no effect |
| Specialist employment services | substantial facilitator | mild facilitator |
| Laws and regulations | no effect | mild facilitator |
| Availability or affordability of childcare services | mild facilitator | mild facilitator |

5.2.4 Functioning and activity

Table 5 details the findings from Denmark in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Table 5. Role of functions and capacities

| Functions or capacities | DK | |
|---|---------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | mild limitation | mild limitation |
| Physical or sensory functioning | moderate limitation | moderate limitation |
| Emotional functioning | severe limitation | moderate limitation |
| Mobility | moderate limitation | mild limitation |
| Learning and applying knowledge | moderate limitation | mild limitation |
| Ability to handle interpersonal relationships | severe limitation | mild limitation |
| Ability to communicate | severe limitation | mild limitation |

Danish active job seekers only rated a limitation in intellectual functioning as being a barrier to seeking a job. Non-active participants also rated a limitation in intellectual functioning as being a barrier, in addition to a limitation in almost all of the other functions and capacities. These limitations would need to be mild to moderate in order for these to become a barrier in the job seeking process. The only limitation that was not rated as being a barrier by non-active participants concerned a limitation in emotional functioning. There was no limitation in functions or capacities that was rated as being an *important* barrier to seeking a job.

It was notable that generally a high level of agreement was found within the group of non-active participants, whereas the opposite applied to the group of active job seekers.

5.2.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Table 6. Role of health condition

| Health condition | DK | | | |
|----------------------------------|---------------------|----|-------------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 5 | 0 | 5 | 1 |
| Persistent or episodic condition | 2 | 1 | 4 | 2 |
| Stable condition | 2 | 3 | 1 | 5 |

A first point of note is that the majority of Danish active job seekers and non-active participants evaluated a progressive condition as being an important barrier. In addition, the

majority of Danish non-active participants evaluated a persistent or episodic condition as being an important barrier.

Based on table 7 it can be concluded that Danish active and non-active participants agreed that the general health condition needs to be poor to fair in order for it to become a barrier to a person deciding to get paid employment. This means that Danish participants may acknowledge that a bad general health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| | DK | |
|-------------------------------------|-------------------------|-----------------------------|
| Health condition - continued | Active Mean (SD) | Non-active Mean (SD) |
| General health | poor | poor |

5.2.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Table 8. Personal characteristics

| | DK | |
|--|-------------------------|-----------------------------|
| Personal characteristics | Active Mean (SD) | Non-active Mean (SD) |
| Being male | mild facilitator | no effect |
| Being female | no effect | no effect |
| Belonging to an ethnic majority | mild facilitator | substantial facilitator |
| Belonging to an ethnic minority | mild barrier | moderate barrier |
| Being part of another minority group | mild barrier | moderate barrier |
| Being proficient in the language | substantial facilitator | substantial facilitator |
| Being under 25 years old | no effect | no effect |
| Being 56 years old and over | moderate barrier | mild barrier |
| Being personally ambitious | moderate facilitator | substantial facilitator |
| Lacking of personal ambition | no effect | moderate barrier |
| Being optimistic | complete facilitator | substantial facilitator |
| Being pessimistic | moderate barrier | severe barrier |
| Living alone | no effect | no effect |
| Living alone and caring for others | mild facilitator | mild facilitator |
| Living with a partner | moderate facilitator | moderate facilitator |
| Living with a partner and caring for others | moderate facilitator | moderate facilitator |
| Living with one's parents or in a shared household | no effect | no effect |

| | | |
|---|-------------------------|-------------------------|
| Having first level education only | mild barrier | moderate barrier |
| Having second level education | moderate facilitator | moderate facilitator |
| Having third level education or higher | substantial facilitator | substantial facilitator |
| Being afraid of losing a disability pension | no effect | no effect |
| Being afraid of losing secondary benefits | no effect | no effect |
| Having a work history | moderate facilitator | moderate facilitator |
| Having no work history | moderate barrier | moderate barrier |
| Being out of work for up to 6 months | mild barrier | mild facilitator |
| Being out of work for over 24 months | moderate barrier | moderate barrier |
| Having the skills and qualifications | substantial facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | no effect | mild facilitator |

Both groups of participants rated living with a partner, living with a partner and caring for others, having second level education and having a work history as facilitators. Active job seekers rated being personally ambitious as an additional facilitator. Non-active participants even rated this factor as being an important facilitator. Furthermore, active and non-active participants both rated the following factors as being important facilitators: being proficient in the language, being optimistic, having third level education or higher and having the skills and qualifications needed for the job that is being looked for. In addition to the earlier mentioned factors, non-active participants also rated the factors belonging to an ethnic majority and being personally ambitious as important facilitators.

Both groups of participants rated having no work history and being out of work for over 24 months as being barriers. Active job seekers additionally designated being 56 years old and over and being pessimistic as barriers. Non-active participants additionally rated belonging to an ethnic minority, being part of another minority group, lacking of personal ambition and having first level education as barriers.

There was only one personal factor in table 8 that was rated as an important barrier - being pessimistic was rated by non-active participants only as such.

The other personal factors in table 8, that are not mentioned above, were designated by both groups as being of no relevance for people with disabilities deciding to get into paid employment.

It can be concluded that the level of agreement within both groups of participants was generally low, particularly within the group of active job seekers.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | DK | |
|--|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 3 | 4 |
| Would need to earn at least as much money from employment as currently from benefits or pension to accept a job offer | 0 | 1 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | 3 | 1 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 0 | 0 |

A majority of the non-active participants responded that the level of salary was unimportant for them, whereas the other 2 participants of this group indicated that they would need to earn at least as much money as currently or at least one and a half times more from employment. Within the group of active job seekers, a low level agreement was found in relation to the role of this factor. Half of the active job seekers evaluated having employment as being more important than the salary, whereas the other half would need to earn at least one and a half times more as currently to accept a job offer.

5.2.7 Conclusions

In this section, conclusions are drawn in relation to the Danish results. Factors are presented that were designated by the Danish participants as important facilitators or important barriers in relation to the decision to look for paid employment.

Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Scheme where a person with a disability can work while still receiving partial benefits or pension
- Financial supports or grants to pay for the costs of being in a job or aids and adaptations
- Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology
- A supported employment service
- Vocational training
- A personal assistant to help carry out day-to-day activities
- Being proficient in the language
- Being optimistic
- Having third level education or higher
- Having the skills and qualifications

An important barrier, according to both active and non-active participants was:

- Progressive condition

Important facilitators, according to only one group of participants concerned:

- Communication systems (active job seekers)
- Living in an urban environment (active job seekers)
- Positive and supportive attitudes of immediate family members (active job seekers)
- Positive and supportive attitudes of friends and acquaintances (active job seekers)
- A job matching service (non-active participants)
- Someone to speak on behalf of a person with a disability if he/she is unhappy about something (non-active participants)
- A one stop shop that provides information and advice (non-active participants)
- Specialist employment services (active job seekers)
- Belonging to an ethnic majority (non-active participants)
- Being personally ambitious (non-active participants)

Important barriers, according to only one group of participants concerned:

- Living in a country or region with high unemployment (active job seekers)
- Negative and unsupportive attitudes of immediate family members (active job seekers)
- Persistent or episodic condition (non-active participants)
- Being pessimistic (non-active participants)

In relation to the contextual questions, it was found that there were two services that the majority of Danish participants were not familiar with, i.e. someone to speak on behalf of a person with a disability if he or she is unhappy about something and a one stop shop. This finding might be related to the absence or non-accessibility of these services in this country. Despite the low level of acquaintance, it was found that non-active participants evaluated both of such services as importantly helpful. Further, it was found that although Danish active job seekers were not acquainted with a personal assistant to help carry out day-to-day activities on behalf of a person with a disability, this service was rated in this group as being importantly helpful.

Finally, in relation to the trade-offs that people make when making a decision to accept an offer of paid employment, it was found that the majority of non-active participants evaluated the salary as being unimportant in relation to getting into paid employment. The results for active job seekers were inconclusive.

5.3 Finland

In this section, the results of the respondents of Finland concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.3.1 Social and environmental factors

Table 1 details the findings from Finland in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

In both groups of Finnish participants, it was found that availability of assistive communication devices and living in an urban environment were rated as facilitators. In addition, non-active participants rated several other factors as being facilitators. These concerned the general transport system, availability of adapted transport and availability of assistive technologies. Active job seekers rated one factor as being an additional facilitator, i.e. living in a region with low unemployment.

Both group of participants took the view that general information technologies and communication systems are important facilitators.

Table 1. Role of social and environmental factors

| Social and environmental factors | FI | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | moderate facilitator |
| Availability of adapted transport | mild facilitator | moderate facilitator |
| General information technologies | substantial facilitator | substantial facilitator |
| Availability of assistive technologies | mild facilitator | moderate facilitator |
| Communication systems | complete facilitator | substantial facilitator |
| Availability of assistive communication devices | moderate facilitator | moderate facilitator |
| Physical environment | mild barrier | no effect |
| Living in an isolated rural environment | mild barrier | mild barrier |
| Living in an urban environment | moderate facilitator | moderate facilitator |
| Living in a country or region with high unemployment | moderate barrier | moderate barrier |
| Living in a country or region with low unemployment | moderate facilitator | mild facilitator |

Living in a region with high unemployment was designated as being a barrier in both groups of Finnish participants. None of the factors was rated by any of the groups of participants as being an important barrier.

Apart from the two factors that were rated as being important facilitators, generally a low level of agreement was found within both groups in relation to the role of social and environmental factors.

5.3.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Attitudes of professionals were rated by non-active participants as being a facilitator. Two factors were rated by non-active participants as facilitators and by active job seekers even as being important facilitators. These concerned positive and supportive attitudes of immediate family members and positive and supportive attitudes of friends and acquaintances.

Negative and unsupportive attitudes of friends and acquaintances were experienced by both groups of participants as being a barrier for a person with disabilities deciding to seek paid employment. Further, active job seekers rated negative and unsupportive attitudes of immediate family members as being a barrier, whereas non-active participants even rated this factor as being an important barrier.

Overall, the level of agreement within both groups in relation to the role of attitudes and support was not high.

Table 2. Role of attitudes and support

| Attitudes and support | FI | |
|--|-------------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | complete facilitator | moderate facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | severe barrier |
| Positive and supportive attitudes of friends and acquaintances | substantial facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | moderate barrier |
| Attitudes of employers towards people with disabilities | mild facilitator | mild facilitator |
| Attitudes of professionals | mild facilitator | moderate facilitator |

5.3.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

Half or more of the Finnish active job seekers and non-active participants appeared to be familiar with most services and systems. However, the majority of both groups were not

familiar with a one stop shop. In addition, non-active participants were not familiar with a job matching service and financial supports or grants to pay for work-related costs.

Table 3. Role of services and systems

| Familiarity with services and systems | FI | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 6 | 5 |
| A job matching service | 3 | 2 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 5 | 4 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 4 | 2 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 4 | 4 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 3 | 3 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 0 | 2 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 5 | 6 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 6 | 6 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 6 | 6 |

Helpfulness of the services and systems

A job matching service and a one stop shop were rated by both groups of participants as being helpful. Active job seekers also rated a vocational guidance service as being helpful. In addition, there were six services that got higher importance ratings by one group of participants as compared to the ratings that were found in the other group. Financial supports or grants to pay for work-related costs were evaluated by active job seekers as being helpful, whereas non-active participants even rated this factor as being importantly helpful. On the contrary, a scheme where a person with a disability can work while still receiving partial benefits or pension, someone to assist a person with a disability to get financial subsidies or grants, a supported employment service, a vocational training and a personal assistant to help carry out daily activities were rated by non-active participants as being helpful, whereas these factors were rated by active job seekers as being importantly helpful.

It can be concluded from the above mentioned that active job seekers more often rated a service as being importantly helpful as compared to non-active participants.

A high level of agreement was found in relation to the helpfulness of most services.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | moderately helpful | slightly helpful |
| A job matching service | moderately helpful | moderately helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | very helpful | moderately helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | moderately helpful | very helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | very helpful | moderately helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | slightly helpful | slightly helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | moderately helpful | moderately helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | extremely helpful | moderately helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | very helpful | moderately helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | very helpful | moderately helpful |

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Table 4. Role of services and systems

| | FI | |
|---|-------------------------|-----------------------------|
| Services and systems - continued | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | moderate facilitator | moderate facilitator |
| Specialist employment services | moderate facilitator | moderate facilitator |
| Laws and regulations | mild facilitator | moderate facilitator |
| Availability or affordability of childcare services | no effect | moderate facilitator |

Both groups of Finnish participants rated mainstream employment services and specialist employment services as being facilitators. Contrary to their active counterparts, non-active participants rated the other services also as being facilitators. Amongst active job seekers, there was a low level of agreement about the role of all services as mentioned in table 4. Amongst non-active participants, a low level of agreement was only found in relation to the role of availability of childcare services.

5.3.4 Functioning and activity

Table 5 details the findings from Finland in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Finnish active job seekers and non-active participants rated different limitations as being a barrier. Non-active participants rated a limitation in learning and applying knowledge and a limitation in the ability to handle interpersonal relationships as being barriers, whereas active job seekers evaluated a limitation in intellectual functioning as being a barrier to seeking a job. The level of agreement was though low in relation to the role of these factors.

There was one factor that was rated by one group as being an important barrier. This applied to a limitation in emotional functioning, which was rated by active job seekers as such. A high level of agreement was found amongst active job seekers in relation to the role of this factor.

Table 5. Role of functions and capacities

| Functions or capacities | FI | |
|---|---------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | moderate limitation | severe limitation |
| Physical or sensory functioning | moderate limitation | moderate limitation |
| Emotional functioning | mild limitation | moderate limitation |
| Mobility | severe limitation | moderate limitation |
| Learning and applying knowledge | moderate limitation | mild limitation |
| Ability to handle interpersonal relationships | moderate limitation | mild limitation |
| Ability to communicate | severe limitation | moderate limitation |

5.3.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

All 3 health conditions that are mentioned in table 6 were rated as being important barriers by the majority of participants in both groups. The level of agreement in relation to the role of these factors was high.

Table 6. Role of health condition

| Health condition | FI | | | |
|----------------------------------|------------------|----|----------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 5 | 0 | 6 | 0 |
| Persistent or episodic condition | 5 | 0 | 6 | 0 |
| Stable condition | 5 | 0 | 5 | 0 |

Based on table 7 it can be concluded that Finnish active and non-active participants agreed that the general health condition needs to be poor to fair in order for it to become a barrier to a person deciding to get paid employment. This means that Finnish participants may acknowledge that a bad general health plays a role in the job seeking process, but that they do not rate general health overall as a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| | FI | |
|-------------------------------------|-------------------------|-----------------------------|
| Health condition - continued | Active Mean (SD) | Non-active Mean (SD) |
| General health | poor | poor |

5.3.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Table 8. Personal characteristics

| | FI | |
|--|-------------------------|-----------------------------|
| Personal characteristics | Active Mean (SD) | Non-active Mean (SD) |
| Being male | mild facilitator | mild facilitator |
| Being female | no effect | no effect |
| Belonging to an ethnic majority | moderate facilitator | mild facilitator |
| Belonging to an ethnic minority | mild barrier | moderate barrier |
| Being part of another minority group | mild barrier | mild barrier |
| Being proficient in the language | substantial facilitator | moderate facilitator |
| Being under 25 years old | no effect | no effect |
| Being 56 years old and over | moderate barrier | moderate barrier |
| Being personally ambitious | moderate facilitator | moderate facilitator |
| Lacking of personal ambition | moderate barrier | mild barrier |
| Being optimistic | substantial facilitator | moderate facilitator |
| Being pessimistic | severe barrier | moderate barrier |
| Living alone | no effect | no effect |
| Living alone and caring for others | no effect | no effect |
| Living with a partner | mild facilitator | mild facilitator |
| Living with a partner and caring for others | no effect | mild facilitator |
| Living with one's parents or in a shared household | no effect | no effect |
| Having first level education only | severe barrier | moderate barrier |
| Having second level education | moderate facilitator | moderate facilitator |
| Having third level education or higher | complete facilitator | substantial facilitator |

| | | |
|---|-------------------------|-------------------------|
| Being afraid of losing a disability pension | mild barrier | mild barrier |
| Being afraid of losing secondary benefits | mild barrier | moderate barrier |
| Having a work history | complete facilitator | moderate facilitator |
| Having no work history | mild barrier | moderate barrier |
| Being out of work for up to 6 months | no effect | no effect |
| Being out of work for over 24 months | moderate barrier | moderate barrier |
| Having the skills and qualifications | substantial facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | moderate barrier | moderate barrier |

Being personally ambitious and having second level education were rated as being facilitators by both groups of participants. In addition, active job seekers rated belonging to an ethnic majority as being a facilitator. Non-active participants rated being proficient in the language, being optimistic and having a work history as being facilitators, whereas these factors were rated by active job seekers as being important facilitators. Finally, both groups of participants rated having third level education or higher and having the skills and qualifications as being important facilitators.

Being 56 years old and over, having the skills and experience but not the qualifications and being out of work for over 24 months were rated as being barriers by both groups of participants. Active job seekers rated lacking personal ambition as an additional barrier. Non-active participants rated belonging to an ethnic minority, being afraid of losing secondary benefits, having no work history, having first level education and being pessimistic as additional barriers. The latter two factors were rated by active job seekers as being important barriers. The other personal factors in table 8 that are not mentioned above do not make it easier or harder for people with disabilities to look for paid employment.

There was generally a high level of agreement amongst participants in relation to the factors that were designated as being (important) facilitators or (important) barriers. A low level of agreement was found in relation to the role of the other personal factors.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | FI | |
|---|-------------------------|-----------------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 1 | 1 |
| Would need to earn at least as much money from employment as currently from benefits or pension to accept a job offer | 3 | 1 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer | 2 | 1 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 0 | 2 |

Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

There was agreement between both groups in the sense that the majority of both groups would only accept a job provided that the level of salary would equal or exceed the current income from benefits or pension. However, it was also found that half of the group of active job seekers indicated that they would settle for a salary that was equal to the current income from benefits or pension, whereas half of the non-active participants indicated that they would need to earn at least 1.5 times more from employment as their current income. This may point at higher demands amongst non-active participants in relation to the salary of a job than amongst active job seekers. It should be noted that there was a low level of agreement in both of the groups in relation to this issue.

5.3.7 Conclusions

In this section, conclusions are drawn in relation to the Finnish results. Factors are presented that were designated by the Finnish participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- General information technologies
- Communication systems
- Having third level education or higher
- Having the skills and qualifications

Important barriers, according to both active and non-active participants were:

- Progressive condition
- Persistent or episodic condition
- Stable condition

Important facilitators, according to only one group of participants concerned:

- Positive and supportive attitudes of immediate family members (active job seekers)
- Positive and supportive attitudes of friends and acquaintances (active job seekers)
- Scheme where a person with a disability can work while still receiving partial benefits or pension (active job seekers)
- Financial supports or grants to pay for work-related costs (non-active participants)
- Someone to assist a person with a disability to get financial subsidies or grants (active job seekers)
- A supported employment service (active job seekers)
- A vocational training (active job seekers)
- A personal assistant to help carry out daily activities (active job seekers)
- Being proficient in the language (active job seekers)
- Being optimistic (active job seekers)
- Having a work history (active job seekers)

Important barriers, according to only one group of participants concerned:

- Negative and unsupportive attitudes of immediate family members(non-active participants)
- Emotional functioning (active job seekers)
- Being pessimistic (active job seekers)
- Having first level education only (active job seekers)

In relation to the contextual questions, it was found that active job seekers more often rated a service as being importantly helpful as compared to non-active participants. Further, the majority of both groups was not familiar with a one stop shop that provides information and advice. In addition, there were two services that the majority of non-active participants were not familiar with, i.e. a job matching service and financial supports or grants to pay for work-related costs. These findings might be related to the absence or non-accessibility of these services in this country. Despite the low level of acquaintance, Finnish non-active participants rated financial supports or grants as being importantly helpful.

Finally, in relation to the trade-offs that people make when making a decision to accept an offer of paid employment, it was found that there was agreement between active job seekers and non-active participants in the sense that the majority of both groups would only accept a job provided that the level of salary would equal or exceed the current income from benefits or pension. There were also indications that non-active participants may make higher demands than active job seekers in relation to the salary of a job. However, there was a low level of agreement in both of the groups in relation to this issue.

5.4 France

In this section, the results of the respondents of France concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

The French results contain some missing values in the tables due to insufficient response rates. One explanation for these missing values may be that these apply to factors that are not relevant to the French situation.

5.4.1 Social and environmental factors

Table 1 details the findings from France in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Living in an urban environment was rated by non-active participants as being a facilitator. None of the social and environmental factors was rated as being an important facilitator.

Table 1. Role of social and environmental factors

| Social and environmental factors | FR | |
|--|------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | no effect |
| Availability of adapted transport | moderate barrier | moderate barrier |
| General information technologies | no effect | no effect |
| Availability of assistive technologies | mild barrier | mild barrier |
| Communication systems | no effect | mild barrier |
| Availability of assistive communication devices | mild barrier | - |
| Physical environment | moderate barrier | mild barrier |
| Living in an isolated rural environment | mild barrier | mild barrier |
| Living in an urban environment | mild facilitator | moderate facilitator |
| Living in a country or region with high unemployment | mild barrier | mild barrier |
| Living in a country or region with low unemployment | mild facilitator | mild facilitator |

It was notable that both groups of French participants evaluated the availability of adapted transport as a barrier. This may reflect a lack of availability or affordability of adapted transport in this country. In addition, active job seekers evaluated the physical environment as being a barrier for people with disabilities to look for paid employment. None of the factors was rated as being an important barrier.

A low level of agreement was found within both groups with regard to the role of the social and environmental factors.

5.4.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Table 2. Role of attitudes and support

| | FR | |
|--|-------------------------|----------------------|
| Attitudes and support | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | substantial facilitator | moderate facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | mild barrier |
| Positive and supportive attitudes of friends and acquaintances | mild facilitator | no effect |
| Negative and unsupportive attitudes of friends and acquaintances | mild barrier | no effect |
| Attitudes of employers towards people with disabilities | no effect | moderate barrier |
| Attitudes of professionals | no effect | no effect |

Positive and supportive attitudes of immediate family members were evaluated by non-active participants as a facilitator, whereas this factor was evaluated by their active counterparts as being an important facilitator. Negative and unsupportive attitudes of immediate family members were only rated by active job seekers as being a barrier. Attitudes of employers were only rated by non-active participants as being a barrier.

A low level of agreement was found in relation to the role of attitudes and support.

5.4.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

The majority of the French active and non-active participants was not familiar with half of the services and systems. These included financial supports or grants to pay for work-related costs, someone to assist people with disabilities to get these financial supports or grants, someone to speak on behalf of a person with a disability if that person is unhappy about something, a one stop shop and a supported employment service. Furthermore, active job seekers appeared to be not familiar with a scheme where a person with a disability can work while still receiving partial benefits or pension.

Table 3. Role of services and systems

| Familiarity with services and systems | FR | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 6 | 6 |
| A job matching service | 6 | 5 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 0 | 5 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 1 | 1 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 1 | 1 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 0 | 0 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 0 | 0 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 0 | 0 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 5 | 5 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 5 | 4 |

Helpfulness of the services and systems

Both groups of participants rated a vocational guidance service as being helpful. A low level of agreement was found in both groups in relation to the role of this factor. A job matching service was also rated by active job seekers as being a facilitator. The level of agreement in this group regarding this factor was high. The helpfulness rating of the non-active participants in relation to this factor is not mentioned, since there were too many missing values in this group. The helpfulness ratings for the other services are also lacking because of missing values.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | moderately helpful | moderately helpful |
| A job matching service | moderately helpful | - |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | - | - |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | - | - |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | - | - |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | - | - |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | - | - |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | - | - |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | - | - |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | - | - |

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4. Due to missing values, some importance ratings are not mentioned in table 4.

A specialist employment service was rated by French active job seekers as being an important facilitator. There was a high level of agreement within this group in relation to the role of this factor. A low level of agreement was found in relation to the other importance ratings.

Table 4. Role of services and systems

| | FR | |
|---|-------------------------|-----------------------------|
| Services and systems - continued | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | no effect | mild barrier |
| Specialist employment services | substantial facilitator | - |
| Laws and regulations | no effect | no effect |
| Availability or affordability of childcare services | - | - |

5.4.4 Functioning and activity

Table 5 details the findings from France in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Both groups of French participants rated a limitation in mobility, learning and applying knowledge, ability to handle interpersonal relationships and ability to communicate as being barriers in the job seeking process. A limitation in emotional functioning was only rated by non-active participants as being a barrier. Finally, a limitation in intellectual functioning was rated by non-active participants as being a barrier, but even as an important barrier by active job seekers.

A high level of agreement was found amongst French participants in relation to the role of functions and capacities.

Table 5. Role of functions and capacities

| Functions or capacities | FR | |
|---|---------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | mild limitation | moderate limitation |
| Physical or sensory functioning | moderate limitation | moderate limitation |
| Emotional functioning | moderate limitation | mild limitation |
| Mobility | moderate limitation | moderate limitation |
| Learning and applying knowledge | mild limitation | mild limitation |
| Ability to handle interpersonal relationships | mild limitation | mild limitation |
| Ability to communicate | mild limitation | mild limitation |

5.4.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Table 6. Role of health condition

| Health condition | FR | | | |
|----------------------------------|------------------|----|----------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 6 | 0 | 5 | 0 |
| Persistent or episodic condition | 5 | 1 | 5 | 1 |
| Stable condition | 2 | 3 | 2 | 4 |

The majority of French active job seekers and non-active participants evaluated a progressive condition and a persistent or episodic condition as being important barriers in the job seeking

process. A high level of agreement was found with regard to the role of these factors. A wider range of opinions was found within the groups in relation to the role of a stable condition.

Based on table 7 it can be concluded that both groups agreed that the general health condition needs to be very poor to poor in order for it to become a barrier to a person deciding to get paid employment. This means that French participants may acknowledge that a bad general health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| | FR | |
|-------------------------------------|-------------------------|-----------------------------|
| Health condition - continued | Active Mean (SD) | Non-active Mean (SD) |
| General health | very poor | very poor |

5.4.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Table 8. Personal characteristics

| | FR | |
|--|-------------------------|-----------------------------|
| Personal characteristics | Active Mean (SD) | Non-active Mean (SD) |
| Being male | mild facilitator | moderate facilitator |
| Being female | no effect | mild barrier |
| Belonging to an ethnic majority | complete facilitator | moderate facilitator |
| Belonging to an ethnic minority | severe barrier | moderate barrier |
| Being part of another minority group | moderate barrier | no effect |
| Being proficient in the language | moderate facilitator | moderate facilitator |
| Being under 25 years old | mild facilitator | no effect |
| Being 56 years old and over | moderate barrier | moderate barrier |
| Being personally ambitious | moderate facilitator | moderate facilitator |
| Lacking of personal ambition | moderate barrier | moderate barrier |
| Being optimistic | substantial facilitator | substantial facilitator |
| Being pessimistic | moderate barrier | moderate barrier |
| Living alone | moderate facilitator | mild facilitator |
| Living alone and caring for others | mild barrier | mild barrier |
| Living with a partner | no effect | no effect |
| Living with a partner and caring for others | mild barrier | no effect |
| Living with one's parents or in a shared household | no effect | no effect |
| Having first level education only | mild barrier | mild barrier |
| Having second level education | no effect | no effect |
| Having third level education or higher | mild facilitator | moderate facilitator |

| | | |
|---|----------------------|-------------------------|
| Being afraid of losing a disability pension | no effect | mild barrier |
| Being afraid of losing secondary benefits | no effect | no effect |
| Having a work history | moderate facilitator | mild facilitator |
| Having no work history | moderate barrier | mild barrier |
| Being out of work for up to 6 months | no effect | no effect |
| Being out of work for over 24 months | severe barrier | moderate barrier |
| Having the skills and qualifications | moderate facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | no effect | - |

Both groups of participants evaluated being proficient in the language and being personally ambitious as facilitators. In addition, active job seekers rated living alone and having a work history as being facilitators. Non-active participants evaluated being male and having third level education and higher as additional facilitators.

Further, 2 personal factors received a stronger importance rating of one group of participants. First, belonging to an ethnic majority was rated by non-active participants as being a facilitator, whereas active job seekers rated this factor as being an important facilitator. Second, having the skills and qualifications was rated by active job seekers as being a facilitator, whereas non-active participants rated this factor as being an important facilitator. Both groups of participants rated being optimistic as being an additional important facilitator.

Both groups of participants evaluated being 56 years old and over, lacking of personal ambition and being pessimistic as being barriers. In addition, active job seekers rated being part of another minority group and having no work history as being barriers. Finally, 2 factors were rated by non-active participants as being a barrier, whereas active job seekers even rated these factors as being important barriers. These factors concerned belonging to an ethnic minority and being out of work for over 24 months.

The level of agreement varied along the several personal factors. Overall, the level of agreement in relation to the factors that were designated as being important facilitators or important barriers was high.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Only the scores of the non-active participants are reported since there were too many missing values amongst active job seekers in relation to this issue. Non-active participants indicated that they would only accept a job provided that the level of salary would equal or exceed the current income from benefits or pension. There appeared to be a low level of agreement amongst non-active participants in relation to the salary they would settle for.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | FR | |
|--|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | - | 0 |
| Would need to earn at least as much money from employment as currently from benefits or pension to accept a job offer | - | 1 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | - | 1 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | - | 2 |

5.4.7 Conclusions

In this section, conclusions are drawn in relation to the French results. Factors are presented that were designated by the French participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

An important facilitator, according to both active and non-active participants was:

- Being optimistic

Important barriers, according to both active and non-active participants were:

- Progressive condition
- Persistent or episodic condition

Important facilitators, according to only one group of participants concerned:

- Positive and supportive attitudes of immediate family members (active job seekers)
- Specialist employment services (active job seekers)
- Limitation in intellectual functioning (active job seekers)
- Belonging to an ethnic majority (active job seekers)
- Having the skills and qualifications (non-active participants)

Important barriers, according to only one group of participants concerned:

- Belonging to an ethnic minority (active job seekers)
- Being out of work for over 24 months (active job seekers)

In relation to the contextual questions, it was found that there were several services that the majority of French participants were not familiar with. Unfortunately, there are no data available on how helpful these services would be according to the French participants if these would be available and known.

Finally, in relation to the trade-offs that people make when making a decision to accept an offer of paid employment, it was found that non-active participants indicated that they would only accept a job provided that the level of salary would equal or exceed the current income from benefits or pension. There appeared to be low agreement amongst non-active participants in relation to the level of the salary that they would settle for. Due to missing values, results for active job seekers in relation to this issue were not known.

5.5 Germany

In this section, the results of the respondents of Germany concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.5.1 Social and environmental factors

Table 1 details the findings from Germany in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Living in an urban environment and general information technologies were rated by both groups as being facilitators. Both groups of participants rated communication systems as being an important facilitator.

Living in an isolated rural environment was evaluated by active job seekers as being a barrier, whereas non-active participants even rated this factor as being an important barrier. Further, both groups of participants evaluated living in a region with high unemployment as being an important barrier.

A low level of agreement was found within both groups of participants in relation to the role of social and environmental factors in the job seeking process.

Table 1. Role of social and environmental factors

| Social and environmental factors | DE | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | no effect |
| Availability of adapted transport | no effect | no effect |
| General information technologies | moderate facilitator | moderate facilitator |
| Availability of assistive technologies | mild facilitator | no effect |
| Communication systems | substantial facilitator | substantial facilitator |
| Availability of assistive communication devices | no effect | no effect |
| Physical environment | mild barrier | no effect |
| Living in an isolated rural environment | moderate barrier | severe barrier |
| Living in an urban environment | moderate facilitator | moderate facilitator |
| Living in a country or region with high unemployment | severe barrier | complete barrier |
| Living in a country or region with low unemployment | mild facilitator | mild facilitator |

5.5.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Table 2. Role of attitudes and support

| Attitudes and support | DE | |
|--|-------------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | substantial facilitator | moderate facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | moderate barrier |
| Positive and supportive attitudes of friends and acquaintances | substantial facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | no effect |
| Attitudes of employers towards people with disabilities | moderate facilitator | moderate barrier |
| Attitudes of professionals | mild facilitator | no effect |

Active job seekers evaluated the attitudes of employers towards people with disabilities as being a facilitator. Two factors were rated by non-active participants as being a facilitator, whereas these factors were rated by active job seekers as being important facilitators. These concerned positive and supportive attitudes of immediate family members and positive and supportive attitudes of friends and acquaintances.

Both groups of participants rated negative and unsupportive attitudes of immediate family members as being a barrier. In addition, active job seekers rated negative and unsupportive attitudes of friends and acquaintances as being a barrier. Further, it was striking that non-active participants rated attitudes of employers towards people with disabilities as being an additional barrier, whereas active job seekers rated these attitudes as being a facilitator.

The level of agreement varied along the six factors in relation to attitudes and support. A high level of agreement was found in relation to the role of the 2 factors that were designated by active job seekers as being important facilitators.

5.5.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

Half or more of the German active job seekers were acquainted with all of the services. Contrary to the active job seekers, the majority of non-active participants were not acquainted with most services and systems.

The only services and systems that half or more of the non-active participants were acquainted with concerned a vocational guidance service, someone to speak on behalf of a person with a disability if that person is unhappy about something, and a vocational training.

Table 3. Role of services and systems

| Familiarity with services and systems | DE | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 6 | 4 |
| A job matching service | 3 | 1 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 5 | 0 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 5 | 2 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 4 | 2 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 3 | 3 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 4 | 0 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 5 | 0 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 7 | 5 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 5 | 2 |

Helpfulness of the services and systems

The majority of services and systems were rated by both groups of participants as being (importantly) helpful.

A vocational guidance service was rated by both groups of participants as being helpful. Someone to speak on behalf of a person with a disability if that person is unhappy about something, a supported employment service and vocational training were evaluated as being helpful by active job seekers but were even rated as importantly helpful by non-active participants. Other factors that were rated by both groups of participants as being importantly helpful included a scheme where a person with a disability can work while still receiving partial benefits or pension, financial supports or grants to pay for work-related costs, a one stop shop and someone to assist a person with a disability to get these financial subsidies or grants. Active job seekers and non-active participants differed in their evaluation of the helpfulness of two services. First, a job matching service was rated by non-active participants as being importantly helpful, but by their active counterparts as being not helpful. Second, a personal assistant to help carry out daily activities was rated by active job seekers as being importantly helpful but by their non-active counterparts as being not helpful.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|--------------------|----------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | moderately helpful | moderately helpful |
| A job matching service | slightly helpful | very helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | very helpful | very helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | extremely helpful | very helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | very helpful | extremely helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | moderately helpful | very helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | very helpful | extremely helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | moderately helpful | very helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | moderately helpful | very helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | very helpful | slightly helpful |

Amongst non-active participants the level of agreement about the role of the services and systems was generally low. There was a higher level of agreement amongst active job seekers in relation to the role of most factors.

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Non-active participants rated specialist employment services as being a facilitator to people with disabilities deciding to get into paid employment. Although active job seekers did not rate this service as being a facilitator, the difference in ratings was small.

Active job seekers rated laws and regulations as being a facilitator whereas non-active participants rated this factor as not relevant. In this case the difference in the rating between active and non-active participants was bigger.

Availability of childcare services was rated as being an important facilitator.

Table 4. Role of services and systems

| Services and systems - continued | DE | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | mild barrier | no effect |
| Specialist employment services | mild facilitator | moderate facilitator |
| Laws and regulations | moderate facilitator | no effect |
| Availability or affordability of childcare services | substantial facilitator | mild facilitator |

A low level of agreement was found within both groups in relation to the role of all services and systems as depicted in table 4.

5.5.4 Functioning and activity

Table 5 details the findings from Germany in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Table 5. Role of functions and capacities

| Functions or capacities | DE | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | moderate limitation | very severe limitation |
| Physical or sensory functioning | moderate limitation | severe limitation |
| Emotional functioning | moderate limitation | severe limitation |
| Mobility | mild limitation | severe limitation |
| Learning and applying knowledge | moderate limitation | severe limitation |
| Ability to handle interpersonal relationships | moderate limitation | very severe limitation |
| Ability to communicate | moderate limitation | very severe limitation |

Of all functions and capacities, only a limitation in mobility was evaluated as being a barrier by active job seekers. A low level of agreement was found amongst active job seekers in relation to the role of the functions or capacities, whereas generally the opposite applied to the group of non-active participants.

5.5.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

A progressive condition and a persistent or episodic condition were rated by both groups as being important barriers to people with disabilities deciding to get into paid employment. There was less agreement in relation to the role of a stable condition.

Table 6. Role of health condition

| | DE | | | |
|----------------------------------|------------------|----|----------------------|----|
| Health condition | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 4 | 0 | 4 | 0 |
| Persistent or episodic condition | 5 | 0 | 6 | 0 |
| Stable condition | 2 | 3 | 0 | 3 |

Based on table 7 it can be concluded that German active job seekers and non-active participants agreed that the general health condition needs to be poor to fair in order for it to become a barrier to a person deciding to get paid employment. This means that they may acknowledge that a bad health plays a role in the job seeking process, but that they do not rate health in general as being a barrier.

Table 7. Role of general health

| | DE | |
|------------------------------|------------------|----------------------|
| Health condition - continued | Active Mean (SD) | Non-active Mean (SD) |
| General health | poor | poor |

It was notable that a high level of agreement was found amongst non-active participants in relation to the role of this factor, whereas a low level of agreement was found amongst active job seekers.

5.5.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Non-active participants rated living with a partner and caring for others as being a facilitator. Being personally ambitious, being optimistic, having third level education or higher, having a work history and having the skills and qualifications were rated by active job seekers as being facilitators, whereas these factors were rated by non-active participants as being important facilitators. Both groups of participants agreed that being proficient in the language is an important facilitator. Finally, being under 25 years old was only rated by non-active participants as being an important facilitator.

Lacking of personal ambition was evaluated by both groups of participants as being a barrier. In addition, active job seekers rated belonging to an ethnic minority and being part of another minority group as being barriers. Non-active participants only evaluated being afraid of losing a disability pension as being an additional barrier. Further, there were 3 factors that got a higher importance rating amongst non-active participants as compared to their active counterparts. Being pessimistic, having first level education and having no work history were rated as being a barrier by active job seekers, whereas non-active participants rated these factors as being important barriers.

Table 8. Personal characteristics

| Personal characteristics | DE | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | no effect | no effect |
| Being female | no effect | no effect |
| Belonging to an ethnic majority | no effect | mild facilitator |
| Belonging to an ethnic minority | moderate barrier | mild barrier |
| Being part of another minority group | moderate barrier | no effect |
| Being proficient in the language | complete facilitator | complete facilitator |
| Being under 25 years old | mild facilitator | substantial facilitator |
| Being 56 years old and over | severe barrier | complete barrier |
| Being personally ambitious | moderate facilitator | complete facilitator |
| Lacking of personal ambition | moderate barrier | moderate barrier |
| Being optimistic | moderate facilitator | complete facilitator |
| Being pessimistic | moderate barrier | severe barrier |
| Living alone | no effect | no effect |
| Living alone and caring for others | no effect | mild facilitator |
| Living with a partner | no effect | mild facilitator |
| Living with a partner and caring for others | no effect | moderate facilitator |
| Living with one's parents or in a shared household | mild barrier | mild barrier |
| Having first level education only | moderate barrier | severe barrier |
| Having second level education | no effect | no effect |
| Having third level education or higher | moderate facilitator | substantial facilitator |
| Being afraid of losing a disability pension | mild barrier | moderate barrier |
| Being afraid of losing secondary benefits | mild barrier | mild barrier |
| Having a work history | moderate facilitator | complete facilitator |
| Having no work history | moderate barrier | severe barrier |
| Being out of work for up to 6 months | mild barrier | severe barrier |
| Being out of work for over 24 months | severe barrier | complete barrier |
| Having the skills and qualifications | moderate facilitator | complete facilitator |
| Having the skills and experience but not the qualifications | mild barrier | mild barrier |

Both groups of participants agreed that being 56 years old and over and being out of work for over 24 months concern important barriers. In addition, non-active participants rated being out of work for up to 6 months as being an important barrier.

A low level of agreement was found in relation to the factors that were designated by the German participants as being barriers or facilitators. However, a high level of agreement was found in relation to the personal factors that were designated as being important barriers or important facilitators.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | DE | |
|---|-------------------------|-----------------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 2 | 1 |
| Would need to earn at least as much money from employment as currently from benefits or pension to accept a job offer | 3 | 2 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer | 1 | 0 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 0 | 1 |

The majority of the participants indicated that they would need to earn the same, or a higher salary from employment as their current income from benefits or pension. Although there was no agreement in both groups about the level of the salary in relation to the decision to accepting an offer of paid employment, most participants seemed to be rather conservative in their demands in relation to the salary.

5.5.7 Conclusions

In this section, conclusions are drawn in relation to the German results. Factors are presented that were designated by the German participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Communication systems
- Scheme where a person with a disability can work while still receiving partial benefits or pension
- Financial supports or grants to pay for the costs of being in a job or aids and adaptations
- Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology
- A one stop shop
- Being proficient in the language

Important barriers, according to both active and non-active participants were:

- Living in a region with high unemployment
- Progressive condition
- Persistent or episodic condition
- Being 56 years old and over
- Being out of work for over 24 months

Important facilitators, according to only one group of participants concerned:

- Positive and supportive attitudes of immediate family members (active job seekers)
- Positive and supportive attitudes of friends and acquaintances (active job seekers)
- A job matching service (non-active participants)
- Someone to speak on behalf of a person with a disability if he/she is unhappy about something (non-active participants)
- A supported employment service (non-active participants)
- Vocational training (non-active participants)
- A personal assistant to help carry out daily activities (active job seekers)
- Availability or affordability of childcare services (active job seekers)
- Being under 25 years old (non-active participants)
- Being personally ambitious (non-active participants)
- Being optimistic (non-active participants)
- Having third level education or higher (non-active participants)
- Having a work history (non-active participants)
- Having the skills and qualifications (non-active participants)

Important barriers, according to only one group of participants concerned:

- Living in an isolated rural environment (non-active participants)
- Being pessimistic (non-active participants)
- Having first level education only (non-active participants)
- Having no work history (non-active participants)
- Being out of work for up to 6 months (non-active participants)

In relation to the contextual questions, it was found that there were a lot of services and systems that non-active participants were not acquainted with. These services included a job matching service, a scheme where persons with disabilities can work while still receiving partial benefits or pension, financial supports or grants, someone to assist persons with disabilities to get these subsidies or grants, a one stop shop, a supported employment service and a personal assistant to help carry out daily activities. Despite the lack of acquaintance, non-active participants took the view that these services would be importantly helpful, except for a personal assistant.

The majority of the participants indicated that they would need to earn the same, or a higher salary from employment as their current income from benefits or pension. Although there was no agreement in both groups about the level of the salary in relation to the decision to accepting an offer of paid employment, most participants seemed to be rather conservative in their demands in relation to the salary.

5.6 Ireland

In this section, the results of the respondents of Ireland concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.6.1 Social and environmental factors

Table 1 details the findings from Ireland in relation to the social and environmental factors that might make it easier, or that might make it harder for people with disabilities to look for paid employment.

Both groups of participants evaluated the availability of assistive technologies as being a facilitator. In addition, there were a lot of factors that were designated as being a facilitator by one group only. Active job seekers rated communication systems, living in an urban environment, and living in a region with low unemployment as being additional facilitators. Non-active participants rated availability of assistive communication devices as an additional facilitator. None of the social and environmental factors was designated as being an important facilitator.

Table 1. Role of social and environmental factors

| Social and environmental factors | IE | |
|--|----------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | no effect |
| Availability of adapted transport | no effect | no effect |
| General information technologies | mild facilitator | no effect |
| Availability of assistive technologies | moderate facilitator | moderate facilitator |
| Communication systems | moderate facilitator | mild facilitator |
| Availability of assistive communication devices | mild facilitator | moderate facilitator |
| Physical environment | moderate barrier | moderate barrier |
| Living in an isolated rural environment | severe barrier | moderate barrier |
| Living in an urban environment | moderate facilitator | mild facilitator |
| Living in a country or region with high unemployment | moderate barrier | moderate barrier |
| Living in a country or region with low unemployment | moderate facilitator | mild facilitator |

Living in a region with high unemployment and the physical environment were rated by both groups of participants as being barriers. Living in an isolated rural environment was rated by non-active participants as being a barrier, whereas this factor was rated by active job seekers as being an important barrier.

A low level of agreement was found in relation to the role of most social and environmental factors.

5.6.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Table 2. Role of attitudes and support

| | IE | |
|--|-------------------------|-------------------------|
| Attitudes and support | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | substantial facilitator | substantial facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | moderate barrier |
| Positive and supportive attitudes of friends and acquaintances | moderate facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | moderate barrier |
| Attitudes of employers towards people with disabilities | no effect | moderate barrier |
| Attitudes of professionals | no effect | mild facilitator |

The factor positive and supportive attitudes of friends and acquaintances was rated by both groups of participants as being a facilitator for a person with a disability deciding to seek paid employment. Positive and supportive attitudes of immediate family members were rated by both groups as being an important facilitator.

Both groups of participants evaluated negative and unsupportive attitudes of immediate family members, friends and acquaintances as being barriers. In addition, non-active participants rated attitudes of employers towards people with disabilities as being a barrier. None of the factors in relation to attitudes and support was designated as being an important barrier.

A high level of agreement was found in both groups in relation to the factors that were rated as being (important) facilitators or barriers.

5.6.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

Half or more of the Irish active job seekers was familiar with all services and systems. The majority of non-active participants was familiar with most but not all services and systems.

Most non-active participants were not familiar with a job matching service, someone to assist a person with a disability to get the financial subsidies or grants for adaptations and assistive technology and a one stop shop for information and advice.

Table 3. Role of services and systems

| Familiarity with services and systems | IE | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 6 | 6 |
| A job matching service | 4 | 2 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 6 | 6 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 5 | 3 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 4 | 1 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 3 | 5 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 4 | 2 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 6 | 4 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 6 | 6 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 5 | 5 |

Helpfulness of the services and systems

Table 3 shows that all services and systems were rated by the Irish participants as (importantly) helpful.

The two services that were rated as being helpful concerned a vocational guidance service and a scheme where a person with a disability can work while still receiving partial benefits or pension.

Further, most other services and systems were rated by non-active participants as being helpful, whereas active job seekers even rated these as being importantly helpful. One exception to this trend was found. Someone to speak on behalf of a person with a disability if that person is unhappy about something was rated by active job seekers as being helpful, whereas this service was rated by non-active participants as being importantly helpful. Overall, these difference in helpfulness ratings were however small, except for the helpfulness ratings of a vocational training.

Finally, both groups evaluated a personal assistant to help carry out daily activities as being importantly helpful.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | moderately helpful | moderately helpful |
| A job matching service | very helpful | moderately helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | moderately helpful | moderately helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | very helpful | moderately helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | very helpful | moderately helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | moderately helpful | very helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | substantial facilitator | moderately helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | extremely helpful | moderately helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | extremely helpful | moderately helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | extremely helpful | very helpful |

Overall, the level of agreement in both groups was high in relation to the role of the services and systems.

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Active job seekers rated mainstream employment services and specialist employment services as being facilitators. Non-active participants rated the availability or affordability of childcare services as being a barrier.

None of the four services and systems were rated as being important facilitators or important barriers to a person with a disability deciding to get into paid employment. The level of agreement in relation to the role of the several services differed greatly.

Table 4. Role of services and systems

| Services and systems - continued | IE | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | moderate facilitator | no effect |
| Specialist employment services | moderate facilitator | mild facilitator |
| Laws and regulations | mild facilitator | no effect |
| Availability or affordability of childcare services | mild barrier | moderate barrier |

5.6.4 Functioning and activity

Table 5 details the findings from Ireland in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

There was no limitation in any of the functions or capacities that was rated as being a barrier to seeking paid employment. There was a high level of agreement in both groups about the role of these factors.

Table 5. Role of functions and capacities

| Functions or capacities | IE | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | moderate limitation | moderate limitation |
| Physical or sensory functioning | moderate limitation | severe limitation |
| Emotional functioning | moderate limitation | moderate limitation |
| Mobility | moderate limitation | severe limitation |
| Learning and applying knowledge | moderate limitation | moderate limitation |
| Ability to handle interpersonal relationships | moderate limitation | moderate limitation |
| Ability to communicate | moderate limitation | moderate limitation |

5.6.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Both groups of participants evaluated a progressive condition and a persistent or episodic condition as being important barriers. Overall, a high level of agreement was found in relation to the role of these factors.

Table 6. Role of health condition

| | IE | | | |
|----------------------------------|------------------|----|----------------------|----|
| Health condition | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 6 | 0 | 6 | 0 |
| Persistent or episodic condition | 4 | 2 | 5 | 1 |
| Stable condition | 0 | 4 | 0 | 6 |

Based on table 7 it can be concluded that both groups agreed that the general health condition needs to be very poor to poor in order for it to become a barrier to a person deciding to get paid employment. This means that Irish participants may acknowledge that a bad health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| | IE | |
|------------------------------|------------------|----------------------|
| Health condition - continued | Active Mean (SD) | Non-active Mean (SD) |
| General health | very poor | very poor |

5.6.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Both groups of Irish participants rated being personally ambitious as being a facilitator. In addition, active job seekers evaluated being proficient in the language and being optimistic as being facilitators. Non-active participants evaluated having second level education as being an additional facilitator. Two personal factors got a higher importance rating from one group of participants. Having third level education or higher was rated by active job seekers as being a facilitator, whereas non-active participants rated this factor as being an important facilitator. Contrary to this, it was found that having a work history was evaluated by non-active participants as being a facilitator, whereas active job seekers rated this factor as being an important facilitator. Having the skills and qualifications was evaluated by both groups of participants as being an important facilitator.

The following personal factors were designated by Irish participants as being barriers for people with disabilities deciding to get into paid employment: being pessimistic, living alone and caring for others, having first level education, being afraid of losing a disability pension or secondary benefits, having no work history and being out of work for over 24 months. In addition, active job seekers evaluated being 56 years old and over and lacking of personal ambition as being barriers. None of the personal factors was rated as being an important barrier.

In both groups of participants, a high level of agreement was generally found in relation to the factors that were designated as barriers or (important) facilitators.

Table 8. Personal characteristics

| Personal characteristics | IE | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | no effect | no effect |
| Being female | no effect | no effect |
| Belonging to an ethnic majority | mild facilitator | mild facilitator |
| Belonging to an ethnic minority | mild barrier | no effect |
| Being part of another minority group | no effect | no effect |
| Being proficient in the language | moderate facilitator | mild facilitator |
| Being under 25 years old | mild facilitator | no effect |
| Being 56 years old and over | moderate barrier | mild barrier |
| Being personally ambitious | moderate facilitator | moderate facilitator |
| Lacking of personal ambition | moderate barrier | mild barrier |
| Being optimistic | moderate facilitator | mild facilitator |
| Being pessimistic | moderate barrier | moderate barrier |
| Living alone | no effect | no effect |
| Living alone and caring for others | moderate barrier | moderate barrier |
| Living with a partner | mild facilitator | mild facilitator |
| Living with a partner and caring for others | no effect | no effect |
| Living with one's parents or in a shared household | no effect | mild facilitator |
| Having first level education only | moderate barrier | moderate barrier |
| Having second level education | no effect | moderate facilitator |
| Having third level education or higher | moderate facilitator | substantial facilitator |
| Being afraid of losing a disability pension | moderate barrier | moderate barrier |
| Being afraid of losing secondary benefits | moderate barrier | moderate barrier |
| Having a work history | substantial facilitator | moderate facilitator |
| Having no work history | moderate barrier | moderate barrier |
| Being out of work for up to 6 months | mild barrier | no effect |
| Being out of work for over 24 months | moderate barrier | moderate barrier |
| Having the skills and qualifications | substantial facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | mild facilitator | mild facilitator |

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | IE | |
|--|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 2 | 1 |
| Would need to earn at least as much money from employment as currently from benefits or pension to accept a job offer | 1 | 0 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | 0 | 3 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 3 | 1 |

Most participants indicated that the salary is an important factor and that they would need to earn at least as much money from employment as currently from benefits or pension. Half of the group of active job seekers indicated that they would need to earn at least 2 times as much from employment, whereas half of the group of non-active participants indicated that they would need to earn at least 1.5 times as much from employment.

5.6.7 Conclusions

In this section, conclusions are drawn in relation to the Irish results. Factors are presented that were designated by the Irish participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Positive and supportive attitudes of immediate family members
- A personal assistant to help carry out day-to-day activities
- Having the skills and qualifications

Important barriers, according to both active and non-active participants were:

- Progressive condition
- Persistent or episodic condition

Important facilitators, according to only one group of participants concerned:

- A job matching service (active job seekers)
- Financial supports or grants to pay for work-related costs (active job seekers)
- Someone to assist a person with a disability to get the financial subsidies or grants to pay for adaptations and assistive technology (active job seekers)
- Someone to speak on behalf of a person with a disability if he/she is unhappy about something (non-active participants)
- A one stop shop that provides information and advice (active job seekers)
- A supported employment service (active job seekers)
- Vocational training (active job seekers)
- Having third level education or higher (non-active participants)
- Having a work history (active job seekers)

An important barrier, according to only one group of participants was:

- Living in an isolated rural environment (active job seekers)

In relation to the contextual questions, it appeared that most non-active participants were not familiar with a job matching service, someone to assist a person with a disability to get the financial subsidies or grants for adaptations and assistive technology and a one stop shop for information and advice. These services were not rated by this group as being importantly helpful. Nevertheless, active job seekers who were acquainted with these services, did rate these services as being importantly helpful. The differences in helpfulness ratings may be explained by positive experiences with these services amongst active job seekers.

Most participants indicated that the salary is an important factor in relation to the trade-offs that people make when making a decision to accept an offer of paid employment. Active job seekers and non-active participants tended to differ in the exact level of the salary that they would settle for.

5.7 Italy

In this section, the results of the respondents of Italy concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.7.1 Social and environmental factors

Table 1 details the findings from Italy in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Overall, it appeared that Italian active job seekers gave higher importance ratings to social and environmental factors than non-active participants. Active job seekers evaluated living in a country with low unemployment as being a facilitator. Non-active participants rated communication systems and availability of assistive communication devices as being facilitators, whereas active job seekers even rated these factors as important facilitators. In addition, active job seekers rated living in an urban environment as being an important facilitator. Both groups of participants evaluated availability of assistive technologies and availability of adapted transport as being important facilitators.

Table 1. Role of social and environmental factors

| Social and environmental factors | IT | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | moderate barrier | moderate barrier |
| Availability of adapted transport | substantial facilitator | substantial facilitator |
| General information technologies | mild facilitator | mild facilitator |
| Availability of assistive technologies | complete facilitator | substantial facilitator |
| Communication systems | complete facilitator | moderate facilitator |
| Availability of assistive communication devices | complete facilitator | moderate facilitator |
| Physical environment | severe barrier | mild barrier |
| Living in an isolated rural environment | severe barrier | mild barrier |
| Living in an urban environment | substantial facilitator | mild facilitator |
| Living in a country or region with high unemployment | moderate barrier | mild barrier |
| Living in a country or region with low unemployment | moderate facilitator | mild facilitator |

Both groups of Italian participants rated the general transport system as being a barrier. Active job seekers evaluated living in a region with high unemployment as being an additional barrier. Important barriers were the physical environment and living in an isolated rural environment, according to active job seekers.

The level of agreement that was found within the groups varied across the social and environmental factors. The level of agreement in relation to the factors that were designated as being important barriers and important facilitators was high, except amongst active job seekers in relation to the role of the factor living in an isolated rural environment.

5.7.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Table 2. Role of attitudes and support

| Attitudes and support | IT | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | substantial facilitator | substantial facilitator |
| Negative and unsupportive attitudes of immediate family members | complete barrier | mild barrier |
| Positive and supportive attitudes of friends and acquaintances | moderate facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | mild barrier |
| Attitudes of employers towards people with disabilities | moderate barrier | mild barrier |
| Attitudes of professionals | complete facilitator | mild facilitator |

Both groups of participants designated positive and supportive attitudes of friends and acquaintances as being a facilitator and both rated positive and supportive attitudes of immediate family members even as being an important facilitator. In addition, active job seekers rated attitudes of professionals as being an important facilitator.

Only active job seekers designated some factors as being (important) barriers for a person deciding to get into paid employment. This group designated attitudes of employers towards people with disabilities and negative and unsupportive attitudes of friends and acquaintances as being barriers. The factor negative and unsupportive attitudes of immediate family members was designated by this group as being an important barrier.

The level of agreement regarding the role of attitudes and support was generally low in both groups of participants.

5.7.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

Italian active and non-active participants were familiar with most services and systems. However, one service that the majority of active job seekers was not familiar with concerned someone to assist a person with a disability to get the financial subsidies or grants. The majority of non-active participants was not familiar with a job matching service and a supported employment service.

Table 3. Role of services and systems

| Familiarity with services and systems | IT | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 6 | 4 |
| A job matching service | 6 | 1 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 4 | 3 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 3 | 4 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 2 | 3 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 4 | 3 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 4 | 4 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 6 | 1 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 6 | 4 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 6 | 4 |

Helpfulness of the services and systems

All services and systems were designated as being (importantly) helpful. Overall, it was striking that active job seekers generally gave higher ratings than non-active participants.

Someone to speak on behalf of a person with a disability if that person is unhappy about something was evaluated by both groups of participants as a helpful service. With the exception of two services, all other services were rated by non-active participants as being helpful, whereas active job seekers rated these factors as being importantly helpful. The exceptions applied to a vocational guidance service and someone to assist a person with a disability to get the financial subsidies or grants, which were rated by both groups of participants as being importantly helpful.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | extremely helpful | very helpful |
| A job matching service | very helpful | moderately helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | extremely helpful | moderately helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | extremely helpful | moderately helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | extremely helpful | very helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | moderately helpful | moderately helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | extremely helpful | moderately helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | extremely helpful | moderately helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | very helpful | moderately helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | extremely helpful | moderately helpful |

The level of agreement in relation to the helpfulness of the services and systems was high amongst active job seekers; the level of agreement was lower amongst non-active participants.

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Table 4. Role of services and systems

| Services and systems - continued | IT | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | mild barrier | mild barrier |
| Specialist employment services | moderate facilitator | moderate facilitator |
| Laws and regulations | mild facilitator | moderate facilitator |
| Availability or affordability of childcare services | moderate facilitator | complete facilitator |

Both groups rated specialist employment services as being a facilitator. In addition, non-active participants rated laws and regulations as being a facilitator. The availability of childcare services was rated by active job seekers as being a facilitator, whereas non-active participants even rated this as being an important facilitator.

There was generally a low level of agreement in relation to the role of these services and systems.

5.7.4 Functioning and activity

Table 5 details the findings from Italy in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

There was no limitation in any of the functions or capacities that was rated as being a barrier to seeking paid employment. There was a high level of agreement in relation to the role of the functions or capacities.

Table 5. Role of functions and capacities

| Functions or capacities | IT | |
|---|------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | moderate limitation | moderate limitation |
| Physical or sensory functioning | very severe limitation | severe limitation |
| Emotional functioning | moderate limitation | moderate limitation |
| Mobility | severe limitation | severe limitation |
| Learning and applying knowledge | severe limitation | moderate limitation |
| Ability to handle interpersonal relationships | moderate limitation | moderate limitation |
| Ability to communicate | severe limitation | moderate limitation |

5.7.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Both groups of participants evaluated a progressive condition as being an important barrier. Furthermore, non-active participants rated a persistent or episodic condition as being an important barrier.

Table 6. Role of health condition

| Health condition | IT | | | |
|----------------------------------|---------------------|----|-------------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 5 | 1 | 5 | 0 |
| Persistent or episodic condition | 2 | 4 | 4 | 2 |
| Stable condition | 1 | 5 | 1 | 3 |

Based on table 7 it can be concluded that both groups agreed that the general health condition needs to be very poor to poor in order for it to become a barrier to a person deciding to get

paid employment. This means that Italian participants may acknowledge that a bad health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| Health condition - continued | IT | |
|-------------------------------------|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General health | very poor | very poor |

5.7.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9. Overall, it appeared that there were striking differences between active job seekers and non-active participants in the ratings of many personal factors.

Table 8. Personal characteristics

| Personal characteristics | IT | |
|--|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | moderate facilitator | no effect |
| Being female | mild barrier | mild facilitator |
| Belonging to an ethnic majority | mild facilitator | mild facilitator |
| Belonging to an ethnic minority | moderate barrier | mild barrier |
| Being part of another minority group | mild barrier | no effect |
| Being proficient in the language | complete facilitator | moderate facilitator |
| Being under 25 years old | no effect | mild facilitator |
| Being 56 years old and over | mild barrier | severe barrier |
| Being personally ambitious | complete facilitator | moderate facilitator |
| Lacking of personal ambition | severe barrier | moderate barrier |
| Being optimistic | complete facilitator | moderate facilitator |
| Being pessimistic | complete barrier | mild barrier |
| Living alone | no effect | no effect |
| Living alone and caring for others | moderate barrier | moderate barrier |
| Living with a partner | substantial facilitator | moderate facilitator |
| Living with a partner and caring for others | mild facilitator | no effect |
| Living with one's parents or in a shared household | substantial facilitator | no effect |
| Having first level education only | complete barrier | moderate barrier |
| Having second level education | moderate barrier | mild barrier |
| Having third level education or higher | substantial facilitator | mild facilitator |
| Being afraid of losing a disability pension | moderate barrier | mild barrier |
| Being afraid of losing secondary benefits | moderate barrier | mild barrier |

| | | |
|---|----------------------|-------------------------|
| Having a work history | moderate facilitator | moderate facilitator |
| Having no work history | severe barrier | moderate barrier |
| Being out of work for up to 6 months | no effect | no effect |
| Being out of work for over 24 months | severe barrier | mild barrier |
| Having the skills and qualifications | moderate facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | mild barrier | mild barrier |

Having a work history was evaluated as being a facilitator by both groups of Italian participants. Active job seekers rated being male as an additional facilitator. There were some factors that were rated by non-active participants as being a facilitator, whereas these factors were rated as being important facilitators by active job seekers. This applied to being proficient in the language, being personally ambitious, being optimistic, and living with a partner. Having the skills and qualifications was rated by active job seekers as being a facilitator, whereas non-active participants rated this factor as being an important facilitator. In addition, active job seekers rated living with one's parents or in a shared household and having third level education or higher as being important facilitators.

Other factors were rated as being (important) barriers. First, both groups of participants evaluated living alone and caring for others as being a barrier. Active job seekers rated belonging to an ethnic minority and having second level education and being afraid of losing a disability pension or secondary benefits as being barriers.

Non-active participants evaluated some factors as being barriers, that were even rated by active job seekers as important barriers. These factors concerned lacking of personal ambition, having first level education only and having no work history.

Finally, some factors were rated as being an important barrier by only one group of participants. Non-active participants rated being 56 years old and over as being an additional important barrier. Active job seekers rated being pessimistic and being out of work for over 24 months as being additional important barriers.

With regard to most personal factors there appeared to be a low level of agreement in both groups of participants.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

A majority of the Italian active job seekers responded that the level of salary was unimportant for them, whereas the other 2 participants of this group indicated that they would need to earn at least 1.5 times more, or even 2 times more from employment as currently from benefits or pension.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | IT | |
|--|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 4 | 2 |
| Would need to earn at least as much money from employment as currently from benefits or pension to accept a job offer | 0 | 2 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | 1 | 0 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 1 | 2 |

The majority of non-active participants did rate the salary as being an important factor. However, there was no agreement in this group in relation to the level of the salary that they would settle for. Two non-active participants indicated that they would require to earn at least as much money from employment as their current income, whereas 2 other non-active participants indicated that they would need to earn at least 2 as much money from employment as their current income.

5.7.7 Conclusions

In this section, conclusions are drawn in relation to the Italian results. Factors are presented that were designated by the Italian participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Availability of adapted transport
- Availability of assistive technologies
- Positive and supportive attitudes of immediate family members
- A vocational guidance service
- Someone to assist a person with a disability to get the financial subsidies or grants for adaptations and assistive technology

An important barrier, according to both active and non-active participants concerned:

- Progressive condition

Important facilitators, according to only one group of participants concerned:

- Communication systems (active job seekers)
- Availability of assistive communication devices (active job seekers)
- Living in an urban environment (active job seekers)
- Attitudes of professionals (active job seekers)
- A job matching service (active job seekers)
- A scheme where a person with a disability can work while still receiving partial benefits or pension (active job seekers)
- Financial supports or grants to pay for work-related costs (active job seekers)
- A one stop shop that provides information and advice (active job seekers)

- A supported employment service (active job seekers)
- Vocational training (active job seekers)
- A personal assistant to help carry out daily activities (active job seekers)
- Availability or affordability of childcare services (non-active participants)
- Being proficient in the language (active job seekers)
- Being personally ambitious (active job seekers)
- Being optimistic (active job seekers)
- Living with a partner (active job seekers)
- Living with one's parents or in a shared household (active job seekers)
- Having third level education or higher (active job seekers)
- Having the skills and qualifications (non-active participants)

Important barriers, according to only one group of participants concerned:

- Physical environment (active job seekers)
- Living in an isolated rural environment (active job seekers)
- Negative and unsupportive attitudes of immediate family members (active job seekers)
- Persistent or episodic condition (non-active participants)
- Being 56 years old and over (non-active participants)
- Lacking of personal ambition (active job seekers)
- Being pessimistic (active job seekers)
- Having first level education only (active job seekers)
- Having no work history (active job seekers)
- Being out of work for over 24 months (active job seekers)

In relation to the contextual questions, it was found that there were 3 services that a majority of Italian active or non-active participants was not familiar with. These concerned a job matching service, someone to assist a person with a disability to get the financial subsidies or grants to pay for work-related costs, and a supported employment service. Only one of these 3 services, i.e. someone to assist a person with a disability to get the financial subsidies or grants to pay for work-related costs, was rated as being an importantly helpful service.

Finally, in relation to the trade-offs that people make when making a decision to accept an offer of paid employment, it was found that the majority of active job seekers evaluated the salary as being unimportant in relation to getting into paid employment. The majority of non-active participants did consider the salary of a new job as an important factor, but there was no agreement in relation to the exact level of the salary that they would settle for.

5.8 Malta

In this section, the results of the respondents of Malta concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.8.1 Social and environmental factors

Table 1 details the findings from Malta in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Living in an urban environment was rated by both groups of participants as being a facilitator. In addition, non-active participants evaluated living in a region with low unemployment and the physical environment as being facilitators. For comparison, the physical environment was evaluated by active job seekers as being an important facilitator. Other important facilitators were evaluated as such by both groups of participants. These concerned availability of adapted transport, general information technologies, availability of assistive technologies, communication systems, availability of assistive communication devices.

Table 1. Role of social and environmental factors

| Social and environmental factors | MT | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | mild barrier | no effect |
| Availability of adapted transport | complete facilitator | substantial facilitator |
| General information technologies | substantial facilitator | substantial facilitator |
| Availability of assistive technologies | complete facilitator | 3.67 (0.52) |
| Communication systems | substantial facilitator | substantial facilitator |
| Availability of assistive communication devices | complete facilitator | complete facilitator |
| Physical environment | complete facilitator | moderate facilitator |
| Living in an isolated rural environment | moderate barrier | no effect |
| Living in an urban environment | moderate facilitator | moderate facilitator |
| Living in a country or region with high unemployment | moderate barrier | moderate barrier |
| Living in a country or region with low unemployment | mild facilitator | moderate facilitator |

Less social and environmental factors were designated as being barriers than as being facilitators. Living in a region with high unemployment was rated by both groups as being a barrier. In addition, active job seekers rated living in an isolated rural environment as being a barrier. None of the social and environmental factors were rated as being important barriers.

A low level of agreement was found within the groups with regard to the factors that were designated as being barriers or facilitators, or as being of no importance. However, a high level of agreement was found in relation to the factors that were designated as being important facilitators.

5.8.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Table 2. Role of attitudes and support

| Attitudes and support | MT | |
|--|----------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | complete facilitator | complete facilitator |
| Negative and unsupportive attitudes of immediate family members | severe barrier | complete barrier |
| Positive and supportive attitudes of friends and acquaintances | moderate facilitator | complete facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | moderate barrier |
| Attitudes of employers towards people with disabilities | mild facilitator | complete facilitator |
| Attitudes of professionals | complete facilitator | mild facilitator |

Positive and supportive attitudes of friends and acquaintances was rated by active job seekers as being a facilitator, whereas non-active participants rated this factor as being an important facilitator. Other important facilitators concerned positive and supportive attitudes of immediate family members and attitudes of employers towards people with disabilities, according to both groups of participants and only non-active participants respectively.

Negative and unsupportive attitudes of friends and acquaintances was rated as being a barrier by both groups of participants. Further, in line with the results as mentioned above, both groups evaluated negative and unsupportive attitudes of immediate family members as being an important barrier.

A low level of agreement was found within the groups with regard to the factors that were designated as being barriers or facilitators, or as being of no importance. However, a high level of agreement was found in relation to the factors that were designated as being important facilitators.

5.8.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

Half or more of the Maltese participants appeared to be familiar with the services and systems. However, there were 2 exceptions to this trend. The majority of participants in both groups appeared to be not familiar with a one stop shop providing information and advice. Furthermore, the majority of the non-active participants were not acquainted with a personal assistant to help carry out daily activities.

Table 3. Role of services and systems

| Familiarity with services and systems | MT | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 3 | 3 |
| A job matching service | 4 | 3 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 6 | 4 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 4 | 5 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 6 | 5 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 4 | 3 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 2 | 1 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 5 | 5 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 5 | 5 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 3 | 2 |

Helpfulness of the services and systems

Two services were rated as being helpful by active job seekers, whereas these were rated as being importantly helpful by non-active participants. These services concerned a scheme where a person with a disability can work while still receiving partial benefits or pension, and a one stop shop. The other services and systems were all rated as being importantly helpful by both groups.

The level of agreement was generally high in relation to the helpfulness of the services and systems. This applied to both groups of participants, although the level of agreement was slightly higher amongst non-active participants.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | extremely helpful | very helpful |
| A job matching service | very helpful | extremely helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | moderately helpful | very helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | extremely helpful | extremely helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | extremely helpful | very helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | extremely helpful | very helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | moderately helpful | extremely helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | extremely helpful | extremely helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | extremely helpful | extremely helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | very helpful | extremely helpful |

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Table 4. Role of services and systems

| | MT | |
|---|-------------------------|-----------------------------|
| Services and systems - continued | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | moderate facilitator | moderate facilitator |
| Specialist employment services | substantial facilitator | complete facilitator |
| Laws and regulations | moderate facilitator | moderate facilitator |
| Availability or affordability of childcare services | complete facilitator | complete facilitator |

Mainstream employment services and laws and regulations were rated as being facilitators by both groups of participants. The other factors, i.e. specialist employment services and availability of childcare services, were rated by both groups of participants as being important facilitators.

A low level of agreement was found in relation to the factors that were designated as being facilitators, whereas a high level of agreement was found in relation to the factors that were rated as being important facilitators.

5.8.4 Functioning and activity

Table 5 details the findings from Malta in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

A limitation in intellectual functioning and a limitation in emotional functioning were rated by both groups of participants as being barriers. In addition, active job seekers rated a limitation in handling interpersonal relationships as being a barrier. Non-active participants evaluated a limitation in learning and applying knowledge and a limitation in the ability to communicate as being barriers. Other limitations were rated as being of no relevance to looking for paid employment. This means that none of the factors was rated as being an important barrier.

There were different levels of agreement within the groups in relation to the importance ratings of the factors under study. The level of agreement was low in relation to the factors that were designated as being barriers. An exception to this trend was that a high level of agreement was found amongst active job seekers in relation to the role of ability to handle interpersonal relationships.

Table 5. Role of functions and capacities

| Functions or capacities | MT | |
|---|---------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | moderate limitation | mild limitation |
| Physical or sensory functioning | moderate limitation | moderate limitation |
| Emotional functioning | mild limitation | mild limitation |
| Mobility | severe limitation | moderate limitation |
| Learning and applying knowledge | moderate limitation | mild limitation |
| Ability to handle interpersonal relationships | moderate limitation | moderate limitation |
| Ability to communicate | severe limitation | moderate limitation |

5.8.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Table 6. Role of health condition

| Health condition | MT | | | |
|----------------------------------|------------------|----|----------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 6 | 0 | 6 | 0 |
| Persistent or episodic condition | 6 | 0 | 6 | 0 |
| Stable condition | 2 | 4 | 3 | 3 |

All participants rated a progressive condition and a persistent or episodic condition as being important barriers to looking for paid employment. The level of agreement in relation to the influence of these factors was high, whereas the level of agreement in both groups in relation to the influence of a stable condition was low. Based on table 7 it can be concluded that active and non-active participants from Malta agreed that the general health condition needs to be poor to fair in order for it to become a barrier to a person deciding to get paid employment. This means that participants from Malta may acknowledge that a bad general health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A moderate level of agreement was found in both groups in relation to the influence of this factor.

Table 7. Role of general health

| Health condition - continued | MT | |
|-------------------------------------|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General health | poor | poor |

5.8.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Both groups of participants evaluated being under 25 years old as being a facilitator. In addition, non-active participants rated living with a partner and being personally ambitious as being facilitators. Active job seekers evaluated having a work history as being an additional facilitator.

Two factors were rated by non-active participants as being a facilitator, whereas these were rated by active job seekers as being an important facilitator. These factors concerned being optimistic and living with one's parents or in a shared household. Differences in importance ratings between both groups were even bigger in relation to the factors being male and having second level education. These factors were rated as being important facilitators by non-active participants, but as being of no relevance by active job seekers. Other factors were evaluated by both groups as being important facilitators. These concerned being proficient in the language, having third level education or higher and having the skills and qualifications.

Table 8. Personal characteristics

| Personal characteristics | MT | |
|--------------------------------------|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | no effect | substantial facilitator |
| Being female | no effect | mild barrier |
| Belonging to an ethnic majority | no effect | moderate barrier |
| Belonging to an ethnic minority | moderate barrier | moderate barrier |
| Being part of another minority group | moderate barrier | moderate barrier |
| Being proficient in the language | complete facilitator | complete facilitator |
| Being under 25 years old | moderate facilitator | moderate facilitator |
| Being 56 years old and over | severe barrier | mild barrier |

| | | |
|---|-------------------------|-------------------------|
| Being personally ambitious | mild facilitator | moderate facilitator |
| Lacking of personal ambition | no effect | no effect |
| Being optimistic | substantial facilitator | moderate facilitator |
| Being pessimistic | moderate barrier | moderate barrier |
| Living alone | mild barrier | no effect |
| Living alone and caring for others | moderate barrier | moderate barrier |
| Living with a partner | mild facilitator | moderate facilitator |
| Living with a partner and caring for others | severe barrier | no effect |
| Living with one's parents or in a shared household | complete facilitator | moderate facilitator |
| Having first level education only | severe barrier | mild barrier |
| Having second level education | mild facilitator | substantial facilitator |
| Having third level education or higher | complete facilitator | complete facilitator |
| Being afraid of losing a disability pension | moderate barrier | moderate barrier |
| Being afraid of losing secondary benefits | severe barrier | mild barrier |
| Having a work history | moderate facilitator | mild facilitator |
| Having no work history | mild barrier | mild barrier |
| Being out of work for up to 6 months | mild barrier | mild barrier |
| Being out of work for over 24 months | moderate barrier | mild barrier |
| Having the skills and qualifications | complete facilitator | complete facilitator |
| Having the skills and experience but not the qualifications | no effect | mild facilitator |

Still other factors were rated as being (important) barriers. Both groups of participants rated belonging to an ethnic minority, being part of another minority group, being pessimistic, living alone and caring for others and being afraid of losing a disability pension as being barriers. In addition, non-active participants rated belonging to an ethnic majority as being a barrier. Active job seekers rated being out of work for over 24 months as being an additional barrier. Some factors were rated as being important barriers, but in each case only by active job seekers. They rated being 56 years old and over, having first level education, being afraid of losing secondary benefits and living with a partner and caring for others as being important barriers.

Overall, a low level of agreement was found in relation to the influence of the personal factors. However, the level of agreement was high in relation to most personal factors that were evaluated as being important facilitators or important barriers.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | MT | |
|--|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 3 | 2 |
| Would need to earn at least as much money from employment as currently benefits or pension to accept a job offer | 1 | 0 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | 1 | 0 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 1 | 4 |

Half of the group of active job seekers indicated that the level of salary is unimportant, whereas the other half indicated that the salary is important in the decision making process in relation to employment. Further, there was no agreement about the exact required minimum level of the salary amongst the 3 active job seekers who evaluated the salary as being important. Thus in general, the level of agreement appeared to be low amongst active job seekers in relation to the role of this factor. Most non-active participants rated the salary as being an important factor – they responded that the level of salary from employment would have to be twice as high as the current income from benefits or pension.

5.8.7 Conclusions

In this section, conclusions are drawn in relation to the results for Malta. Factors are presented that were designated by the participants from Malta as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Availability of adapted transport
- General information technologies
- Availability of assistive technologies
- Communication systems
- Availability of assistive communication devices
- Positive and supportive attitudes of immediate family members
- Vocational guidance service
- A job matching service
- Financial supports or grants to pay for the costs of being in a job or aids and adaptations
- Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology
- Someone to speak on behalf of a person with a disability if he/she is unhappy about something
- A supported employment service
- Vocational training
- A personal assistant to help carry out day-to-day activities
- A specialist employment service
- Availability or affordability of childcare services

- Being proficient in the language
- Having third level education or higher
- Having the skills and qualifications

Important barriers, according to both active and non-active participants were:

- Negative and unsupportive attitudes of immediate family members
- Progressive condition
- Persistent or episodic condition

Important facilitators, according to only one group of participants concerned:

- Physical environment (active job seekers)
- Positive and supportive attitudes of friends and acquaintances (non-active participants)
- Attitudes of employers towards people with disabilities (non-active participants)
- Attitudes of professionals (active job seekers)
- Scheme where a person with a disability can work while still receiving partial benefits or pension (non-active participants)
- A one stop shop (non-active participants)
- Being male (non-active participants)
- Being optimistic (active job seekers)
- Living with one's parents or in a shared household (active job seekers)
- Having second level education (non-active participants)

Important barriers, according to only one group of participants concerned:

- Being 56 years old and over (active job seekers)
- Living with a partner and caring for others (active job seekers)
- Having first level education only (active job seekers)
- Being afraid of losing secondary benefits (active job seekers)

In relation to the contextual questions, it was found that the majority of participants from Malta were not familiar with a one stop shop and that a majority of non-active participants had not heard of a personal assistant to help carry out day-to-day activities. This finding might be related to the absence or non-accessibility of these services in this country. Participants were also asked how helpful these services would be if available. Non-active participants evaluated a personal assistant as being importantly helpful. This was acknowledged by active job seekers who were acquainted with this service. A one stop shop that was not known by both groups was rated as being importantly helpful by non-active participants whereas active job seekers gave a lower importance rating to this factor.

Finally, it was found that the majority of non-active participants evaluated the salary as being an important factor in the decision making process in relation to accepting an offer for paid employment; the majority pointed out that they would need to earn twice as much money as currently from benefits or pension. Regarding active job seekers, the results were inconclusive.

5.9 The Netherlands

In this section, the results of the respondents of the Netherlands concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.9.1 Social and environmental factors

Table 1 details the findings from the Netherlands in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

The availability of assistive communication devices was rated by both groups of participants as being a facilitator in the job seeking process. In addition, non-active participants judged the availability of adapted transport as a facilitating factor when looking for a job. Active job seekers judged communication systems and living in an urban environment as additional facilitators.

Both groups rated the availability of assistive technologies as being an important facilitator in the job seeking process.

Table 1. Role of social and environmental factors

| Social and environmental factors | NL | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | no effect |
| Availability of adapted transport | mild facilitator | moderate facilitator |
| General information technologies | mild facilitator | no effect |
| Availability of assistive technologies | substantial facilitator | substantial facilitator |
| Communication systems | moderate facilitator | mild facilitator |
| Availability of assistive communication devices | moderate facilitator | moderate facilitator |
| Physical environment | mild facilitator | no effect |
| Living in an isolated rural environment | moderate barrier | mild barrier |
| Living in an urban environment | moderate facilitator | no effect |
| Living in a country or region with high unemployment | moderate barrier | severe barrier |
| Living in a country or region with low unemployment | mild facilitator | mild facilitator |

Active job seekers evaluated living in an isolated rural environment as a barrier. Living in a region with high unemployment was experienced by active job seekers as a barrier and even as an important barrier by non-active participants.

The level of agreement was high regarding the social and environmental factors that were designated as being (important) facilitators or (important) barriers. There was one exception to this trend. A relatively low level of agreement was found amongst active job seekers in relation to the evaluation of the role of living in a region with high unemployment. The level of agreement was low in relation to the social and environmental factors that were not designated as being (important) facilitators or (important) barriers.

5.9.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment. Both groups of participants rated positive and supportive attitudes of immediate family members and the attitudes of professionals as being facilitators.

Table 2. Role of attitudes and support

| | NL | |
|--|----------------------|----------------------|
| Attitudes and support | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | moderate facilitator | moderate facilitator |
| Negative and unsupportive attitudes of immediate family members | mild barrier | moderate barrier |
| Positive and supportive attitudes of friends and acquaintances | mild facilitator | mild facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | no effect | mild barrier |
| Attitudes of employers towards people with disabilities | moderate barrier | moderate barrier |
| Attitudes of professionals | moderate facilitator | moderate facilitator |

Attitudes of employers towards people with disabilities and negative and unsupportive attitudes of immediate family members were rated as barriers, by both groups of Dutch participants and by non-active participants respectively. Dutch participants did not rate any of the factors in relation to attitudes and support as being an important facilitator or as an important barrier.

There was a reasonable level of agreement amongst participants in relation to the role of this category of factors.

5.9.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to the services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not that person would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

Active job seekers were all acquainted with all of these services. Non-active participants appeared to be less acquainted than active job seekers with some services and systems, for example a vocational guidance service and a one stop shop.

Table 3. Role of services and systems

| Familiarity with services and systems | NL | |
|--|-----------------------------|---------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 6 | 3 |
| A job matching service | 6 | 6 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 6 | 6 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 6 | 6 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 6 | 5 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 6 | 6 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 6 | 3 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 6 | 4 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 6 | 6 |
| A personal assistant to help carry out day-to-day activities | 6 | 6 |

Helpfulness of the services and systems

Three services were designated by both groups of participants as being helpful. These included someone to speak on behalf of a person with a disability if that person is unhappy about something, a one stop shop and a scheme where a person with a disability can work while still receiving partial benefits or pension.

Three services or systems were only rated as being helpful in one group of participants. Non-active participants did not rate a vocational guidance service and someone to assist a person with a disability to get the financial subsidies or grants as helpful, as opposed to their active counterparts. The first finding can be explained by the fact that relatively few non-active participants had heard of this service. Further, only non-active participants designated a job matching service as being helpful.

A personal assistant to help carry out day-to-day activities was rated by both groups of Dutch participants as being importantly helpful. Services that were rated as being helpful by non-active participants and as being importantly helpful by active job seekers concerned: financial supports or grants to pay for the costs of being in a job or aids and adaptations, a supported employment service and a vocational training.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | moderately helpful | slightly helpful |
| A job matching service | slightly helpful | moderately helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | moderately helpful | moderately helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | very helpful | moderately helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | moderately helpful | slightly helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | moderately helpful | moderately helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | moderately helpful | moderately helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | very helpful | moderately helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | very helpful | moderately helpful |
| A personal assistant to help carry out day-to-day activities | very helpful | very helpful |

Overall, a high level of agreement was found within both groups of participants in relation to the helpfulness of the services and systems in the job seeking process.

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Table 4. Role of services and systems

| Services and systems - continued | NL | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | no effect | no effect |
| Specialist employment services | moderate facilitator | no effect |
| Laws and regulations | no effect | moderate barrier |
| Availability or affordability of childcare services | no effect | no effect |

Active job seekers evaluated specialist employment services as being a facilitator. Non-active participants rated laws and regulations as being a barrier. None of the services was rated by Dutch participants as an important facilitator or as an important barrier in the job seeking process.

Overall, a low level of agreement was found within the groups of active and non-active participants in relation to the role of the services and systems as described in table 4.

5.9.4 Functioning and activity

Table 5 details the findings from the Netherlands in relation to how severe a limitation of a person would need to be for it to become a barrier to seeking paid employment. A lower score thus means here that a factor makes it more difficult to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Dutch active and non-active participants rated a limitation in learning and applying knowledge as being a barrier to seeking a job. Active job seekers also evaluated a limitation in intellectual functioning and a limitation in physical or sensory functioning as being barriers, whereas non-active participants additionally evaluated the ability to handle interpersonal relationships as being a barrier.

In general, a high level of agreement was found within the groups of active and non-active participants in relation to the role of the functions or capacities in the job seeking process.

Table 5. Role of functions and capacities

| Functions or capacities | NL | |
|---|---------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | moderate limitation | moderate limitation |
| Physical or sensory functioning | moderate limitation | moderate limitation |
| Emotional functioning | moderate limitation | moderate limitation |
| Mobility | moderate limitation | moderate limitation |
| Learning and applying knowledge | moderate limitation | mild limitation |
| Ability to handle interpersonal relationships | moderate limitation | mild limitation |
| Ability to communicate | moderate limitation | moderate limitation |

5.9.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Table 6. Role of health condition

| Health condition | NL | | | |
|----------------------------------|------------------|----|----------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 4 | 1 | 6 | 0 |
| Persistent or episodic condition | 6 | 0 | 6 | 0 |
| Stable condition | 5 | 1 | 3 | 3 |

A first point of note is that the majority of Dutch active job seekers evaluated all three health conditions as mentioned in table 6 as being an important barrier in the job seeking process. Amongst non-active participants similar ratings were found, except for a stable condition.

In relation to the role of the last factor, a low level of agreement was found within this group.

Based on table 7 it can be concluded that Dutch active and non-active participants agreed that the general health condition needs to be poor to very poor in order for it to become a barrier to a person deciding to get paid employment. This means that Dutch job seekers may acknowledge that a bad health affects the decision to get into paid employment, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| | NL | |
|-------------------------------------|-------------------------|-----------------------------|
| Health condition - continued | Active Mean (SD) | Non-active Mean (SD) |
| General health | very poor | very poor |

5.9.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings are shown in table 8 and table 9.

Table 8. Personal characteristics

| | NL | |
|--|-------------------------|-----------------------------|
| Personal characteristics | Active Mean (SD) | Non-active Mean (SD) |
| Being male | no effect | no effect |
| Being female | no effect | no effect |
| Belonging to an ethnic majority | mild facilitator | moderate facilitator |
| Belonging to an ethnic minority | moderate barrier | moderate barrier |
| Being part of another minority group | mild barrier | moderate barrier |
| Being proficient in the language | moderate facilitator | substantial facilitator |
| Being under 25 years old | moderate facilitator | moderate facilitator |
| Being 56 years old and over | moderate barrier | complete barrier |
| Being personally ambitious | moderate facilitator | moderate facilitator |
| Lacking of personal ambition | moderate barrier | moderate barrier |
| Being optimistic | moderate facilitator | moderate facilitator |
| Being pessimistic | moderate barrier | moderate barrier |
| Living alone | mild facilitator | mild barrier |
| Living alone and caring for others | moderate barrier | severe barrier |
| Living with a partner | mild facilitator | mild facilitator |
| Living with a partner and caring for others | mild barrier | mild barrier |
| Living with one's parents or in a shared household | no effect | mild facilitator |

| | | |
|---|----------------------|----------------------|
| Having first level education only | no effect | mild barrier |
| Having second level education | no effect | no effect |
| Having third level education or higher | moderate facilitator | mild facilitator |
| Being afraid of losing a disability pension | moderate barrier | mild barrier |
| Being afraid of losing secondary benefits | moderate barrier | -0.83 (1.94) |
| Having a work history | moderate facilitator | mild facilitator |
| Having no work history | moderate barrier | moderate barrier |
| Being out of work for up to 6 months | mild facilitator | no effect |
| Being out of work for over 24 months | mild barrier | moderate barrier |
| Having the skills and qualifications | moderate facilitator | moderate facilitator |
| Having the skills and experience but not the qualifications | mild barrier | no effect |

Being personally ambitious, being optimistic, being under 25 years old and having the skills and qualifications were evaluated by both groups of participants as being facilitators. In addition, non-active participants rated belonging to an ethnic majority as being a facilitator. Having a work history and having third level education or higher were rated by non-active participants as being additional facilitators. Being proficient in the language was evaluated by active job seekers as being a facilitator, whereas non-active participants rated this factor as being an important facilitator.

Both groups of participants rated belonging to an ethnic minority, lacking of personal ambition, being pessimistic and having no work history as being barriers. Non-active participants also rated being out of work for over 24 months and being part of another minority group as being barriers. Active job seekers rated being afraid of losing a disability pension or secondary benefits, being 56 years old and over and living alone and caring for others as additional barriers. The latter 2 factors were even rated by non-active participants as being important barriers.

The other personal factors, which are not mentioned above were, according to the Dutch participants, not relevant for people with disabilities deciding to get into paid employment.

Non-active participants mentioned largely the same factors as being facilitators and barriers as active job seekers. However, some differences between both groups were found. For example, opinions differed greatly on the role of being afraid of losing a disability pension or secondary benefits, and having third level education or higher. These factors got higher importance ratings amongst active job seekers.

There were great differences between the factors regarding the level of agreement. In general, the differences in opinion were greater amongst non-active participants than amongst active participants in relation to the role of the personal factors.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | NL | |
|---|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 3 | 1 |
| Would need to earn at least as much money from employment as currently from benefits or pension to accept a job offer | 3 | 0 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer | 0 | 4 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 0 | 0 |

Active and non-active participants tended to have different opinions on the role of this factor. Active job seekers indicated that they would accept a job regardless of the salary, or that they required to earn at least as much as their current income from benefits or pension. Most non-active participants indicated that they would only accept a job if they would earn at least one and a half times more from employment as currently. This seems to point at higher demands amongst non-active participants in relation to the salary of a job.

5.9.7 Conclusions

In this section, conclusions are drawn in relation to the Dutch results. Factors are presented that were designated by the Dutch participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Availability of assistive technologies
- A personal assistant to help carry out day-to-day activities

Important barriers, according to both active and non-active participants were:

- Progressive condition
- Persistent or episodic condition

Important facilitators, according to only one group of participants concerned:

- Financial supports or grants to pay for work-related costs (active job seekers)
- A supported employment service (active job seekers)
- Vocational training (active job seekers)
- Being proficient in the language (non-active participants)

Important barriers, according to only one group of participants concerned:

- Living in a country or region with high unemployment (non-active participants)
- Stable condition (active job seekers)
- Being 56 years old and over (non-active participants)
- Living alone and caring for others (non-active participants)

In relation to the contextual questions, it was found that non-active participants appeared to be less acquainted than active job seekers with a vocational guidance service and a one stop shop. It should be noted though that these services were not rated as being importantly helpful by the Dutch participants.

Finally, in relation to the trade-offs that people make when making a decision to accept an offer of paid employment, it was found that Dutch non-active participants seemed to set higher demands in relation to the salary of a job as compared to the active job seekers.

5.10 Norway

In this section, the results of the respondents of Norway concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.10.1 Social and environmental factors

Table 1 details the findings from Norway in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Active job seekers rated communication systems as being a facilitator. Non-active participants evaluated general information technologies as being a facilitator. In addition, there were two factors that were rated by one group as being a facilitator and by the other group as being an important facilitator. First, availability of assistive technologies was rated by active job seekers as being a facilitator, whereas non-active participants even rated this factor as being an important facilitator. Second, availability of adapted transport was evaluated by non-active participants as being a facilitator, whereas active job seekers rated this factor as being an important facilitator. Both groups of participants rated availability of assistive communication devices as being an important facilitator.

Table 1. Role of social and environmental factors

| Social and environmental factors | NO | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | mild facilitator | no effect |
| Availability of adapted transport | substantial facilitator | moderate facilitator |
| General information technologies | mild facilitator | moderate facilitator |
| Availability of assistive technologies | moderate facilitator | substantial facilitator |
| Communication systems | moderate facilitator | mild facilitator |
| Availability of assistive communication devices | substantial facilitator | substantial facilitator |
| Physical environment | no effect | mild barrier |
| Living in an isolated rural environment | moderate barrier | moderate barrier |
| Living in an urban environment | mild facilitator | mild facilitator |
| Living in a country or region with high unemployment | moderate barrier | moderate barrier |
| Living in a country or region with low unemployment | mild facilitator | mild facilitator |

Both groups of participants evaluated living in an isolated rural environment and living in a region with high unemployment as being barriers. None of the factors was rated as being an important barrier.

The level of agreement in relation to the influence of the social and environmental factors was generally high.

5.10.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Table 2. Role of attitudes and support

| | NO | |
|--|-------------------------|-------------------------|
| Attitudes and support | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | substantial facilitator | substantial facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | moderate barrier |
| Positive and supportive attitudes of friends and acquaintances | moderate facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | moderate barrier |
| Attitudes of employers towards people with disabilities | mild facilitator | no effect |
| Attitudes of professionals | mild facilitator | mild facilitator |

The factor positive and supportive attitudes of friends and acquaintances was rated as being a facilitator. An important facilitator, according to both groups of participants, was the factor positive and supportive attitudes of immediate family members.

In line with the results as mentioned above, negative and unsupportive attitudes of immediate family members, friends or acquaintances were evaluated as making it harder for people with disabilities to look for paid employment.

Overall, a high level of agreement was found in relation to the influence of attitudes and support. Some exceptions to this trend were found; e.g. non-active participants showed less agreement in relation to the role of negative and unsupportive attitudes of immediate family members and in relation to the role of attitudes of employers.

5.10.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not he or she would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

Half or more of the Norwegian active and non-active participants were familiar with most services and systems. Nevertheless, the majority of both groups of participants was not familiar with someone to assist a person with a disability to get the financial subsidies or

grants for adaptations and assistive technology. Furthermore, the majority of active job seekers was not familiar with financial supports or grants to pay for work-related costs, whereas the majority of non-active participants was not familiar with someone to speak on behalf of a person with a disability if that person is unhappy about something and a one stop shop.

Table 3. Role of services and systems

| Familiarity with services and systems | NO | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 4 | 5 |
| A job matching service | 5 | 4 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 6 | 6 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 2 | 3 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 0 | 2 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 3 | 1 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 4 | 2 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 6 | 3 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 6 | 6 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 6 | 6 |

Helpfulness of the services and systems

Financial supports or grants to pay for work-related costs were rated by both groups as being helpful. In addition, non-active participants evaluated someone to speak on behalf of a person with a disability if that person is unhappy about something as being helpful. Active job seekers evaluated this factor as being not relevant.

Several services got a different helpfulness rating by both groups of participants. A vocational guidance service, a job matching service, someone to assist a person with a disability to get the financial subsidies or grants, a supported employment service, vocational training, and a personal assistant to help carry out daily activities were all rated as being helpful by active job seekers whereas non-active participants rated these as being importantly helpful. On the contrary, a one stop shop was rated by non-active participants as being helpful, whereas active job seekers rated this factor as being importantly helpful.

Finally, there was one factor that was rated by both groups of participants as being importantly helpful, i.e. a scheme where a person with a disability can work while still receiving partial benefits or pension.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-----------------------------|---------------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | moderately helpful | very helpful |
| A job matching service | moderately helpful | very helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | very helpful | very helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | moderately helpful | moderately helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | moderately helpful | very helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | slightly helpful | moderately helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | extremely helpful | moderately helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | moderately helpful | very helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | moderately helpful | very helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | moderately helpful | very helpful |

A high level of agreement was found in relation to the helpfulness of the services. Two exceptions to this trend were found amongst non-active participants regarding the influence of someone to speak on behalf of a person with a disability if that person is unhappy about something and a one stop shop. These findings might be related to the lack of knowledge in this group about these services.

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Table 4. Role of services and systems

| | NO | |
|---|-----------------------------|---------------------------------|
| Services and systems - continued | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | no effect | no effect |
| Specialist employment services | moderate facilitator | moderate facilitator |
| Laws and regulations | mild barrier | no effect |
| Availability or affordability of childcare services | moderate facilitator | moderate facilitator |

Specialist employment services and availability or affordability of childcare services were evaluated as being facilitators. None of the services was rated as being an important facilitator or important barrier.

The level of agreement was high in relation to the services that were evaluated as facilitators. It was notable that there was a low level of agreement in relation to the role of mainstream employment services.

5.10.4 Functioning and activity

Table 5 details the findings from Norway in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Limitations in physical or sensory functioning, emotional functioning, mobility and learning and applying knowledge were evaluated by both groups as being barriers. In addition, active job seekers rated a limitation in ability to handle interpersonal relationships as being a barrier. None of the factors in relation to the functions or capacities was rated as being an important barrier.

A high level of agreement was found in both groups regarding the role of these factors.

Table 5. Role of functions and capacities

| Functions or capacities | NO | |
|---|---------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | moderate limitation | moderate limitation |
| Physical or sensory functioning | mild limitation | mild limitation |
| Emotional functioning | mild limitation | mild limitation |
| Mobility | mild limitation | mild limitation |
| Learning and applying knowledge | moderate limitation | moderate limitation |
| Ability to handle interpersonal relationships | mild limitation | moderate limitation |
| Ability to communicate | moderate limitation | moderate limitation |

5.10.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Both groups of participants rated a progressive condition as being an important barrier. There was a maximum level of agreement in both groups in relation to the role of this factor. A high level of agreement was also found amongst active job seekers in relation to the role of a stable condition. The level of agreement in relation to the other health conditions was low.

Table 6. Role of health condition

| | NO | | | |
|----------------------------------|------------------|----|----------------------|----|
| Health condition | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 6 | 0 | 6 | 0 |
| Persistent or episodic condition | 2 | 1 | 3 | 1 |
| Stable condition | 2 | 4 | 1 | 2 |

Based on table 7 it can be concluded that both groups agreed that the general health condition needs to be poor to fair in order for it to become a barrier to a person deciding to get paid employment. This means that Norwegian participants may acknowledge that a bad general health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| | NO | |
|------------------------------|------------------|----------------------|
| Health condition - continued | Active Mean (SD) | Non-active Mean (SD) |
| General health | poor | poor |

5.10.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

It was notable that relatively few personal factors were rated as being a(n) (important) facilitator or as being a(n) (important) barrier. Having a work history and being personally ambitious were rated by both groups as being facilitators. Non-active participants evaluated being proficient in the language as being an additional facilitator. Two factors were rated by active job seekers as being a facilitator, whereas non-active participants rated these factors as being important facilitators. These factors concerned being optimistic and having the skills and qualifications.

Table 8. Personal characteristics

| | NO | |
|--------------------------------------|------------------|----------------------|
| Personal characteristics | Active Mean (SD) | Non-active Mean (SD) |
| Being male | no effect | no effect |
| Being female | no effect | no effect |
| Belonging to an ethnic majority | mild facilitator | mild facilitator |
| Belonging to an ethnic minority | mild barrier | moderate barrier |
| Being part of another minority group | mild barrier | mild barrier |
| Being proficient in the language | mild facilitator | moderate facilitator |

| | | |
|---|----------------------|-------------------------|
| Being under 25 years old | no effect | no effect |
| Being 56 years old and over | mild barrier | moderate barrier |
| Being personally ambitious | moderate facilitator | moderate facilitator |
| Lacking of personal ambition | mild barrier | mild barrier |
| Being optimistic | moderate facilitator | substantial facilitator |
| Being pessimistic | mild barrier | moderate barrier |
| Living alone | no effect | no effect |
| Living alone and caring for others | mild facilitator | no effect |
| Living with a partner | mild facilitator | no effect |
| Living with a partner and caring for others | mild facilitator | no effect |
| Living with one's parents or in a shared household | mild facilitator | no effect |
| Having first level education only | mild barrier | mild barrier |
| Having second level education | no effect | no effect |
| Having third level education or higher | mild facilitator | mild facilitator |
| Being afraid of losing a disability pension | mild barrier | mild barrier |
| Being afraid of losing secondary benefits | no effect | no effect |
| Having a work history | moderate facilitator | moderate facilitator |
| Having no work history | mild barrier | mild barrier |
| Being out of work for up to 6 months | mild barrier | no effect |
| Being out of work for over 24 months | moderate barrier | mild barrier |
| Having the skills and qualifications | moderate facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | mild facilitator | no effect |

Non-active participants evaluated belonging to an ethnic minority, being 56 years old and over and being pessimistic as being barriers. Active job seekers rated being out of work for over 24 months as being a barrier. None of the personal factors was evaluated as being an important barrier.

The level of agreement varied along the several personal factors. A high level of agreement was found within the groups in relation to the factors that were rated as being (important) facilitators and barriers.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | NO | |
|--|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 3 | 2 |
| Would need to earn at least as much money from employment as currently benefits or pension to accept a job offer | 2 | 2 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | 1 | 2 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 0 | 0 |

Half of the group of active job seekers evaluated the salary as being unimportant. The other half indicated that they would need to earn at least as much money from employment as their current income. However, there was no agreement in the latter group about the importance of the exact required salary. The majority of non-active participants did rate the salary as being an important factor but again, there was no agreement about the level of the required salary. In both groups, the level of agreement was low in relation to this issue.

5.10.7 Conclusions

In this section, conclusions are drawn in relation to the Norwegian results. Factors are presented that were designated by the Norwegian participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Availability of assistive communication devices
- Positive and supportive attitudes of immediate family members
- Scheme where a person with a disability can work while still receiving partial benefits or pension

An important barrier, according to both active and non-active participants was:

- A progressive condition

Important facilitators, according to only one group of participants concerned:

- Availability of adapted transport (active job seekers)
- Availability of assistive technologies (non-active participants)
- Vocational guidance service (non-active participants)
- A job matching service (non-active participants)
- Someone to assist a person with a disability to get the financial subsidies or grants to pay for adaptations and assistive technology (non-active participants)
- A one stop shop that provides information and advice (active job seekers)
- A supported employment service (non-active participants)
- Vocational training (non-active participants)
- A personal assistant to help carry out day-to-day activities (non-active participants)
- Being optimistic (non-active participants)

- Having the skills and qualifications (non-active participants)

There were no important barriers that were only designated by one group of participants as such.

In relation to the contextual questions, it was found that there were four services that the majority of Norwegian active or non-active participants was not familiar with, i.e. financial supports or grants to pay for work-related costs, someone to assist a person with a disability to get subsidies or grants for adaptations and assistive technology, someone to speak on behalf of a person with a disability if that person is unhappy about something and a one stop shop. The concerning participants who were not familiar with these services, only rated one of these services as being importantly helpful –someone to assist a person with a disability to get the financial subsidies or grants that person needs for adaptations and assistive technology was rated by non-active participants as such.

A low level of agreement was found in both groups in relation to the trade-offs that people make when making a decision to accept an offer of paid employment. The results in relation to the active job seekers were inconclusive - half of the group of active job seekers did rate the salary as being important whereas the other half did not evaluate the salary as being important. The majority of non-active participants did rate the salary as being an important factor but there was a low level of agreement about the level of the required salary.

5.11 Portugal

In this section, the results of the respondents of Portugal concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.11.1 Social and environmental factors

Table 1 details the findings from Portugal in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

One factor was being evaluated by both groups as being a facilitator, i.e. living in a country or region with low unemployment. Two factors were rated as being important facilitators by active job seekers only, namely communication systems and living in an urban environment.

The physical environment was rated as being a barrier by both groups of participants. Non-active participants also rated the general transport system as being a barrier. Active job seekers designated living in an isolated rural environment and living in a country or region with high unemployment as being additional barriers. The last factor was even evaluated by non-active participants as being an important barrier, as well as availability of adapted transport.

Table 1. Role of social and environmental factors

| Social and environmental factors | PT | |
|--|-------------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | moderate barrier |
| Availability of adapted transport | mild barrier | severe barrier |
| General information technologies | mild barrier | mild barrier |
| Availability of assistive technologies | no effect | no effect |
| Communication systems | substantial facilitator | mild facilitator |
| Availability of assistive communication devices | no effect | no effect |
| Physical environment | moderate barrier | moderate barrier |
| Living in an isolated rural environment | moderate barrier | mild barrier |
| Living in an urban environment | substantial facilitator | mild facilitator |
| Living in a country or region with high unemployment | moderate barrier | severe barrier |
| Living in a country or region with low unemployment | moderate facilitator | moderate facilitator |

The level of agreement about the role of the social and environmental factors was high regarding the factors that were rated as being (important) facilitators or (important) barriers. There was one exception to this trend – a low level of agreement was found amongst non-

active participants in relation to the factor physical environment. A low level of agreement was also found regarding the other social and environmental factors, which were rated as being not relevant in the job seeking process.

5.11.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Table 2. Role of attitudes and support

| Attitudes and support | PT | |
|--|----------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | moderate facilitator | moderate facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | severe barrier |
| Positive and supportive attitudes of friends and acquaintances | mild facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | no effect | no effect |
| Attitudes of employers towards people with disabilities | no effect | no effect |
| Attitudes of professionals | moderate facilitator | moderate facilitator |

Positive and supportive attitudes of immediate family members and attitudes of professionals were evaluated by both groups of participants as being facilitators. Non-active participants also rated positive and supportive attitudes of friends and acquaintances as being a facilitator.

The factor negative and unsupportive attitudes of immediate family members was evaluated by active job seekers as being a barrier, whereas non-active participants even rated this factor as being an important barrier.

A high level of agreement was found in both groups in relation to the factors as mentioned above. The level of agreement was low in relation to the other factors that refer to attitudes and support, which were evaluated as being not relevant.

5.11.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

The majority of the Portuguese active and non-active participants appeared to be not familiar with a job matching service, a scheme where a person with a disability can work while still receiving partial benefits or pension, financial supports or grants to pay for work-related costs, someone to assist a person with a disability to get the financial subsidies or grants for

adaptations and assistive technology, someone to speak on behalf of a person with a disability if that person is unhappy about something and a personal assistant to help carry out day-to-day activities. Furthermore, the majority of active job seekers was not familiar with a vocational guidance service, whereas the majority of non-active participants was not familiar with a supported employment service.

Table 3. Role of services and systems

| Familiarity with services and systems | PT | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 1 | 3 |
| A job matching service | 2 | 1 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 2 | 1 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 2 | 2 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 2 | 2 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 2 | 1 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 4 | 4 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 5 | 2 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 5 | 5 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 2 | 0 |

Helpfulness of the services and systems

All factors were rated by non-active participants as being helpful, with the exception of two services that were rated as being importantly helpful. These two services concerned financial supports or grants to pay for work-related costs and vocational training.

Active job seekers rated two services as being helpful, i.e. vocational training and a personal assistant to help carry out daily activities. Active job seekers rated the other services as being importantly helpful.

The level of agreement amongst active job seekers was high in relation to the helpfulness rating of the services and systems; the level of agreement amongst non-active participants was somewhat lower.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | very helpful | moderately helpful |
| A job matching service | very helpful | moderately helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | very helpful | moderately helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | very helpful | very helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | extremely helpful | moderately helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | very helpful | moderately helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | very helpful | moderately helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | very helpful | moderately helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | moderately helpful | very helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | moderately helpful | moderately helpful |

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Table 4. Role of services and systems

| Services and systems - continued | PT | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | no effect | mild barrier |
| Specialist employment services | mild facilitator | no effect |
| Laws and regulations | mild barrier | no effect |
| Availability or affordability of childcare services | moderate facilitator | mild facilitator |

Active job seekers only rated one factor as being relevant to a person with a disability deciding to get into paid employment - availability or affordability of childcare services was evaluated by this group as being a facilitator. Non-active participants did not rate any of the services as being relevant.

The level of agreement was low in relation to the role of the services and systems as described in table 4.

5.11.4 Functioning and activity

Table 5 details the findings from Portugal in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

A limitation in intellectual functioning was rated by both groups as being a barrier. Non-active participants rated also a limitation in other capacities or functions as being barriers. These capacities or functions concerned physical or sensory functioning, emotional functioning and learning and applying knowledge. None of the factors was rated as being an important barrier.

The level of agreement differed along the factors, but the level of agreement was high in relation to the factors that were designated as being a barrier.

Table 5. Role of functions and capacities

| Functions or capacities | PT | |
|---|---------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | mild limitation | mild limitation |
| Physical or sensory functioning | severe limitation | moderate limitation |
| Emotional functioning | moderate limitation | mild limitation |
| Mobility | moderate limitation | moderate limitation |
| Learning and applying knowledge | moderate limitation | moderate limitation |
| Ability to handle interpersonal relationships | severe limitation | moderate limitation |
| Ability to communicate | moderate limitation | moderate limitation |

5.11.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

All participants rated a progressive condition as being an important barrier. In addition, the majority of non-active participants rated a persistent or episodic condition as being an important barrier. Finally, there was a high level of agreement in relation to the role of a stable condition, which was rated as being not relevant.

Table 6. Role of health condition

| Health condition | PT | | | |
|----------------------------------|---------------------|----|-------------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 6 | 0 | 6 | 0 |
| Persistent or episodic condition | 2 | 4 | 4 | 2 |
| Stable condition | 0 | 6 | 1 | 5 |

It can be concluded that both groups agreed that the general health condition needs to be very poor to poor in order for it to become a barrier to a person deciding to get paid employment. This means that Portuguese participants may acknowledge that a bad general health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| Health condition - continued | PT | |
|-------------------------------------|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General health | very poor | poor |

5.11.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Active job seekers rated being personally ambitious, being optimistic, having a work history, having third level education or higher and having the skills and qualifications as being facilitators. Being optimistic was also rated by non-active participants as being a facilitator, as well as belonging to an ethnic majority, living with a partner and living with one's parents or in a shared household. Non-active participants rated having third level education or higher and having the skills and qualifications as being important facilitators. Both groups of participants rated being proficient in the language as being an important facilitator.

Other personal factors were rated as being (important) barriers. Active job seekers evaluated being 56 years old and over, being afraid of losing secondary benefits, having the skills and experience but not the qualifications, being pessimistic, having first level education only and having no work history as being barriers. Non-active participants also rated the last 3 factors as being barriers, as well as belonging to an ethnic minority, living alone, living alone and caring for others, being afraid of losing a disability pension and being out of work for over 24 months. Finally, lacking of personal ambition was rated by active job seekers as being an important barrier.

The level of agreement differed along the personal factors, within and between the groups of participants. However, the level of agreement was high in relation to the factors that were designated as being important facilitators and important barriers.

Table 8. Personal characteristics

| Personal characteristics | PT | |
|--------------------------------------|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | no effect | no effect |
| Being female | no effect | no effect |
| Belonging to an ethnic majority | no effect | moderate facilitator |
| Belonging to an ethnic minority | mild barrier | moderate barrier |
| Being part of another minority group | no effect | mild barrier |
| Being proficient in the language | substantial facilitator | substantial facilitator |

| | | |
|---|----------------------|-------------------------|
| Being under 25 years old | mild facilitator | mild facilitator |
| Being 56 years old and over | moderate barrier | mild barrier |
| Being personally ambitious | moderate facilitator | mild facilitator |
| Lacking of personal ambition | severe barrier | mild barrier |
| Being optimistic | moderate facilitator | moderate facilitator |
| Being pessimistic | moderate barrier | moderate barrier |
| Living alone | mild barrier | moderate barrier |
| Living alone and caring for others | mild barrier | moderate barrier |
| Living with a partner | mild facilitator | moderate facilitator |
| Living with a partner and caring for others | no effect | mild barrier |
| Living with one's parents or in a shared household | mild facilitator | moderate facilitator |
| Having first level education only | moderate barrier | moderate barrier |
| Having second level education | no effect | no effect |
| Having third level education or higher | moderate facilitator | substantial facilitator |
| Being afraid of losing a disability pension | mild barrier | moderate barrier |
| Being afraid of losing secondary benefits | moderate barrier | mild barrier |
| Having a work history | moderate facilitator | mild barrier |
| Having no work history | moderate barrier | moderate barrier |
| Being out of work for up to 6 months | mild barrier | mild barrier |
| Being out of work for over 24 months | mild barrier | moderate barrier |
| Having the skills and qualifications | moderate facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | moderate barrier | mild facilitator |

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | PT | |
|---|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 2 | 2 |
| Would need to earn at least as much money from employment as currently from benefits or pension to accept a job offer | 0 | 0 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer | 3 | 0 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 1 | 4 |

The majority of both groups indicated that they would need to earn more money from employment as participants currently receive from benefits or pension. For the majority of active participants, the salary would need to be at least one and a half times higher. For the majority of non-active participants, the salary would even have to be twice as high from employment.

5.11.7 Conclusions

In this section, conclusions are drawn in relation to the Portuguese results. Factors are presented that were designated by the Portuguese participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Financial supports or grants to pay for the costs of being in a job or aids and adaptations
- Being proficient in the language

An important barrier, according to both active and non-active participants was:

- Progressive condition

Important facilitators, according to only one group of participants concerned:

- Communication systems (active job seekers)
- Living in an urban environment (active job seekers)
- A vocational guidance service (active job seekers)
- A job matching service (active job seekers)
- Scheme where a person with a disability can work while still receiving partial benefits or pension (active job seekers)
- Someone to assist a person with a disability to get the financial subsidies or grants that person needs to pay for adaptations and assistive technology (active job seekers)
- Someone to speak on behalf of a person with a disability if that person is unhappy about something (active job seekers)
- A one stop shop (active job seekers)
- A supported employment service (active job seekers)
- Vocational training (non-active participants)
- Having third level education or higher (non-active participants)
- Having the skills and qualifications (non-active participants)

Important barriers, according to only one group of participants concerned:

- Availability of adapted transport (non-active participants)
- Living in a country or region with high unemployment (non-active participants)
- Negative and unsupportive attitudes of immediate family members (non-active participants)
- Persistent or episodic condition (non-active participants)
- Lacking of personal ambition (active job seekers)

In relation to the contextual questions, it was found that there were many services that the majority of Portuguese participants was not familiar with. Active job seekers more often rated these services as being importantly helpful when available as compared to non-active participants.

Finally, in relation to the trade-offs that people make when making a decision to accept an offer of paid employment, it was found in both groups that the salary is an important factor in the decision making process. The results also pointed at slightly higher demands amongst non-active participants in relation to the salary.

5.12 Romania

In this section, the results of the respondents of Romania concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

The Romanian results contain some missing values in the tables due to insufficient item response. One explanation for these missing values may be that these apply to factors that are not relevant to the Romanian situation.

5.12.1 Social and environmental factors

Table 1 details the findings from Romania in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Table 1. Role of social and environmental factors

| Social and environmental factors | RO | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | moderate facilitator | moderate facilitator |
| Availability of adapted transport | moderate facilitator | moderate facilitator |
| General information technologies | moderate facilitator | moderate facilitator |
| Availability of assistive technologies | moderate facilitator | substantial facilitator |
| Communication systems | moderate facilitator | moderate facilitator |
| Availability of assistive communication devices | moderate facilitator | substantial facilitator |
| Physical environment | substantial facilitator | moderate facilitator |
| Living in an isolated rural environment | severe barrier | severe barrier |
| Living in an urban environment | mild facilitator | substantial facilitator |
| Living in a country or region with high unemployment | complete barrier | severe barrier |
| Living in a country or region with low unemployment | moderate facilitator | substantial facilitator |

All social and environmental factors were designated as being a(n) (important) facilitator or a(n) (important) barrier, except for living in an urban environment, which was designated by active job seekers as being not relevant. The general transport system, availability of adapted transport, general information technologies and communication systems were all designated by both groups as being facilitators. Further, some factors were designated by active job seekers as being facilitators, whereas these were designated by non-active participants as being important facilitators. This applied to availability of assistive technologies, availability of assistive communication devices and living in a region with low unemployment. On the contrary, the physical environment was rated as being a facilitator by non-active participants,

but was rated by active job seekers as being an important facilitator. In addition, non-active participants rated living in an urban environment as being an important facilitator.

None of the factors was rated as being a barrier, but there were two factors that were rated as being important barriers. Living in an isolated rural environment or region with high unemployment were rated by both groups as being important barriers.

There was a high level of agreement in relation to the role of the social and environmental factors.

5.12.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Positive and supportive attitudes of friends and acquaintances were rated by non-active participants as being a facilitator, whereas active job seekers rated this factor as being an important facilitator. Positive and supportive attitudes of immediate family members were evaluated by both groups of participants as being an important facilitator.

The factor negative and unsupportive attitudes of friends and acquaintances was rated by both groups as being a barrier. In addition, active job seekers evaluated negative and unsupportive attitudes of immediate family members and attitudes of employers as being barriers. The first was evaluated as being an important barrier by non-active participants.

A high level of agreement was found in relation to the role of attitudes and support.

Table 2. Role of attitudes and support

| Attitudes and support | RO | |
|--|-----------------------------|---------------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | substantial facilitator | substantial facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | severe barrier |
| Positive and supportive attitudes of friends and acquaintances | complete facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | moderate barrier |
| Attitudes of employers towards people with disabilities | moderate barrier | no effect |
| Attitudes of professionals | mild barrier | mild barrier |

5.12.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

The majority of the Romanian active and non-active participants was familiar with half of the services and systems. In relation to the other services, the following can be concluded. None of the Romanian participants was familiar with a job matching service, a one stop shop, someone to assist a person with a disability to get the financial subsidies or grants for adaptations and assistive technology, and financial supports or grants to pay for work-related costs. In addition, the majority of non-active participants was not familiar with a supported employment service and someone to speak on behalf of a person with a disability if that person is unhappy about something.

Table 3. Role of services and systems

| Familiarity with services and systems | RO | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 6 | 5 |
| A job matching service | 0 | 0 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 6 | 6 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 0 | 0 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 0 | 0 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 6 | 0 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 0 | 0 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 3 | 0 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 6 | 6 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 6 | 6 |

Helpfulness of the services and systems

In table 3 there are some missing values in relation to the helpfulness ratings due to low response rates. A personal assistant to help carry out daily activities was rated by both groups as being helpful. Active job seekers rated a vocational training and someone to speak on behalf of a person with a disability if that person is unhappy about something as being additional helpful services. Non-active participants rated a job matching service, a scheme where a person can work while still receiving partial benefits or pension and financial supports or grants to pay for work-related costs as being additional helpful services. There was one service that was evaluated as being importantly helpful. Non-active participants, who were not familiar with this service, evaluated a supported employment service as being importantly helpful.

There was a high level of agreement in relation to the helpfulness of the services and systems.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | - | no effect |
| A job matching service | - | moderately helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | slightly helpful | moderately helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | - | moderately helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | - | slightly helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | moderately helpful | slightly helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | - | - |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | - | very helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | moderately helpful | slightly helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | moderately helpful | moderately helpful |

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

None of the four services and systems were evaluated as being a(n) (important) facilitator or as a(n) (important) barrier. There was a high level of agreement about these issues.

Table 4. Role of services and systems

| Services and systems - continued | RO | |
|---|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | no effect | mild barrier |
| Specialist employment services | - | mild barrier |
| Laws and regulations | mild barrier | mild facilitator |
| Availability or affordability of childcare services | - | mild facilitator |

5.12.4 Functioning and activity

Table 5 details the findings from Romania in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Limitations in all of the functions or capacities were designated by one or both of the groups of participants as being a(n) (important) barrier to seek paid employment, except for a limitation in emotional functioning.

Both groups of participants evaluated a limitation in the ability to communicate or in intellectual functioning as being barriers. In addition, active job seekers evaluated a limitation in the ability to handle interpersonal relationships as being a barrier. Two factors were rated as being a barrier by non-active participants, whereas active job seekers rated these as being important barriers. This applied to a limitation in physical or sensory functioning or in learning and applying knowledge. Finally, active job seekers rated a limitation in mobility as being an important barrier.

A high level of agreement was found within the groups about the factors in relation to functioning and activity.

Table 5. Role of functions and capacities

| Functions or capacities | RO | |
|---|---------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | moderate limitation | mild limitation |
| Physical or sensory functioning | mild limitation | moderate limitation |
| Emotional functioning | moderate limitation | moderate limitation |
| Mobility | mild limitation | moderate limitation |
| Learning and applying knowledge | mild limitation | moderate limitation |
| Ability to handle interpersonal relationships | moderate limitation | moderate limitation |
| Ability to communicate | moderate limitation | moderate limitation |

5.12.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Table 6. Role of health condition

| Health condition | RO | | | |
|----------------------------------|------------------|----|----------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 6 | 0 | 6 | 0 |
| Persistent or episodic condition | 6 | 0 | 4 | 2 |
| Stable condition | 6 | 0 | 6 | 0 |

All participants rated a progressive condition and a stable condition as being important barriers. A persistent or episodic condition was also rated by both groups as being an important barrier. The level of agreement amongst non-active participants was slightly lower in relation to the role of this health condition than the level of agreement that was found in relation to the role of the other health conditions.

Based on table 7 it can be concluded that both groups agreed that the general health condition needs to be fair in order for it to become a barrier to a person deciding to get paid employment. This means that Romanian participants evaluate general health as being a barrier in the job seeking process. A high level of agreement was found in both groups in relation to the role of this factor.

Table 7. Role of general health

| Health condition - continued | RO | |
|------------------------------|------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General health | fair | fair |

5.12.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Having the skills and qualifications was evaluated by both groups of participants as being a facilitator. Active job seekers rated being male and living with a partner as additional facilitators, whereas non-active participants rated having third level education or higher as being an additional facilitator.

Active job seekers designated being female and lacking of personal ambition as being barriers, whereas non-active participants rated being afraid of losing secondary benefits as being a barrier. Being 56 years old and over, living alone and caring for others and being out of work for over 24 months were rated by non-active participants as being barriers, whereas active job seekers even rated these factors as being important barriers. Active job seekers also rated having first level education as being an important barrier.

Table 8. Personal characteristics

| Personal characteristics | RO | |
|--------------------------------------|----------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | moderate facilitator | mild facilitator |
| Being female | moderate barrier | mild barrier |
| Belonging to an ethnic majority | - | mild facilitator |
| Belonging to an ethnic minority | mild facilitator | mild facilitator |
| Being part of another minority group | - | no effect |
| Being proficient in the language | mild facilitator | mild facilitator |
| Being under 25 years old | mild barrier | no effect |
| Being 56 years old and over | severe barrier | moderate barrier |

| | | |
|---|----------------------|----------------------|
| Being personally ambitious | mild facilitator | mild facilitator |
| Lacking of personal ambition | moderate barrier | no effect |
| Being optimistic | mild facilitator | no effect |
| Being pessimistic | mild barrier | mild barrier |
| Living alone | mild barrier | no effect |
| Living alone and caring for others | severe barrier | moderate barrier |
| Living with a partner | moderate facilitator | mild facilitator |
| Living with a partner and caring for others | mild barrier | mild barrier |
| Living with one's parents or in a shared household | mild facilitator | mild facilitator |
| Having first level education only | complete barrier | mild barrier |
| Having second level education | mild facilitator | mild facilitator |
| Having third level education or higher | mild facilitator | moderate facilitator |
| Being afraid of losing a disability pension | mild barrier | mild barrier |
| Being afraid of losing secondary benefits | no effect | moderate barrier |
| Having a work history | no effect | mild facilitator |
| Having no work history | mild barrier | - |
| Being out of work for up to 6 months | mild barrier | - |
| Being out of work for over 24 months | severe barrier | moderate barrier |
| Having the skills and qualifications | moderate facilitator | moderate facilitator |
| Having the skills and experience but not the qualifications | mild barrier | mild barrier |

In conclusion, it was notable that only active job seekers from Romania designated some personal characteristics as being *important* factors. Further, a high level of agreement was found in both groups about the role of the personal factors.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Half of the group of active job seekers considered the level of salary as being an important factor in the decision making process. The other half indicated that they would need to earn at least as much money from employment as their current income from benefits or pension. Most non-active participants who responded to this question, indicated that the salary is an important factor in the decision making process. There was a tendency that non-active participants make slightly higher demands in relation to the level of the salary than active job seekers. However, it should be noted that there were some missing values in this group which makes it hard to pronounce upon the results.

Overall, there was a low level of agreement in both groups in relation to this issue.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | RO | |
|--|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 3 | 1 |
| Would need to earn at least as much money from employment as currently benefits or pension to accept a job offer | 3 | 1 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | 0 | 2 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 0 | 0 |

5.12.7 Conclusions

In this section, conclusions are drawn in relation to the Romanian results. Factors are presented that were designated by the Romanian participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

An important facilitator, according to both active and non-active participants was:

- Positive and supportive attitudes of immediate family members

Important barriers, according to both active and non-active participants were:

- Living in an isolated rural environment
- Living in a country or region with high unemployment
- Progressive condition
- Persistent or episodic condition
- Stable condition

Important facilitators, according to only one group of participants concerned:

- Availability of assistive technologies (non-active participants)
- Availability of assistive communication devices (non-active participants)
- Living in a country or region with low unemployment (non-active participants)
- Living in an urban environment (non-active participants)
- Physical environment (active job seekers)
- Positive and supportive attitudes of friends and acquaintances (active job seekers)
- A supported employment service (non-active participants)

Important barriers, according to only one group of participants concerned:

- Negative and unsupportive attitudes of immediate family members(non-active participants)
- A limitation in physical or sensory functioning (active job seekers)
- A limitation in mobility (active job seekers)
- A limitation in learning and applying knowledge (active job seekers)
- Being 56 years old and over (active job seekers)
- Living alone and caring for others (active job seekers)
- Having first level education only (active job seekers)
- Being out of work for over 24 months (active job seekers)

In relation to the contextual questions, it was found that there were some services that the majority of Romanian participants, or the majority of non-active participants, was not familiar with. These concerned a job matching service, a one stop shop, someone to assist a person with a disability to get the financial subsidies or grants for adaptations and assistive technology, and financial supports/grants to pay for the costs of being in a job. Due to missing values, little information is available about how helpful these services would be when available. Nevertheless, it was found that non-active participants rated a supported employment service, which was one of these services, as importantly helpful.

Finally, it can be concluded in relation to the trade-offs that people make when deciding to accept an offer of paid employment that there was a low level of agreement in both groups in relation to this issue. This makes it hard to pronounce upon this issue. There was a tendency though that the level of the salary was a more important factor in the decision making process of the non-active participants.

5.13 Slovakia

In this section, the results of the respondents of Slovakia concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.13.1 Social and environmental factors

Table 1 details the findings from Slovakia in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Active job seekers did not rate any of the factors as being facilitators. Non-active participants rated the general transport system, general information technologies, availability of assistive technologies, availability of assistive communication devices and living in an urban environment as being facilitators. Communication systems were rated by both groups of participants as being an important facilitator.

Table 1. Role of social and environmental factors

| Social and environmental factors | SK | |
|--|-------------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | moderate facilitator |
| Availability of adapted transport | no effect | mild facilitator |
| General information technologies | no effect | moderate facilitator |
| Availability of assistive technologies | mild facilitator | moderate facilitator |
| Communication systems | substantial facilitator | complete facilitator |
| Availability of assistive communication devices | mild facilitator | moderate facilitator |
| Physical environment | moderate barrier | no effect |
| Living in an isolated rural environment | complete barrier | complete barrier |
| Living in an urban environment | mild facilitator | moderate facilitator |
| Living in a country or region with high unemployment | severe barrier | severe barrier |
| Living in a country or region with low unemployment | mild facilitator | mild facilitator |

Active job seekers evaluated the physical environment as being a barrier. Both groups of participants rated living in an isolated rural environment and living in a region with high unemployment as being important barriers.

Overall, there was a low level of agreement in relation to the role of social and environmental factors.

5.13.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

All factors in relation to attitudes and support were rated as being a(n) (important) facilitator or as a(n) (important) barrier.

Positive and supportive attitudes of friends and acquaintances were rated by non-active participants as being a facilitator, whereas active job seekers even rated this factor as being an important facilitator. Other important facilitators were positive and supportive attitudes of immediate family members, attitudes of employers and attitudes of professionals, according to both groups of participants.

Table 2. Role of attitudes and support

| | SK | |
|--|-------------------------|-------------------------|
| Attitudes and support | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | complete facilitator | substantial facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | complete barrier |
| Positive and supportive attitudes of friends and acquaintances | substantial facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | moderate barrier |
| Attitudes of employers towards people with disabilities | complete facilitator | complete facilitator |
| Attitudes of professionals | severe barrier | complete barrier |

Negative and unsupportive attitudes of friends and acquaintances were rated as being a barrier by both groups of participants. Furthermore, negative and unsupportive attitudes of immediate family members were rated by active job seekers as being a barrier, whereas non-active participants even rated this factor as being an important barrier.

The level of agreement differed along the factors regarding attitudes and support. The level of agreement was highest in both groups in relation to the factors attitudes of employers and attitudes of professionals.

5.13.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

The majority of the Slovakian active and non-active participants were familiar with most services and systems. Most participants were however not familiar with a job matching service.

In addition, most active job seekers were not familiar with a supported employment service whereas most non-active participants were not familiar with a one stop shop.

Table 3. Role of services and systems

| Familiarity with services and systems | SK | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 4 | 4 |
| A job matching service | 2 | 0 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 5 | 3 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 5 | 5 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 3 | 5 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 5 | 6 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 3 | 1 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 2 | 3 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 6 | 5 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 6 | 6 |

Helpfulness of the services and systems

All services and systems were rated by both groups as being (importantly) helpful, except for a vocational guidance service. The latter service was rated by non-active participants as not helpful, whereas it was rated as being helpful by active job seekers. Services that were rated as helpful by both groups concerned a job matching service, someone to speak on behalf of a person with a disability if that person is unhappy about something, and a vocational training. All other services in table 3 were evaluated as being importantly helpful.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | moderately helpful | slightly helpful |
| A job matching service | moderately helpful | moderately helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | very helpful | extremely helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | very helpful | very helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | very helpful | very helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | moderately helpful | moderately helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | extremely helpful | extremely helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | very helpful | very helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | moderately helpful | moderately helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | very helpful | extremely helpful |

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Mainstream employment services were rated by both groups as being a barrier to people with disabilities deciding to get into paid employment. The other services were rated as being not relevant. The level of agreement about the role of the four services was low.

Table 4. Role of services and systems

| | SK | |
|---|-------------------------|-----------------------------|
| Services and systems - continued | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | moderate barrier | moderate barrier |
| Specialist employment services | mild facilitator | mild barrier |
| Laws and regulations | mild barrier | mild barrier |
| Availability or affordability of childcare services | no effect | no effect |

5.13.4 Functioning and activity

Table 5 details the findings from Slovakia in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

There was no limitation in any of the functions or capacities that was rated as being a barrier.

The level of agreement about the role of the functioning and activity was high amongst non-active participants. The level of agreement amongst active job seekers was slightly lower.

Table 5. Role of functions and capacities

| Functions or capacities | SK | |
|---|---------------------|------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | moderate limitation | very severe limitation |
| Physical or sensory functioning | moderate limitation | very severe limitation |
| Emotional functioning | moderate limitation | severe limitation |
| Mobility | severe limitation | very severe limitation |
| Learning and applying knowledge | moderate limitation | very severe limitation |
| Ability to handle interpersonal relationships | moderate limitation | moderate limitation |
| Ability to communicate | moderate limitation | very severe limitation |

5.13.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

A progressive condition and a persistent or episodic condition were rated by both groups of participants as being important barriers. The majority of active job seekers also evaluated a stable condition as such.

Amongst participants, the level of agreement was slightly lower regarding the role of a stable condition than regarding the role of the other two health conditions.

Table 6. Role of health condition

| Health condition | SK | | | |
|----------------------------------|------------------|----|----------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 5 | 0 | 6 | 0 |
| Persistent or episodic condition | 5 | 1 | 5 | 0 |
| Stable condition | 4 | 2 | 3 | 3 |

Based on table 7 it can be concluded that both groups agreed that the general health condition needs to be very poor to poor in order for it to become a barrier to a person deciding to get paid employment. This means that Slovakian participants may acknowledge that a bad general

health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| Health condition - continued | SK | |
|-------------------------------------|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General health | very poor | very poor |

5.13.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Active job seekers rated belonging to an ethnic majority, being under 25 years old, living with one's parents or in a shared household, having third level education or higher, having a work history, living with a partner, and living with a partner and caring for others as being facilitators. The last two factors were also designated by non-active participants as being facilitators. Both groups of participants evaluated being proficient in the language, being personally ambitious, having the skills and qualifications and being optimistic as being important facilitators. Non-active participants also rated having third level education or higher and having a work history as being important facilitators.

Table 8. Personal characteristics

| Personal characteristics | SK | |
|--|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | no effect | no effect |
| Being female | no effect | no effect |
| Belonging to an ethnic majority | moderate facilitator | mild facilitator |
| Belonging to an ethnic minority | moderate barrier | moderate barrier |
| Being part of another minority group | mild barrier | severe barrier |
| Being proficient in the language | complete facilitator | complete facilitator |
| Being under 25 years old | moderate facilitator | mild facilitator |
| Being 56 years old and over | complete barrier | moderate barrier |
| Being personally ambitious | substantial facilitator | substantial facilitator |
| Lacking of personal ambition | moderate barrier | severe barrier |
| Being optimistic | substantial facilitator | substantial facilitator |
| Being pessimistic | severe barrier | complete barrier |
| Living alone | no effect | no effect |
| Living alone and caring for others | no effect | moderate barrier |
| Living with a partner | moderate facilitator | moderate facilitator |
| Living with a partner and caring for others | moderate facilitator | moderate facilitator |
| Living with one's parents or in a shared household | moderate facilitator | no effect |

| | | |
|---|-------------------------|-------------------------|
| Having first level education only | moderate barrier | mild barrier |
| Having second level education | mild facilitator | mild facilitator |
| Having third level education or higher | moderate facilitator | substantial facilitator |
| Being afraid of losing a disability pension | moderate barrier | severe barrier |
| Being afraid of losing secondary benefits | mild barrier | severe barrier |
| Having a work history | moderate facilitator | substantial facilitator |
| Having no work history | mild barrier | severe barrier |
| Being out of work for up to 6 months | no effect | mild facilitator |
| Being out of work for over 24 months | mild barrier | moderate barrier |
| Having the skills and qualifications | substantial facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | no effect | no effect |

Other personal factors were rated as being (important) barriers. Active job seekers evaluated being afraid of losing a disability pension, having first level education only, lacking of personal ambition and belonging to an ethnic minority as being barriers. Non-active participants also evaluated the latter factor as being a barrier, as well as being 56 years old and over, living alone and caring for others, and being out of work for over 24 months.

Active job seekers rated being 56 years old and over and being pessimistic as being important barriers. Non-active participants also evaluated being pessimistic as being an important barrier, as well as being part of another minority group, lacking of personal ambition, being afraid of losing a disability pension or secondary benefits, and having no work history.

It can be concluded that active job seekers and non-active participants partly differed in the personal characteristics that they rated as being (important) factors. For example, big differences in ratings were found in relation to the factor being part of another minority group and having no work history. Furthermore, non-active participants tended to rate more personal factors as being *important* facilitators or barriers than their active counterparts. A final remark is that the level of agreement in both groups about the role of most personal factors was low.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

The majority of both groups of participants evaluated the level of salary as being important in the decision making process. The majority of active job seekers indicated that the level of salary would need to be at least 1.5 times more as the current income from benefits or pension. Non-active participants tended to have slightly lower demands in relation to the level of the salary. There was a high level of agreement amongst active job seekers, whereas a slightly lower level of agreement was found amongst non-active participants in relation to this issue.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | SK | |
|---|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 1 | 2 |
| Would need to earn at least as much money from employment as currently benefits or pension to accept a job offer | 0 | 2 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer | 4 | 2 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 1 | 0 |

5.13.7 Conclusions

In this section, conclusions are drawn in relation to the Slovakian results. Factors are presented that were designated by the Slovakian participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Communication systems
- Positive and supportive attitudes of immediate family members
- Attitudes of employers towards people with disabilities
- Scheme where a person with a disability can work while still receiving partial benefits or pension
- Financial supports or grants to pay for the costs of being in a job or aids and adaptations
- Someone to assist a person with a disability to get the financial subsidies or grants to pay for adaptations and assistive technology
- A one stop shop
- A supported employment service
- A personal assistant to help carry out day-to-day activities
- Being proficient in the language
- Being personally ambitious
- Being optimistic
- Having the skills and qualifications

Important barriers, according to both active and non-active participants were:

- Living in an isolated rural environment
- Living in a country or region with high unemployment
- Attitudes of professionals
- Progressive condition
- Persistent or episodic condition
- Being pessimistic

Important facilitators, according to only one group of participants concerned:

- Positive and supportive attitudes of friends and acquaintances (active job seekers)
- Having third level education or higher (non-active participants)
- Having a work history (non-active participants)

Important barriers, according to only one group of participants concerned:

- Negative and unsupportive attitudes of immediate family members (non-active participants)
- A stable condition (active job seekers)
- Being part of another minority group (non-active participants)
- Being 56 years old and over (active job seekers)
- Lacking of personal ambition (non-active participants)
- Being afraid of losing a disability pension (non-active participants)
- Being afraid of losing secondary benefits (non-active participants)
- Having no work history (non-active participants)

In relation to the contextual questions, it was found that there were three services that the majority of one or both groups of Slovakian participants were not familiar with. These concerned a job matching service, a one stop shop and a supported employment service. The latter two services were both rated as being importantly helpful, despite the low acquaintance with these services.

Finally, in relation to the trade-offs that people make when making a decision to accept an offer of paid employment, it was found that the majority of both groups of participants evaluated the level of salary as being important in the decision making process. Non-active participants tended to have slightly lower demands in relation to the level of the salary than active job seekers.

5.14 Slovenia

In this section, the results of the respondents of Slovenia concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.14.1 Social and environmental factors

Table 1 details the findings from Slovenia in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Of the social and environmental factors, active job seekers only rated general information technologies as being a facilitator. Non-active participants only rated living in a region with low unemployment as being a facilitator. Communication systems were rated by both groups of participants as being an important facilitator. In addition, non-active participants rated living in an urban environment as being an important facilitator.

Non-active participants evaluated the availability of assistive technologies as being a barrier in the job seeking process. Living in an isolated rural environment was rated by active job seekers as being a barrier, whereas non-active participants even rated this factor as being an important barrier. Finally, both groups evaluated living in a country or region with high unemployment as being an important barrier.

Table 1. Role of social and environmental factors

| Social and environmental factors | SI | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | no effect |
| Availability of adapted transport | mild barrier | mild barrier |
| General information technologies | moderate facilitator | mild facilitator |
| Availability of assistive technologies | mild barrier | moderate barrier |
| Communication systems | substantial facilitator | substantial facilitator |
| Availability of assistive communication devices | no effect | no effect |
| Physical environment | no effect | no effect |
| Living in an isolated rural environment | moderate barrier | severe barrier |
| Living in an urban environment | mild facilitator | substantial facilitator |
| Living in a country or region with high unemployment | severe barrier | complete barrier |
| Living in a country or region with low unemployment | mild facilitator | moderate facilitator |

The level of agreement about the role of the social and environmental factors was low in both groups. Nevertheless, the level of agreement was high in relation to the factors that were designated as being an important facilitator or important barrier.

5.14.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Both groups of participants agreed that positive attitudes of immediate family members and positive attitudes of friends and acquaintances make it easier for people with disabilities to look for paid employment. These factors were even evaluated as being important facilitators.

In line with the results as mentioned above, it was found that both groups evaluated negative attitudes of immediate family members and negative attitudes of friends and acquaintances as being barriers.

The level of agreement in relation to the factors that were designated as being important facilitators was high, but the level of agreement was low in relation to the role of the other factors about attitudes and support.

Table 2. Role of attitudes and support

| Attitudes and support | SI | |
|--|-------------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | complete facilitator | complete facilitator |
| Negative and unsupportive attitudes of immediate family members | moderate barrier | moderate barrier |
| Positive and supportive attitudes of friends and acquaintances | substantial facilitator | substantial facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | moderate barrier | moderate barrier |
| Attitudes of employers towards people with disabilities | mild barrier | mild barrier |
| Attitudes of professionals | mild facilitator | no effect |

5.14.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

It appeared that half or more of the Slovenian active and non-active participants were familiar with all of the services and systems.

Table 3. Role of services and systems

| Familiarity with services and systems | SI | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 5 | 5 |
| A job matching service | 5 | 4 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 5 | 4 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 4 | 3 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 5 | 3 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 4 | 3 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 5 | 5 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 5 | 6 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 5 | 6 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 5 | 4 |

Helpfulness of the services and systems

All services and systems were rated by Slovenian participants as being importantly helpful. There was one exception to this trend – a job matching service was rated by non-active participants as being helpful, whereas active job seekers rated this factor as being importantly helpful. Overall, there was a high level of agreement in both groups in relation to the opinions on the helpfulness of the services and systems.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | extremely helpful | very helpful |
| A job matching service | extremely helpful | moderately helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | extremely helpful | very helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | extremely helpful | very helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | extremely helpful | extremely helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | extremely helpful | very helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | extremely helpful | very helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | extremely helpful | very helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | extremely helpful | very helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | extremely helpful | extremely helpful |

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work, was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Table 4. Role of services and systems

| | SI | |
|---|-------------------------|-----------------------------|
| Services and systems - continued | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | moderate facilitator | mild facilitator |
| Specialist employment services | moderate facilitator | moderate facilitator |
| Laws and regulations | mild barrier | no effect |
| Availability or affordability of childcare services | mild facilitator | substantial facilitator |

Both groups of participants rated specialist employment services as being a facilitator for people with a disability deciding to get into paid employment. In addition, active job seekers evaluated mainstream employment services as being a facilitator.

One service, i.e. availability of childcare services, was evaluated as being an important facilitator, but only by non-active participants.

The level of agreement was high in relation to the services that were designated as being (important) facilitators. The level of agreement was low in relation to the other results as mentioned in table 4.

5.14.4 Functioning and activity

Table 5 details the findings from Slovenia in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Table 5. Role of functions and capacities

| Functions or capacities | SI | |
|---|------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | mild limitation | mild limitation |
| Physical or sensory functioning | mild limitation | mild limitation |
| Emotional functioning | mild limitation | mild limitation |
| Mobility | mild limitation | mild limitation |
| Learning and applying knowledge | mild limitation | mild limitation |
| Ability to handle interpersonal relationships | mild limitation | mild limitation |
| Ability to communicate | mild limitation | mild limitation |

All kinds of limitations were evaluated by the Slovenian participants as being barriers to seeking paid employment. There was no limitation in any of the functions or capacities that was designated as being an important barrier.

There was a high level of agreement in relation to the role of the functions and capacities.

5.14.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Table 6. Role of health condition

| Health condition | SI | | | |
|----------------------------------|------------------|----|----------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 6 | 0 | 6 | 0 |
| Persistent or episodic condition | 6 | 0 | 6 | 0 |
| Stable condition | 1 | 5 | 0 | 5 |

A progressive condition and a persistent or episodic condition were evaluated as being important barriers by both groups of Slovenian participants. A stable condition was rated as being not relevant. A high level of agreement was found in both groups in relation to the role

of the several health conditions. Based on table 7 it can be concluded that both groups agreed that the general health condition needs to be very poor to poor in order for it to become a barrier to a person deciding to get paid employment. This means that Slovenian participants may acknowledge that a bad general health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

Table 7. Role of general health

| Health condition - continued | SI | |
|------------------------------|------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General health | 0.67 (0.52) | 1.00 (0) |

5.14.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Active job seekers rated six factors as being facilitators. These concerned being male, having third level education or higher, belonging to an ethnic majority, living with a partner, living with one's parents or in a shared household, and having the skills and qualifications. In line with these results, non-active participants also rated the first 2 factors as being facilitators. Living with a partner and having the skills and qualifications were rated as being important facilitators by non-active participants. Several other personal characteristics were also evaluated as being important facilitators. Both groups of participants rated being proficient in the language, being personally ambitious, being optimistic and having a work history as being important facilitators. Active job seekers additionally rated living alone and caring for others, and living with a partner and caring for others as important facilitators.

Active job seekers rated belonging to an ethnic minority, being part of another minority group, having no work history, and being out of work for up to 6 months as being barriers. Non-active participants also rated being out of work for up to 6 months as being a barrier. Having no work history got a higher importance rating from this group – this factor was rated as being an important barrier. In addition, non-active participants evaluated having first level education only as being an important barrier. Furthermore, both groups of participants rated 4 personal factors as being important barriers. These concerned being 56 years old and over, lacking of personal ambition, being pessimistic, and being out of work for over 24 months.

Table 8. Personal characteristics

| Personal characteristics | SI | |
|--------------------------------------|----------------------|----------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | moderate facilitator | moderate facilitator |
| Being female | mild facilitator | no effect |
| Belonging to an ethnic majority | moderate facilitator | mild facilitator |
| Belonging to an ethnic minority | moderate barrier | mild barrier |
| Being part of another minority group | moderate barrier | mild barrier |

| | | |
|---|-------------------------|-------------------------|
| Being proficient in the language | substantial facilitator | substantial facilitator |
| Being under 25 years old | mild facilitator | no effect |
| Being 56 years old and over | severe barrier | severe barrier |
| Being personally ambitious | complete facilitator | substantial facilitator |
| Lacking of personal ambition | severe barrier | complete barrier |
| Being optimistic | substantial facilitator | substantial facilitator |
| Being pessimistic | severe barrier | severe barrier |
| Living alone | no effect | no effect |
| Living alone and caring for others | complete facilitator | no effect |
| Living with a partner | moderate facilitator | substantial facilitator |
| Living with a partner and caring for others | substantial facilitator | mild facilitator |
| Living with one's parents or in a shared household | moderate facilitator | mild facilitator |
| Having first level education only | mild barrier | severe barrier |
| Having second level education | mild facilitator | mild facilitator |
| Having third level education or higher | moderate facilitator | moderate facilitator |
| Being afraid of losing a disability pension | mild barrier | no effect |
| Being afraid of losing secondary benefits | mild barrier | mild barrier |
| Having a work history | substantial facilitator | substantial facilitator |
| Having no work history | moderate barrier | complete barrier |
| Being out of work for up to 6 months | moderate barrier | moderate barrier |
| Being out of work for over 24 months | severe barrier | severe barrier |
| Having the skills and qualifications | moderate facilitator | substantial facilitator |
| Having the skills and experience but not the qualifications | no effect | mild facilitator |

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | SI | |
|--|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 2 | 2 |
| Would need to earn at least as much money from employment as currently from benefits or pension to accept a job offer | 3 | 3 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | 1 | 1 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 0 | 0 |

Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Active and non-active participants appeared to have similar views in relation to the importance of the salary. The majority of both groups indicated that the level of the salary influences the decision making process. However, most had modest requirements in relation to the level of the salary – most only indicated that they would need to earn at least as much money as their current income from benefits or pension. There was a low level of agreement in both groups in relation to this issue.

5.14.7 Conclusions

In this section, conclusions are drawn in relation to the Slovenian results. Factors are presented that were designated by the Slovenian participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Communication systems
- Positive and supportive attitudes of immediate family members
- Positive and supportive attitudes of friends and acquaintances
- Vocational guidance service
- Scheme where a person with a disability can work while still receiving partial benefits or pension
- Financial supports or grants to pay for the costs of being in a job or aids and adaptations
- Someone to assist a person with a disability to get the financial subsidies or grants to pay for adaptations and assistive technology
- Someone to speak on behalf of a person with a disability if that person is unhappy about something
- A one stop shop that provides information and advice
- A supported employment service
- Vocational training
- A personal assistant to help carry out day-to-day activities
- Being proficient in the language
- Being personally ambitious
- Being optimistic
- Having a work history

Important barriers, according to both active and non-active participants were:

- Living in a country or region with high unemployment
- Progressive condition
- Persistent or episodic condition
- Being 56 years old and over
- Lacking of personal ambition
- Being pessimistic
- Being out of work for over 24 months

Important facilitators, according to only one group of participants concerned:

- Living in an urban environment (non-active participants)
- A job matching service (active job seekers)
- Availability or affordability of childcare services (non-active participants)

- Living alone and caring for others (active job seekers)
- Living with a partner and caring for others (active job seekers)
- Living with a partner (non-active participants)
- Having the skills and qualifications (non-active participants)

Important barriers, according to only one group of participants concerned:

- Living in an isolated rural environment (non-active participants)
- Having first level education only (non-active participants)
- Having no work history (non-active participants)

In relation to the contextual questions, it was found that half or more of both groups of participants were acquainted with all services and systems. Furthermore, it was found that the services and systems were generally rated as being importantly helpful.

Finally, it can be concluded in relation to the trade-offs that people make when deciding to accept an offer of paid employment that most active and non-active participants indicated that the level of the salary influences the decision making process. However, it was also found that most had modest requirements in relation to the level of the salary.

5.15 United Kingdom

In this section, the results of the respondents of the United Kingdom concerning the clusters Environmental Factors, Functional capacity and activity limitations, Health Condition and Personal Characteristics are described. In the tables different colours are used to pronounce the opinions of the respondents.

The following colours are used:

| | | | | |
|-------------------|---------|-----------------------|-------------|-----------------------|
| Important barrier | Barrier | Factor of irrelevance | Facilitator | Important facilitator |
|-------------------|---------|-----------------------|-------------|-----------------------|

5.15.1 Social and environmental factors

Table 1 details the findings from the United Kingdom in relation to the social and environmental factors that might make it easier, or facilitate, people with disabilities to look for paid employment, or that might act as barriers, or make it harder, for people with disabilities to look for paid employment.

Non-active participants rated the availability of assistive technologies and the availability of assistive communication devices as being facilitators. Communication systems was the only factor that was evaluated as being an important facilitator, which was rated as such by active job seekers.

Living in an isolated rural environment and living in a region with high unemployment were rated by non-active participants as being barriers. None of the factors was evaluated as being an important barrier.

In both groups of participants, a low level of agreement was found in relation to the role of the social and environmental factors.

Table 1. Role of social and environmental factors

| | UK | |
|--|-------------------------|----------------------|
| Social and environmental factors | Active Mean (SD) | Non-active Mean (SD) |
| General transport system | no effect | no effect |
| Availability of adapted transport | no effect | no effect |
| General information technologies | mild facilitator | no effect |
| Availability of assistive technologies | mild facilitator | moderate facilitator |
| Communication systems | substantial facilitator | mild facilitator |
| Availability of assistive communication devices | mild facilitator | moderate facilitator |
| Physical environment | no effect | mild barrier |
| Living in an isolated rural environment | mild barrier | moderate barrier |
| Living in an urban environment | no effect | no effect |
| Living in a country or region with high unemployment | mild barrier | moderate barrier |
| Living in a country or region with low unemployment | mild facilitator | no effect |

5.15.2 Attitudes and support

Table 2 details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

Positive and supportive attitudes of friends and acquaintances were rated by non-active participants as being a facilitator, whereas active job seekers even rated this factor as being an important facilitator.

Furthermore, both groups of participants evaluated positive and supportive attitudes of immediate family members as being an important facilitator. The other factors in relation to attitudes and support were rated as being not relevant for people with disabilities in the job seeking process.

Table 2. Role of attitudes and support

| | UK | |
|--|-------------------------|----------------------|
| Attitudes and support | Active Mean (SD) | Non-active Mean (SD) |
| Positive and supportive attitudes of immediate family members | substantial facilitator | complete facilitator |
| Negative and unsupportive attitudes of immediate family members | no effect | mild barrier |
| Positive and supportive attitudes of friends and acquaintances | substantial facilitator | moderate facilitator |
| Negative and unsupportive attitudes of friends and acquaintances | mild barrier | mild barrier |
| Attitudes of employers towards people with disabilities | no effect | no effect |
| Attitudes of professionals | no effect | no effect |

Overall, a low level of agreement was found in relation to the role of attitudes and support, except for the factors that were rated as being important facilitators.

5.15.3 Services and systems

In table 3, the findings are shown in relation to the factors that apply to six services and systems that may or may not be available in this country but which are aimed at helping people with disabilities to look for paid employment. The respondents indicated the familiarity with the service or system and whether or not they would consider it helpful to people with disabilities looking for paid employment.

Familiarity with the services and systems

Half or more of the English active and non-active participants were familiar with all of the services and systems. There were two exceptions to this trend. The majority of both groups of participants appeared to be not acquainted with a one stop shop that provides information and advice. In addition, non-active participants appeared to be not familiar with a job matching service.

Table 3. Role of services and systems

| Familiarity with services and systems | UK | |
|--|---------------------------------|-------------------------------------|
| | Active Frequency yes | Non-active Frequency yes |
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | 4 | 4 |
| A job matching service | 5 | 1 |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | 5 | 4 |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | 5 | 3 |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | 4 | 3 |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | 6 | 5 |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | 2 | 2 |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | 4 | 3 |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | 6 | 5 |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | 5 | 5 |

Helpfulness of the services and systems

Active job seekers rated 3 services as being helpful, i.e. someone to assist a person with a disability to get the financial subsidies or grants to pay for adaptations and assistive technology, a one stop shop that provides information and advice and a supported employment service. The other services were rated by active job seekers as importantly helpful. Non-active participants rated all of the services and systems as importantly helpful.

The level of agreement amongst non-active participants was high in relation to the helpfulness of the services and systems. Although this also generally applied to the group of active participants, it was notable that the level of agreement was slightly lower with regard to the role of financial supports and grants, someone to assist a person with a disability to get these supports and grants, a one stop shop and a supported employment service.

Table 3. Role of services and systems, continued

| Helpfulness of services and systems | Active Mean (SD) | Non-active Mean (SD) |
|--|-------------------------|-----------------------------|
| Vocational guidance service that helps a person with a disability to understand his/her vocational interests, aptitudes and needs | very helpful | extremely helpful |
| A job matching service | very helpful | very helpful |
| Scheme where a person with a disability can work while still receiving partial benefits or pension | very helpful | very helpful |
| Financial supports or grants to pay for the costs of being in a job or aids and adaptations | very helpful | extremely helpful |
| Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology | moderately helpful | extremely helpful |
| Someone to speak on behalf of a person with a disability to agencies and other authorities if he or she is unhappy about something | very helpful | extremely helpful |
| A one stop shop that provides information and advice about all services and supports a person with a disability might need to get a job | moderately helpful | extremely helpful |
| A supported employment service that finds a job for a person with a disability and then provides on-the-job-training | moderately helpful | very helpful |
| Vocational training which provides the opportunity to gain skills and qualifications relevant to the labour market | very helpful | extremely helpful |
| A personal assistant to help carry out day-to-day activities on behalf of a person with a disability | extremely helpful | extremely helpful |

Other services and systems

The importance of four other services and systems in relation to persons with disabilities looking for work was rated on the barrier/facilitator scale. The findings are depicted in table 4.

Table 4. Role of services and systems

| | UK | |
|---|-------------------------|-----------------------------|
| Services and systems - continued | Active Mean (SD) | Non-active Mean (SD) |
| Mainstream employment services | no effect | no effect |
| Specialist employment services | moderate facilitator | moderate facilitator |
| Laws and regulations | no effect | no effect |
| Availability or affordability of childcare services | no effect | no effect |

Specialist employment services were evaluated by both groups of participants as making it easier for people with disabilities to look for paid employment. None of the four services and systems was rated as being an important factor. The level of agreement was low in both groups in relation to the role of these services/systems.

5.15.4 Functioning and activity

Table 5 details the findings from the United Kingdom in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

There was no limitation in any of the functions or capacities that was rated as being a barrier. There was a high level of agreement about the role of the functioning and activity.

Table 5. Role of functions and capacities

| Functions or capacities | UK | |
|---|---------------------|-------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Intellectual functioning | severe limitation | moderate limitation |
| Physical or sensory functioning | severe limitation | severe limitation |
| Emotional functioning | moderate limitation | moderate limitation |
| Mobility | moderate limitation | severe limitation |
| Learning and applying knowledge | moderate limitation | severe limitation |
| Ability to handle interpersonal relationships | moderate limitation | moderate limitation |
| Ability to communicate | moderate limitation | severe limitation |

5.15.5 Health condition

Table 6 and 7 show the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment. In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment.

Table 6. Role of health condition

| Health condition | UK | | | |
|----------------------------------|---------------------|----|-------------------------|----|
| | Active Frequency | | Non-active Frequency | |
| | Yes | No | Yes | No |
| Progressive condition | 5 | 1 | 5 | 0 |
| Persistent or episodic condition | 6 | 0 | 5 | 0 |
| Stable condition | 4 | 2 | 2 | 3 |

In both groups of participants, it was found that a progressive condition and a persistent or episodic condition were rated as being important barriers. In addition, active job seekers evaluated a stable condition as being an important barrier.

There was a high level of agreement in both groups with regard to the role of these factors. The level of agreement was slightly lower in relation to the role of a stable condition.

Table 7. Role of general health

| Health condition - continued | UK | |
|-------------------------------------|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| General health | very poor | very poor |

Based on table 7 it can be concluded that both groups agreed that the general health condition needs to be very poor to poor in order for it to become a barrier to a person deciding to get paid employment. This means that English participants may acknowledge that a bad general health plays a role in the job seeking process, but that they do not rate health in general as being a barrier. A high level of agreement was found in relation to the role of this factor.

5.15.6 Personal factors

The questionnaire included 29 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment. The findings on these factors are shown in table 8 and table 9.

Non-active participants evaluated four factors as being facilitators. These included belonging to an ethnic majority, being personally ambitious, being optimistic and having second level education. Active job seekers rated 3 personal factors as being facilitators. These concerned being proficient in the language, having third level education or higher and having a work history. These 3 factors were all evaluated by non-active participants as being important facilitators. Active job seekers rated being personally ambitious and being optimistic as being important facilitators. Furthermore, both groups rated having the skills and qualifications as being an additional important facilitator.

Table 8. Personal characteristics

| Personal characteristics | UK | |
|--------------------------------------|-------------------------|-----------------------------|
| | Active Mean (SD) | Non-active Mean (SD) |
| Being male | no effect | mild facilitator |
| Being female | no effect | no effect |
| Belonging to an ethnic majority | no effect | moderate facilitator |
| Belonging to an ethnic minority | no effect | no effect |
| Being part of another minority group | mild barrier | mild barrier |
| Being proficient in the language | moderate facilitator | substantial facilitator |
| Being under 25 years old | no effect | no effect |
| Being 56 years old and over | mild barrier | mild barrier |
| Being personally ambitious | substantial facilitator | moderate facilitator |
| Lacking of personal ambition | severe barrier | moderate barrier |
| Being optimistic | complete facilitator | moderate facilitator |
| Being pessimistic | moderate barrier | moderate barrier |

| | | |
|---|-------------------------|-------------------------|
| Living alone | no effect | no effect |
| Living alone and caring for others | no effect | mild barrier |
| Living with a partner | no effect | no effect |
| Living with a partner and caring for others | no effect | mild barrier |
| Living with one's parents or in a shared household | no effect | no effect |
| Having first level education only | moderate barrier | severe barrier |
| Having second level education | no effect | moderate facilitator |
| Having third level education or higher | moderate facilitator | substantial facilitator |
| Being afraid of losing a disability pension | moderate barrier | complete barrier |
| Being afraid of losing secondary benefits | moderate barrier | complete barrier |
| Having a work history | moderate facilitator | substantial facilitator |
| Having no work history | moderate barrier | severe barrier |
| Being out of work for up to 6 months | moderate barrier | no effect |
| Being out of work for over 24 months | complete barrier | moderate barrier |
| Having the skills and qualifications | substantial facilitator | complete facilitator |
| Having the skills and experience but not the qualifications | no effect | mild barrier |

Being pessimistic was rated by both groups as being a barrier. Being out of work for up to 6 months was rated as an additional barrier by active job seekers only. Furthermore, there were some factors that were designated by active job seekers as being barriers, whereas these factors were designated by non-active participants as being important barriers. These concerned having first level education only, being afraid of losing a disability pension, being afraid of losing secondary benefits and having no work history. Conversely, non-active participants rated lacking of personal ambition and being out of work for over 24 months as being barriers, whereas these factors were rated by active job seekers as being important barriers.

The level of agreement in relation to the role of most personal factors was low for the factors that were designated as being not relevant or as facilitators or barriers. The level of agreement in relation to the important facilitators and important barriers was generally high.

Trade-offs between income and employment

Another personal factor that was included in the questionnaire was related to the trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits. Respondents indicated which statement best applied to them when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits.

Most participants of both groups evaluated the salary as being an important factor in the decision making process. Further, it can be concluded that there was low agreement within both groups in relation to the exact level of the salary that participants would settle for.

Table 9. Trade-offs that people make when making a decision to accept an offer of paid employment and potentially give up some disability-related benefits

| Statements | UK | |
|--|------------------|----------------------|
| | Active Frequency | Non-active Frequency |
| Level of salary is unimportant; to obtain permanent employment is the most important thing | 2 | 1 |
| Would need to earn at least as much money from employment as currently benefits or pension to accept a job offer | 1 | 1 |
| Would need to earn at least one and a half times more from employment as currently from benefits or pension to accept a job offer. | 1 | 1 |
| Would need to earn twice as much money from employment as currently from benefits or pension to accept a job offer | 2 | 3 |

5.15.7 Conclusions

In this section, conclusions are drawn in relation to the English results. Factors are presented that were designated by the English participants as important facilitators or important barriers in relation to the decision to look for paid employment. Next, the results of a few contextual questions are summarized that were included in the questionnaire.

Important facilitators, according to both active and non-active participants were:

- Positive and supportive attitudes of immediate family members
- A vocational guidance service
- A job matching service
- Scheme where a person with a disability can work while still receiving partial benefits or pension
- Financial supports or grants to pay for the costs of being in a job or aids and adaptations
- Someone to speak on behalf of a person with a disability if he/she is unhappy about something
- Vocational training
- A personal assistant to help carry out day-to-day activities
- Having the skills and qualifications

Important barriers, according to both active and non-active participants were:

- A progressive condition
- A persistent or episodic condition

Important facilitators, according to only one group of participants concerned:

- Communication systems (active job seekers)
- Positive and supportive attitudes of friends and acquaintances (active job seekers)
- Someone to assist a person with a disability to get the financial subsidies or grants he/she needs to pay for adaptations and assistive technology (non-active participants)
- A one stop shop that provides information and advice (non-active participants)
- A supported employment service (non-active participants)
- A stable condition (active job seekers)
- Being proficient in the language (non-active participants)
- Being personally ambitious (active job seekers)
- Being optimistic (active job seekers)

- Having third level education or higher (non-active participants)
- Having a work history (non-active participants)

Important barriers, according to only one group of participants concerned:

- Lacking of personal ambition (active job seekers)
- Having first level education only (non-active participants)
- Being afraid of losing a disability pension (non-active participants)
- Being afraid of losing secondary benefits (non-active participants)
- Having no work history (non-active participants)
- Being out of work for over 24 months (active job seekers)

In relation to the contextual questions, it was found that both groups of English participants were not familiar with a one stop shop. Non-active participants indicated that this service would be importantly helpful, whereas active job seekers gave a lower helpfulness rating. In addition, non-active participants were not familiar with a job matching service. Despite the low acquaintance, this service was considered by this group as being importantly helpful.

Finally, in relation to the trade-offs that people make when deciding to accept an offer of paid employment, it can be concluded that the majority of both groups indicated that the salary is an important factor in the decision making process. Further, there was a low level of agreement within both groups in relation to the exact level of the salary that participants would settle for.

6 Transnational comparison

6.1 Introduction

In the previous chapter, the perceptions of pwd in fifteen countries were described; different elements that could be of influence on the decision making whether or not to seek actively for a job were presented. In this chapter the results of all fifteen countries that were included in this research will be presented in one table. An overview will be given of the social and environmental factors, attitudes and support, helpfulness of services and systems, functions or capacities, health condition and personal characteristics.

6.2 Social and environmental factors

Table 1 details the findings in all fifteen countries in relation to the social and environmental factors that might facilitate people with disabilities to look for paid employment, or that might act as barriers for people with disabilities to look for paid employment.

| Table 1 Social and environmental factors, N = 180 (tot), per country N=12 | | | | | | | | | | | | | | | | |
|--|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Social and environmental factors | Tot | At | Dk | Fi | Fr | De | Ie | Mt | It | Nl | No | Pt | Ro | SI | Sk | UK |
| General transport system | | | | | | | | | B | | | | F | | | |
| Availability of adapted transport | | | | | B | | | F | F | F | F | B | F | | | |
| General information technologies | | | | F | | F | | F | | | F | | F | F | | |
| Availability of assistive technologies | | | | | | | F | F | F | F | F | | F | | | |
| Communication systems | F | | F | F | | F | | F | F | | F | F | F | F | F | F |
| Availability of assistive communication devices | F | | F | F | | | | F | F | F | F | | F | | | |
| Physical environment | | | | | B | | B | | B | | | B | B | | | |
| Living in an isolated rural environment | B | | | | | B | B | | B | B | B | B | B | B | B | |
| Living in an urban environment | F | | F | F | F | F | | F | F | | | F | F | F | F | |
| Living in a region with high unemployment | B | B | B | B | | B | B | B | | B | B | B | B | B | B | |
| Living in a region with low unemployment | | | F | F | | | F | | | | | F | F | | | |

Note

In this transnational comparison, we will present our findings though we will not start a process of interpreting the data. An interpretation of the data would be too preliminary, a comparison with the national system profiles, the focus group interviews of experts and the employers' thresholds is necessary before any conclusion can be drawn.

An overall view

The availability of communication systems and/or assistive communication devices are perceived as facilitators, meaning their presence would enhance chances on the labour market for pwd and therefore their decision to go out and look for a job. Living in an isolated rural environment or a region with high unemployment are perceived as barriers for PWD to make the decision to look for paid employment; chances to find a job under such circumstances are perceived as small which inhibits them to actively look for paid employment. On the contrary, living in an urban environment is seen as a facilitator to find paid employment.

On country level

An overall score always includes the possibility to level out differences between countries. Therefore, a closer look at country level is also necessary.

Apart from the above mentioned aspects of the social and environmental circumstances of pwd, other trends are recognisable. We perceive that half of the participating countries¹ see the availability of adapted transport as an (important) facilitator, meaning that if transport is or would be adapted, their chances on the labour market would increase and therefore their decision to go out and undertake activities to look for a job. Participants of four countries see the availability of assistive technologies as an important facilitator in the job seeking process whereas participants of nine countries have a different opinion; it is of no real relevance to them.

Concerning social and environmental factors and looking at a country level, we notice there is only one element for the Austrian and UK participants that is perceived as being of relevance in their decision whether or not to go out and look for a job. On the other end of the scale we see the participants of Romania and Italy² who consider almost every mentioned aspect as of relevance (barrier or facilitator) in their job seeking behaviour.

Important facilitators or barriers

Most important facilitators are the availability of communication systems and the availability of assistive technologies. Most important barrier appears to be living in region with high unemployment.

6.3 Attitudes and support

Table 2, on the next page, details the findings in relation to a set of six factors concerning the attitudes and support of the social environment. These factors cover the private social environment as well as the professional environment.

An overall view

Participants of all countries consider the positive attitude of immediate family members as an important facilitator when making the decision to actively search for paid employment. A negative attitude is experienced as a barrier, but not an important barrier in this process. The role of friends and acquaintances is seen as a facilitator when being in the process of deciding to look actively for a job. The opposite situation, negative and unsupportive attitudes of friends are perceived as a factor of less or no real relevance.

¹ Two countries see adapted transport as a barrier: from the rough data we may conclude 'the lack of adapted transport'.

² When mentioning Italy, in fact it means Italy, Veneto region

| Table 2 Attitudes and support, N=180 (tot), per country N=12 | | | | | | | | | | | | | | | | |
|---|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Attitudes and support | Tot | At | Dk | Fi | Fr | De | Ie | Mt | It | Nl | No | Pt | Ro | Sl | Sk | UK |
| Positive and supportive attitudes of immediate family members | F | F | F | F | F | F | F | F | F | F | F | F | F | F | F | F |
| Negative and unsupportive attitudes of immediate family members | B | B | B | B | | B | B | B | B | B | B | B | B | B | B | |
| Positive and supportive attitudes of friends and acquaintances | F | F | F | F | | F | F | F | F | | F | | F | F | F | F |
| Negative and unsupportive attitudes of friends and acquaintances | | | B | B | | | B | B | | | B | | B | B | B | |
| Attitudes of employers towards people with disabilities | | | | | | | | F | | B | | | | | F | |
| Attitudes of professionals | | F | | F | | | | F | F | F | | F | | | B | |

The attitudes of employers towards people with disabilities are not considered a barrier nor a facilitator. We find the same when looking at the attitudes of professionals. The attitude of professionals is considered a factor of no importance when being in the process of deciding to look for paid employment.

On country level

Again, when looking at the country level, there are countries with a different view compared to the overall opinion. One interesting example concerns the opinions of the Dutch participants about the importance of the attitudes of family, friends and employers; Dutch participants perceive this aspect as being slightly relevant, compared to the participants of all other countries who see the positive attitude of direct family as an important facilitator. Another one concerns the opinions of the French participants about the role of friends. For the French participants, the positive support of friends is seen as a factor of no importance in their decision whether or not to undertake actions to find a paid job. The Dutch and Portuguese participants are a bit more positive; though still see this element as of no real relevance. Participants of all other twelve countries see the support of friends as a (important) facilitator. As it concerns employers, the Dutch participants are the only ones that perceive the attitudes of employers as an important barrier, whereas overall seen, the attitude of employers is not considered a factor of relevance. On the other hand, Slovakian participants see a positive role for the employers.

According to the participants of six countries, the attitude of professionals is seen as an important facilitator, which is not the case on a general level where the attitude is not considered having a role of relevance. Again, participants of Slovakia conclude the opposite, according to them, professionals have a very negative impact on their decision to look actively for paid employment. Concerning attitudes and support and looking at a country level, we notice there is only one element for the French participants that is perceived as being of relevance in their decision whether or not to go out and look for a job. On the other end of the scale we see the participants of Slovakia who consider almost every mentioned aspect as of relevance (barrier or facilitator) in their job seeking behaviour.

Important facilitators or barriers

Most important element for facilitating the decision whether or not to go out and seek for a job appears the positive and supportive attitudes of immediate family members. There is no real important barrier.

6.4 Helpfulness of services and systems

In table 3, the findings are shown in relation to the factors that apply to the services and systems which are aimed at helping people with disabilities to look for paid employment. The respondents indicated whether or not they would consider it helpful to people with disabilities looking for paid employment.

| Table 3 Helpfulness of services and systems, N=180 (tot), per country N=12 | | | | | | | | | | | | | | | | |
|---|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Helpfulness of services and systems | Tot | At | Dk | Fi | Fr | De | Ie | Mt | It | Nl | No | Pt | Ro | Sl | Sk | UK |
| Vocational guidance service | F | F | F | F | F | F | F | F | F | | F | F | | F | F | F |
| A job matching service | F | F | F | F | F | F | F | F | F | | F | F | F | F | F | F |
| Work while receiving partial benefits | F | F | F | F | - | F | F | F | F | F | F | F | | F | F | F |
| Financial supports or grants | F | F | F | F | - | F | F | F | F | F | F | F | F | F | F | F |
| Assistance in getting financial subsidies | F | F | F | F | - | F | F | F | F | F | F | F | | F | F | F |
| Someone to speak on behalf of a person | F | F | F | F | - | F | F | F | F | F | | F | | F | F | F |
| A one stop shop | F | F | F | F | - | F | F | F | F | F | F | F | F | F | F | F |
| A supported employment service | F | F | F | F | - | F | F | F | F | F | F | F | F | F | F | F |
| Vocational training | F | F | F | F | F | F | F | F | F | F | F | F | F | F | F | F |
| A personal assistant | F | F | F | F | F | F | F | F | F | F | F | F | F | F | F | F |

An overall view

Four elements are seen as facilitators, all other services are seen as important facilitators for PWD in their decision to look for paid employment.

On country level

Participants of Ireland consider most elements as being facilitators, only some elements are important facilitators in their opinion. Participants of five countries (At, Fi, Mt, Sl, UK) perceive all elements as important facilitators. If these services are available, the decision to actively start looking for a job would be easier, according to pwd in these countries. Participants of Romania are hesitant in their opinion. Only supported employment services are seen as an important facilitator, four services are even perceived as being of no real help at all. Participants of France had in many cases no opinion.

Important facilitators or barriers

Financial supports and personal assistance were perceived as being most important for facilitating the decision whether or not to go out and seek for a job.

Table 3a continues the findings in relation to the factors that apply to the services and systems which are aimed at helping people with disabilities to look for paid employment.

| Table 3a Helpfulness of services and systems, N=180 (tot), per country N=12 | | | | | | | | | | | | | | | | |
|--|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Helpfulness of services and systems | Tot | At | Dk | Fi | Fr | De | Ie | Mt | It | Nl | No | Pt | Ro | Sl | Sk | UK |
| Mainstream employment services | | B | | F | | | | F | | | | | | | B | |
| Specialist employment services | F | F | F | F | F | | F | F | F | | F | | | F | | F |
| Laws and regulations | | B | | | | | | F | | | | | | | | |
| Availability or affordability of childcare services | | | | | | F | B | F | F | | F | | | F | | |

An overall view

Of all elements only specialist employment services are seen as facilitating in the process of finding paid employment, other system elements or services are not seen as of relevance.

On country level

Participants of two countries (At, Dk) perceive mainstream employment services as barriers, most others think they are of no relevance. Participants of three countries (Nl, Pt, Ro) have the opinion that none of the mentioned elements are of any relevance, whereas the Maltese participants consider the opposite, every mentioned element is an (important) facilitator in the decision to go and seek for work. Irish participants are the only ones who consider the availability of childcare services as a barrier, others see it as a facilitator or of no relevance.

Important facilitators or barriers

Most important of the described elements seems to be the availability of specialist employment services, though only two countries perceive this as being an important facilitator. None of the mentioned elements are perceived as important barrier.

6.5 Functions or capacities

Table 4 details the findings of all participating countries in relation to how severe a limitation a person would need to have for it to become a barrier to seeking paid employment. In this way, seven categories of functions or capacities were evaluated.

Participants were supposed to indicate the level of limitation in order for it to become a barrier. A cut off point of 1,5 was created to show whether a person who is fairly limited in a specific function will experience his limitations as a barrier in seeking for paid employment.

| Table 4 Functions or capacities, N=180 (tot), per country N=12 | | | | | | | | | | | | | | | | |
|---|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Functions or capacities | Tot | At | Dk | Fi | Fr | De | Ie | Mt | It | Nl | No | Pt | Ro | Sl | Sk | UK |
| Limitations in intellectual functioning | | | | | B | | | | | | | | | B | | |
| Limitations in physical or sensory functioning | | | | | | | | | | | B | | B | B | | |
| Limitations in emotional or social functioning | | | | | | | | | | | | | | B | | |
| Limitations in mobility | | | | | | | | | | | B | | | B | | |
| Limitations in learning and applying knowledge | | | | | | | | | | | | | B | B | | |
| Limitations in the ability to handle interpersonal relationships | | | | | B | | | | | | | | | B | | |
| Limitations in the ability to communicate | | | | | B | | | | | | | | | B | | |

B: A moderate limitation is already seen as a barrier

An overall view

We see that for all limitations a fairly to severe limitation becomes a barrier for participants to undertake actions to find a paid job. In other words, a moderate limitation is not perceived as of being a real barrier.

On country level

Participants of Slovenia think that a moderate limitation, regardless of the type of limitation, already forms a barrier in seeking paid employment. Participants of almost all other countries carry the opinion that the limitation should be fairly to severe before it becomes a barrier when thinking of seeking a paid job. Participants of Italy, Slovakia and the UK have the strongest opinion regarding the severity of the limitation; the limitation should be really severe before it forms a barrier for people with disabilities to actively look for a paid job. On the other hand, participants of France and Norway think a fair limitation already forms a barrier for pwd in their decision whether or not to find work.

Important barrier

Moderate limitations in physical or sensory functioning already being a barrier are recognised as such by four countries, are seen as the relatively most important barrier in the decision to seek paid work.

6.6 Health condition

Table 5 shows the findings with regard to the factors in relation to the health condition. Respondents indicated whether several health conditions do or do not act as a barrier for persons deciding to get into paid employment.

| Table 5 Health condition, N=180 (tot), per country N=12 | | | | | | | | | | | | | | | | |
|--|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Health condition | Tot | At | Dk | Fi | Fr | De | Ie | Mt | It | Nl | No | Pt | Ro | Sl | Sk | UK |
| Progressive condition | | B | | B | B | | B | B | | | B | B | B | B | B | |
| Persistent or episodic condition | B | B | | B | B | | B | B | | B | B | | B | B | B | B |
| Stable condition | | | | B | | | | | | | | | B | | | |

B: Perceived as a Barrier

An overall view

The majority of participants consider a progressive condition and a persistent or episodic condition as a barrier to seek for paid employment. A stable condition is not perceived as being a barrier in the decision to seek for a paid job.

On country level

Participants of nine countries (At, Fi, Fr, Ie, Mt, No, Ro, Sl, Sk) think that a progressive condition or a persistent/episodic condition forms a barrier for pwd to decide to find a paid job. Participants of Denmark, Germany and Italy (Veneto region) do not share this opinion, these health conditions are not perceived as barriers in the job search decision. Participants of Finland and Romania carry the opinion that a stable condition also forms a barrier, participants of other countries don't see a stable condition as a barrier.

Important barrier

Both conditions are perceived as barriers by almost all countries.

In addition, respondents were asked how poor a person's general health needs to be in order for it to become a barrier to a person deciding to get paid employment. There is an overall opinion that a poor general health is perceived as a barrier in decision to actively search for paid employment. Participants of Romania perceive a moderate health already as a barrier.

6.7 Personal characteristics

The questionnaire included 28 items on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment (6a and table 6b).

An overall view

Being proficient in the language, ambitious and optimistic are perceived as facilitators when making decisions regarding looking for a paid job. On the other hand, being over 56, lacking personal ambition and being pessimistic are seen as barriers in this decision making process. Other personal characteristics, for instance gender and belonging to an ethnic majority or ethnic minority are not considered factors of relevance in the decision to seek for paid employment. Being under 25 is a factor of no relevance, it has no facilitating role in the decision whether or not to find work.

| Table 6a Personal characteristics, N=180 (tot), per country N=12 | | | | | | | | | | | | | | | | |
|---|-----|----------|----------|----|----------|----------|----|----------|----------|----------|----|----------|----|----------|----------|----------|
| | Tot | At | Dk | Fi | Fr | De | Ie | Mt | It | Nl | No | Pt | Ro | Sl | Sk | UK |
| Being male | | | | | | | | | | | | | | F | | |
| Being female | | | | | | | | | | | | | | 1,0 | | |
| Part of ethnic majority | | | F | | F | | | | | | | | | F | | |
| Part of ethnic minority | | B | B | | B | | | B | | B | | | | B | B | |
| Part of another minority | | B | | | | | | B | | B | | | | B | B | |
| Proficient in the language | F | | F | F | F | F | F | F | F | F | F | F | | F | F | F |
| Under 25 years old | | | | | | F | | F | | F | | | | | | |
| 56 years old and over | B | B | | B | B | B | B | B | B | B | B | B | B | B | B | |
| Personally ambitious | F | F | F | F | F | F | F | F | F | F | F | F | | F | F | F |
| Lacking of personal ambition | B | B | | B | B | B | B | | B | B | | B | | B | B | B |
| Being optimistic | F | | F | F | F | F | F | F | F | F | F | F | | F | F | F |
| Being pessimistic | B | | B | B | B | B | B | B | B | B | B | B | | B | B | B |

On country level

In Slovenia, being male is a facilitator when thinking of actively search for paid employment, according to the participants of this country. None of the other countries recognise this facilitating role of being male. Participants of three countries (Dk, Fr, Sl) see the belonging to an ethnic majority as a facilitator, others don't though participants of much more countries recognise the barrier role for belonging to an ethnic minority. Participants in Austria see this as an important barrier. If a person with a disability belongs to an ethnic minority, it is perceived as being a barrier in half of the participating countries (At, Dk, Fr, Mt, Nl, Sl, Sk), others see this as a factor of no relevance. Participants of almost all countries see an important role for speaking the language of the country; being proficient in the language is a (important) facilitator when thinking of seeking a paid job. The same counts for ambition and optimism.

Important facilitators or barriers

Being proficient in the language is seen as the most important facilitator, on second comes being optimistic. Over 56 years of age is recognised as the most important barrier in the decision to seek for paid employment.

Personal characteristics, continued

The findings on personal factors that may act as either barriers or facilitators for people with disabilities deciding to get paid employment are continued in table 6b.

| Table 6b Personal characteristics, N=180 (tot), per country N=12 | | | | | | | | | | | | | | | | |
|---|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Personal characteristics | Tot | At | Dk | Fi | Fr | De | Ie | Mt | It | Nl | No | Pt | Ro | Sl | Sk | UK |
| Living alone | | | | | F | | | | | | | | | | | |
| Living alone and caring for others | | B | | | | | B | B | B | B | | | B | | | |
| Living with a partner | | | F | | | | | | F | | | | | F | F | |
| Living with a partner and caring for others | | | F | | | | | | | | | | | F | F | |
| Living with parents /shared household | | | | | | | | | | | | | | | | |
| Having first level education only | B | | | B | | B | B | B | B | | | B | B | B | | B |
| Having second level education | | | F | F | | | | F | | | | | | | | |
| Having third level education or higher | F | | F | F | F | F | F | F | F | F | | F | | F | F | F |
| Being afraid of losing a disability pension | B | B | | | | B | B | B | | | | B | | | B | B |
| Being afraid of losing secondary benefits | | B | | | | | B | B | | | | B | | | B | B |
| Having a work history | F | F | F | F | | F | F | | F | | F | F | | F | F | |
| Having no work history | B | B | B | B | | B | B | | B | B | | B | | B | B | B |
| Being out of work for up to 6 months | | | | | | B | | | | | | | | B | | |
| Being out of work for over 24 months | B | B | B | B | B | B | B | | B | B | | | B | B | B | B |
| Having the skills and qualifications | F | F | F | F | F | F | F | F | F | F | F | F | F | F | F | F |
| Having skills/experience, no qualifications | | B | | B | | | | | | | | | | | | |

An overall view

Family conditions do not play a role of significance in the decision to seek for paid employment. Living alone, sharing a household and/or caring for others do not act as facilitators nor as barriers to seek for paid employment.

Having a third level of education, having a work history and/or having the skills and qualifications are all facilitators in the decision to seek for a paid job. On the opposite, having a first level of education, being out of work for more than two years or having no work history are perceived as barriers in the job seeking process. One more aspect is seen as a barrier, which is the possibility of losing a disability pension.

On country level

In Norway, almost all factors appear to be of no relevance, according to the Norwegian participants. Participants of six countries (At, Ie, Mt, It, NI) carry the opinion that living alone and caring for others forms a barrier in deciding whether or not to seek for a paid job, other countries see this as a factor of no relevance. Living with a partner is sometimes seen as a facilitator, in most cases it doesn't play a role.

Participants of seven countries (At, De, Ie, Mt, Pt, Sk, UK) see the potential loss of a disability pension as a barrier for finding a paid job, participants of the other eight countries do not see this as a factor of relevance.

Important facilitator or barriers

Having the skills and the qualifications is perceived as the most important facilitator when thinking of looking for a paid job. The most important barrier seems to be the long term unemployment position, that is being out of work for more than two years.

6.8 Conclusion and next steps

Overall seen, there are some factors that are recognised by (almost) all participating countries, others are only important in some.

Looking at the important facilitators and barriers it becomes clear that direct support by means of vocational guidance and employment services are important elements for participants in almost all countries to positively influence their decision to undertake activities to find a paid job. Another very important over all the participating countries concerns the support of direct family and friends, a positive support of direct family and friends stimulates participants and the opposite, a negative support of direct family and friends is felt as a strong barrier in their decision making process.

Concerning the personal characteristics we recognise an important role for education and skills and qualification, but also for personal characteristics like ambition and an optimistic view on life.

As already mentioned, there appeared to be considerable differences between the countries in terms of participants ratings of these factors. These differences are related to differences in the national systems in which they operate (e.g. all of the services examined in the study do not exist in each country), the differing experiences of the participants with regard to actually undertaking actions in order to find a paid job and perhaps also national cultural differences in terms of what opinions people are prepared to and how strongly they are prepared to report them.

The next steps in using this data are to combine them with data from the other levels of investigation in the Opti-Work study to produce a better off analysis for a person with a disability whether or not to find a paid job. In addition, two further Jobseeker Threshold models will be produced. The first (to be used in combination with the other data alluded to) will be a 'restricted' model which will use only those factors shown to be of the highest importance in influencing decision making. The second or 'extended' model will combine this survey data with data from the open-ended questions of the jobseekers survey and other data sources within the project to produce the final version of the Jobseeker Threshold Model. It is intended that this final version, together with a second and final version of the Jobseekers Threshold Tool will then be used on a wider scale to produce more reliable and more valid models at both national and EU level.