

6th Framework Research Programme:
research for policy support

Opti-Work

Optimising strategies for integrating
people with disabilities into Work

Opti-Work Vision

- An active and inclusive labour for people with disabilities
 - ⇒ This requires:
 - An effective demand for workers with disabilities on the part of recruiters
 - An effective supply of active jobseekers in the labour market

- Interventions and policies should be focused on creating an active market rather than simply trying to put people into work
 - ⇒ This means identifying the barriers and facilitators to:
 - Proactive recruiting of jobseekers with disabilities on the part of employers
 - Active job seeking on the part of people with disabilities

Overview of perception as being disabled or not, in %

	At	Dk	Fi	Fr	De	Ie	It	Mt	NI	No	Pt	Sk	SI	UK
No disability	87	80	68	75	89	89	93	92	75	84	80	92	81	73
A disability	13	20	32	25	11	11	7	8	25	16	20	8	19	27
being perceived as:														
Light	4	6	11	11	0	2	1	2	12	0	5	0	3	9
Some	1	3	5	4	1	1	1	1	7	0	2	0	2	4
Severe	4	6	7	5	8	6	2	2	3	0	6	2	7	5
Very severe	3	4	8	4	0	1	3	3	3	15	8	5	8	6

Source: OESO

PWD in work, work related circumstances, not in work; in %

	At	Dk	Fi	Fr	De	Ie	It	Mt	NI	No	Pt	Sk	SI	UK
PWD in work	19	29	45	35	13	17	9	12	41	24	27	10	25	40
dis. pension	4	7	5	5	4	2	0	0	8	0	0	6	0	4
early retired	1	3	2	1	0	1	1	0	0	0	1	0	0	0
unemployed	5	5	9	10	10	5	8	7	5	4	7	18	6	5
Not in work	71	56	39	49	73	75	82	81	46	72	65	66	69	51

Key Issue 1

- A Priori vs Ad Hoc Analysis
 - This is a Co-ordination Action
 - It is specifically building on what is known
 - ICF
 - Threshold
 - Research Evidence
 - State of the Art

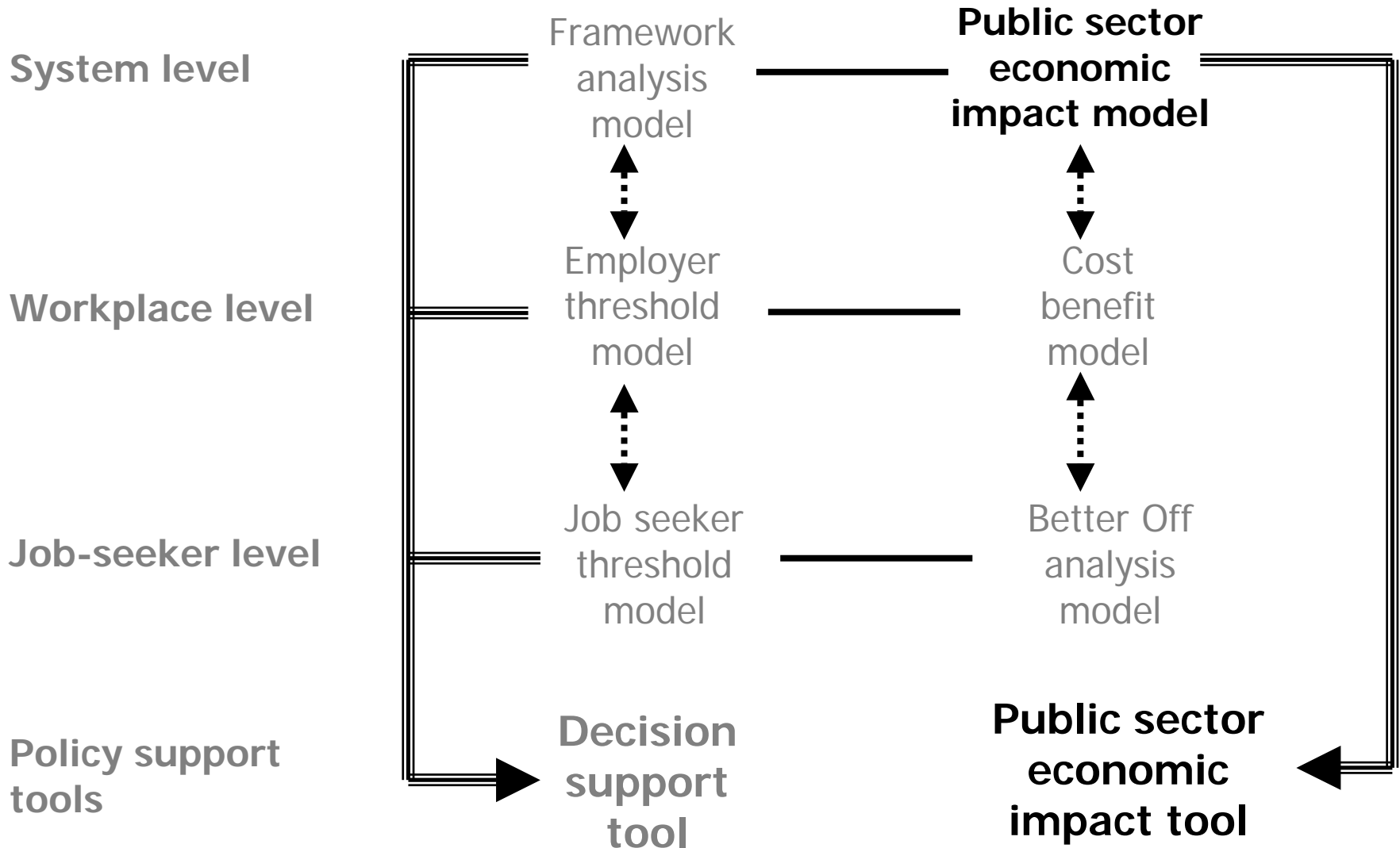
Objectives

- To build working models of:
 - Job Seeking decision making of people with disabilities
 - Recruitment decision making of employers
 - Economic Impacts for the State, employers and people with disabilities,
- With limited resources

Key Issue 2

- Model Building not Model Testing
 - Diversity rather depth
 - Selective Sampling
 - Small number of expert informants
 - Confirmation rather estimation

Deliverables



Explanatory Models

Structure Vs Agency

Participation Restriction in the Labour Market

Agency

Structure

Environment

Policy & Legislation

Administration/Regulation

Economic & Labour Market Conditions

Socio-cultural factors (Attitudes)

Products & Technology

Mediating Services & Supports

Workplace Conditions

Family & Relationships

Function, Capacity & Activity

**Personal
Characteristics**

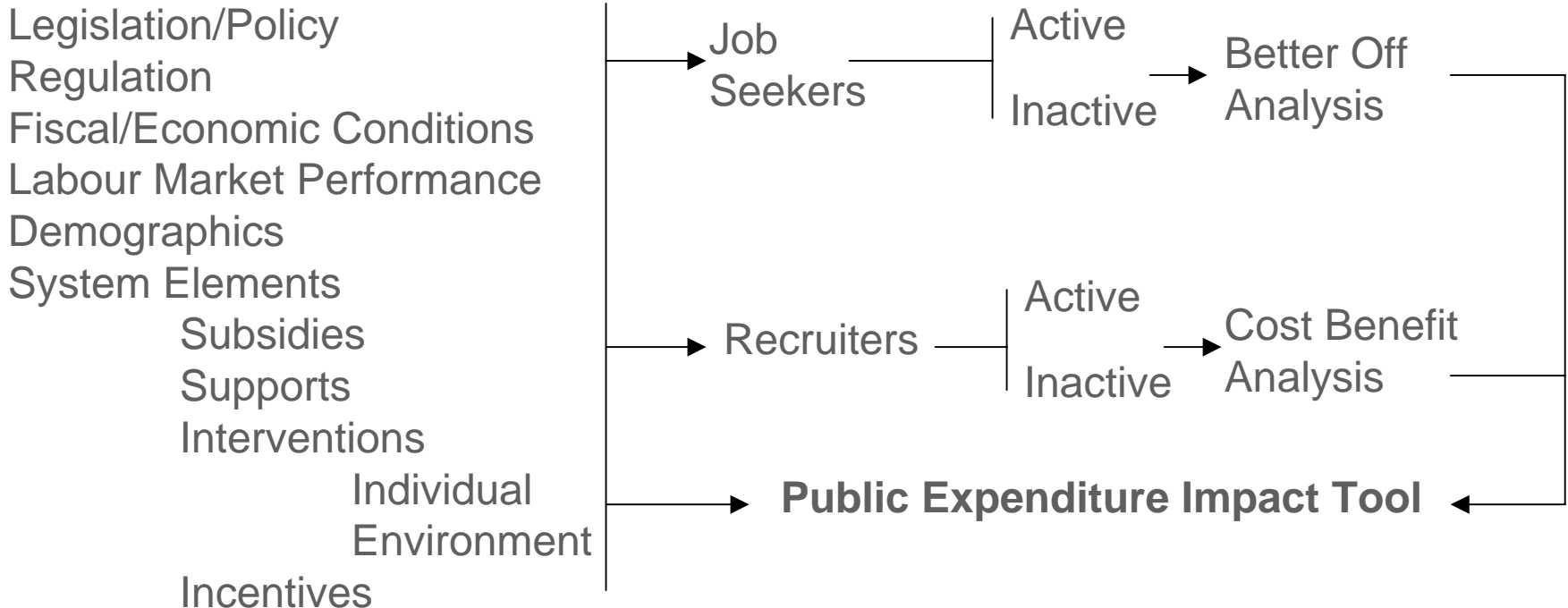
**Health
Condition**

The Person

**Labour
Market**

Project Design

Jurisdictions X 15



Key Issue 3

- Economic vs Public Spending Impact

The Research Partners

- iRv – The Netherlands
- ASTRI – The Netherlands
- University of Maastricht – The Netherlands
- Rehab Research & Innovation – Ireland
- Work Research Centre – Ireland
- London School of Economics – UK
- E Worx – Greece
- Rehabilitation Foundation – Finland
- Employers Forum on Disability - UK
- European Platform for Rehabilitation – 15 National Contact Centres

The National Contact Centres



BBRZ Gruppe
Austria



Centro Polifunzionale
Don Calabria
Instituto Polifunzionale
Don Calabria, Italy



CRPG
Portugal



SAVEZ
Slovakia



MarselisborgCentret

MarselisborgCentret
Denmark



THE EDEN FOUNDATION

The Eden Foundation
Malta



SRH Learnlife AG
Germany



Inštitut
Republike Slovenije
za rehabilitacijo
Institute for Rehabilitation,
Republic of Slovenia



CRM
France



SRL
STICHTING REVALIDATIE LIMBURG

SRL
The Netherlands



Merikoski Vocational
Training Centre, Finland



Momentum
UK



National Learning Network
Ireland

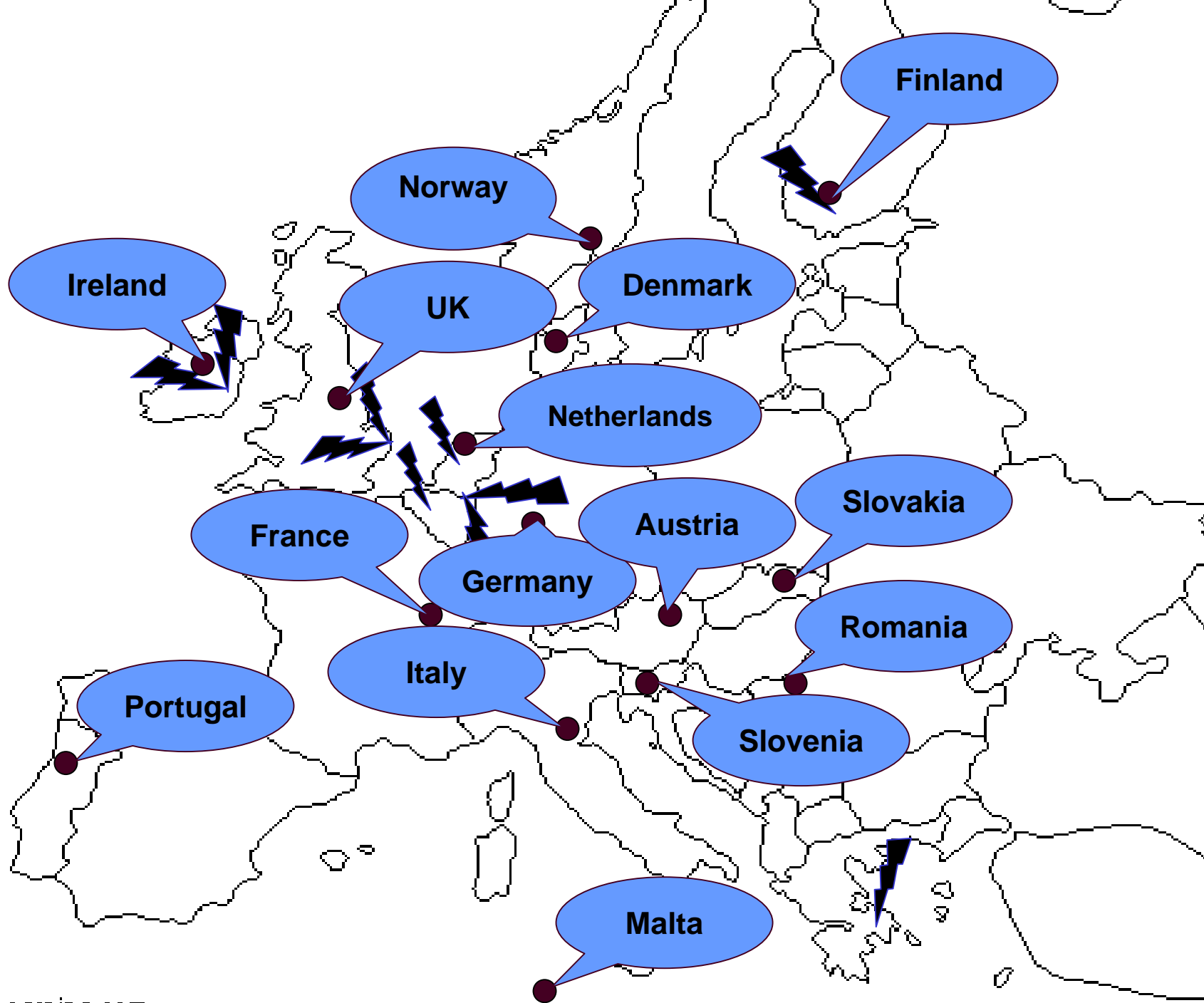


Attføringsbedriftene

AVRE
Norway



Freelance expert
Romania



Informants

- Stakeholders: 10 per Member State 150
- Jobseekers: 12 per Member State 180
- Recruiters: 10 per Member State 150

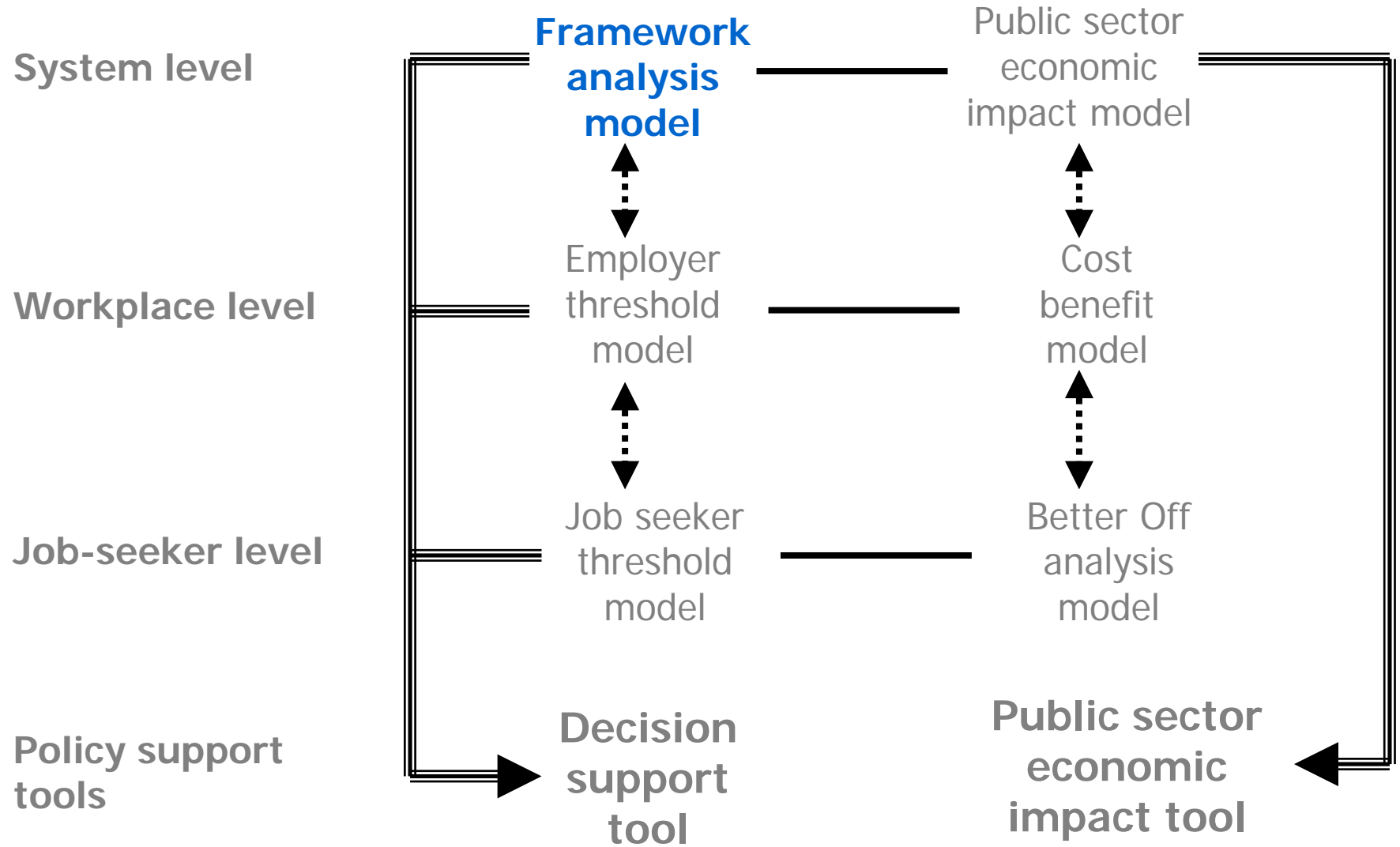
Key Issue 4

- Active vs Proactive

⇒ There are many distinctions that apply to both jobseekers and employers including:

- Passive dependent
- Passive aspirational
- Passive active

Active passive
Active compliant
Active proactive



Framework Analysis Tool: System Characteristics

- Unemployment Rates
 - People with disabilities
 - General
- Policy Approach
 - National Activating Policies
 - Investment in activating measures
 - Developments in reintegration policies
- Social Spending
 - As a proportion of GDP
 - Allocated to disability pensions
 - Allocated to active intermediate labour market measures
- The Financial Costs of Disability

Framework Analysis Tool: National Disability Profile

- The Proportion of:
 - People with disabilities in the national population;
 - Employed people with disabilities compared to the national working population;
 - People on disability pensions;
 - People who have early retired for health reasons
 - People in vocational training
 - People with disabilities in Active Labour Market Measures

Framework Analysis Tool: Policy Domains

- Non-discrimination
- Employment
- Social inclusion
- Vocational education/ training
- Social protection
- Rehabilitation
- Health & Safety at work
- Disability
- General Health

Framework Analysis Tool: System elements

Job Seeker focus

■ Finance

- Subsidies
- Incentives
- Flexible benefits
- Aid/financial support
- Equipment grants

■ Work related

- Job matching
- Reasonable accommodation
- Workplace adaptation
- Supporting technology
- Job reorganisation
- Positive action

Framework Analysis Tool: System elements

Job Seeker focus

■ Interventions

- Vocational assessment
- Case management
- Vocational rehabilitation
- Prevocational training
- Job coaching
- Supported employment
- Sheltered employment
- Intermediate labour market measures

■ Supports & Advice

- Guidance and counselling
- Advocacy
- Information and advice
- Disability awareness training
- Accessible transport
- Psychological help
- Personal assistant
- Assistance in accessing grants

Framework Analysis Tool: System elements

Employer focus

■ Finance

- Productivity-related financial supports
- Reasonable accommodation allowance
- Positive financial incentives
- Employment levies/sanctions subsidies

■ Work related

- Adjustment to work organisation/conditions
- Workplace monitoring
- Job/person matching

Framework Analysis Tool: System elements

Employer focus

■ Policy

- Disability equality assessment
- Positive disability accreditation
- Employment quotas/targets

■ Support and advice

- Accessibility advisors/ergonomics
- Interpreter service for the deaf
- Disability awareness training
- Recruitment support/agencies

Perceived effectiveness: Selected Policy Elements

	At	Dk	Fi	Fr	De	Ie	It v	Mt	NI	No	Pt	Sk	SI	UK
Non-discrimination	y	?	y	±	±	±	?	y	±	±	±	±	±	±
Employment	y	y	y	y	y	?	±	y	±	y	±	±	±	±
Social inclusion	y	±	±	y	±	?	y	±	±	±	?	±	±	±
Vocational education/ training	y	y	y	y	y	y	±	y	±	y	±	±	y	±
Rehabilitation	y	y	y	±	y	?	±	?	±	y	y	±	y	±



Consensus



No Consensus



Uncertainty

Perceived effectiveness: Selected job seeker oriented system elements

	At	Dk	Fi	Fr	De	Ie	It v	Mt	NI	No	Pt	Sk	SI	UK
Vocational assessment	y	y	?	±	y	?	±	?	±	y	±	?	±	±
Case management	y	?	?	?	y	?	±	±	±	y	?	?	±	±
Specialised vocational education/training	y	±	?	±	y	y	y	y	±	±	y	y	±	±
Job coaching	±	y	?	?	y	y	±	y	±	±	±	?	±	±



Consensus



No Consensus

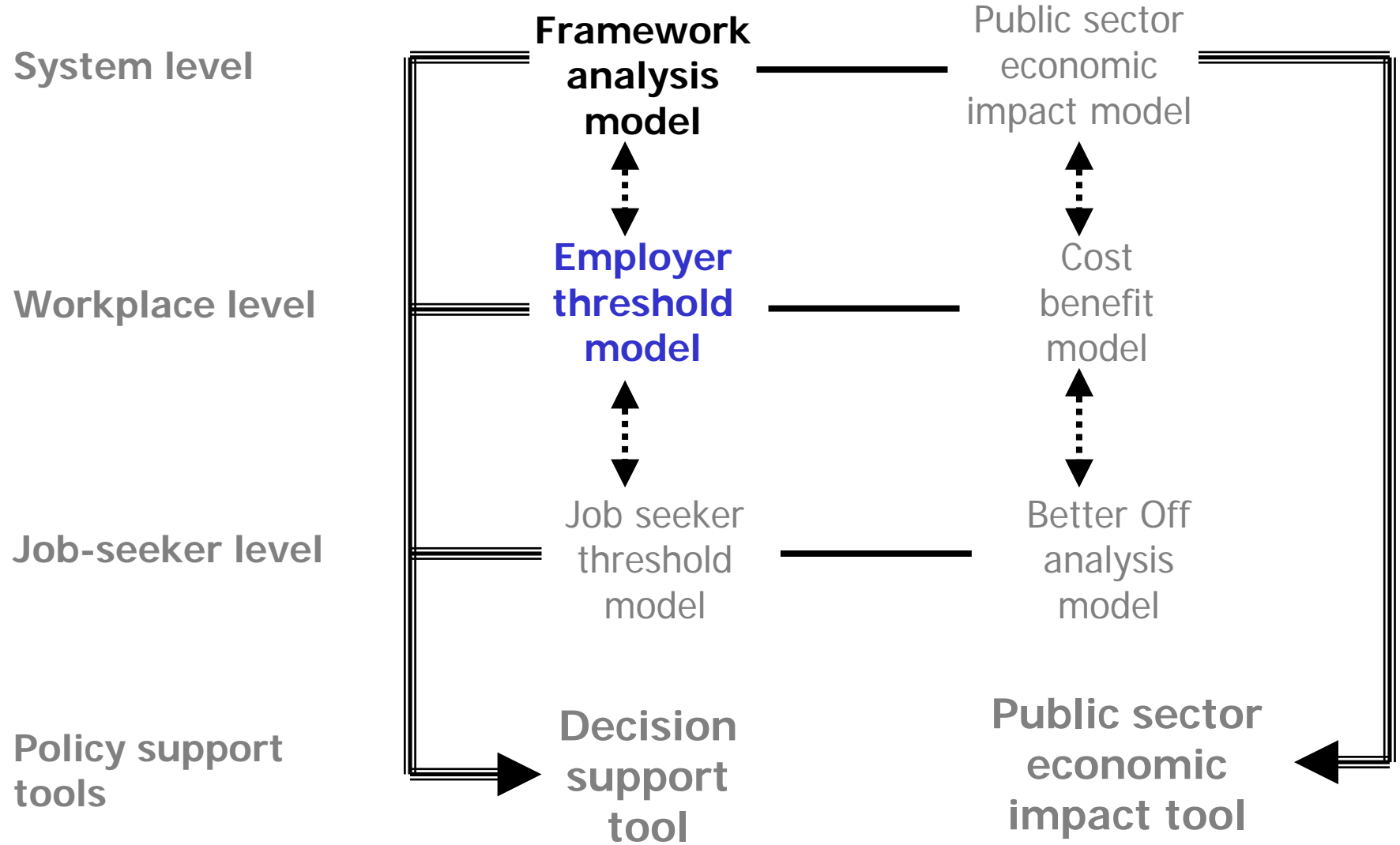


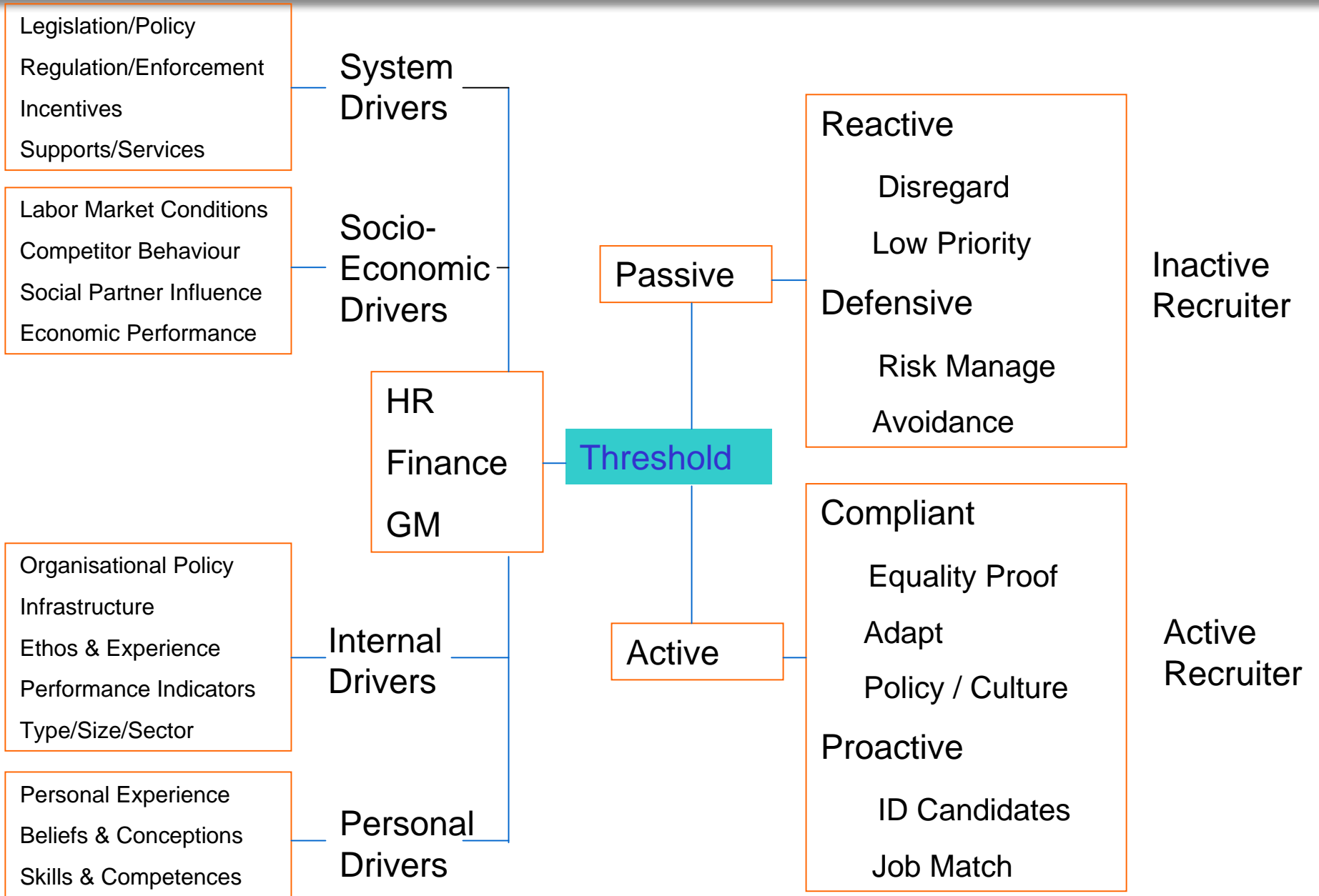
Uncertainty

Perceived effectiveness: Selected work related system elements

	At	Dk	Fi	Fr	De	Ie	It v	Mt	NI	No	Pt	Sk	SI	UK
Job matching	±	y	?	?	y	±	y	±	±	y	±	±	±	±
Reasonable accommodation	y	y	?	?	±	y	±	±	±	y	?	y	?	±
Workplace adaptation	y	y	?	y	y	y	y	±	±	±	±	y	±	±
Assistive technology	y	y	?	y	y	y	±	±	y	y	±	y	±	±
Job reorganisation	y	±	?	?	y	?	±	?	±	±	±	±	±	±

- y Consensus
- ± No Consensus
- ? Uncertainty





Helpfulness of external services, some examples

	Dk	Fi	Fr	De	Ie	It v	Mt	NI	No	Pt	SI	Sk	UK
Job coaching	2,6	2,1	2,7	3,0	3,3	3,0	2,9	1,7	2,4	3,4	2,4	2,1	2,8
Information and advice	2,0	1,6	1,5	3,0	3,0	2,8	2,3	2,6	2,0	3,0	2,9	2,5	2,9
Recruitment Agencies	1,9	2,4	2,6	2,8	2,8	3,1	2,8	1,7	1,6	3,4	2,3	2,6	2,5
Job/Person Matching	2,0	2,6	2,2	2,4	3,3	3,2	2,0	2,7	2,2	3,2	3,4	2,9	2,8
Productivity Related Financial Supports	3,3	3,0	2,0	3,0	2,3	3,2	2,8	3,1	2,6	2,9	2,7	2,9	2,5
Financial Incentives	2,9	2,7	1,8	1,8	1,8	3,3	3,1	3,0	2,7	3,1	3,1	3,2	1,3
Financial Penalties	0,0	1,0	1,3	0,2	0,7	1,6	0,8	1,6	0,0	2,4	2,3	1,3	0,5

No Effect
 Slightly Helpful
 Moderately Helpful
 Very Helpful
 Extremely Helpful

Role of organisational culture and motivational factors, some examples

	Dk	Fi	Fr	De	Ie	It v	Mt	NI	No	Pt	Ro	SI	Sk	UK
Previous experience	-0,1	1,6	2,1	1,1	1,5	0,8	1,8	0,4	2,1	1,8	0,6	1,7	0,6	1,9
Boardroom commitment	0,2	1,2	2,1	1,7	1,4	1,1	2,0	1,3	0,5	1,8	1,8	2,5	1,5	1,4
Opinions of staff and colleagues	0,5	1,5	1,3	1,0	1,7	0,0	1,6	1,1	0,9	0,7	1,4	1,6	0,3	1,7
Expectation of impact on productivity	0,1	0,1	0,2	-0,7	-0,5	-0,1	0,4	-0,4	-1,3	0,7	0,0	0,4	-0,6	-0,4
Public Image of the organisation	0,4	1,3	2,0	0,8	2,1	1,2	2,4	1,7	0,8	1,0	1,3	2,1	1,3	1,1
Insurance costs	0,0	-0,1	1,0	0,0	-0,6	0,0	-0,2	-0,7	-1,4	0,0	-1,0	-0,1	1,4	-0,4
Factors associated with PWD	1,1	0,1	1,1	-0,2	0,2	0,0	1,0	-0,6	-0,3	0,7	-0,4	0,8	-0,2	0,2

 Neutral

 Somewhat positive

 Very positive

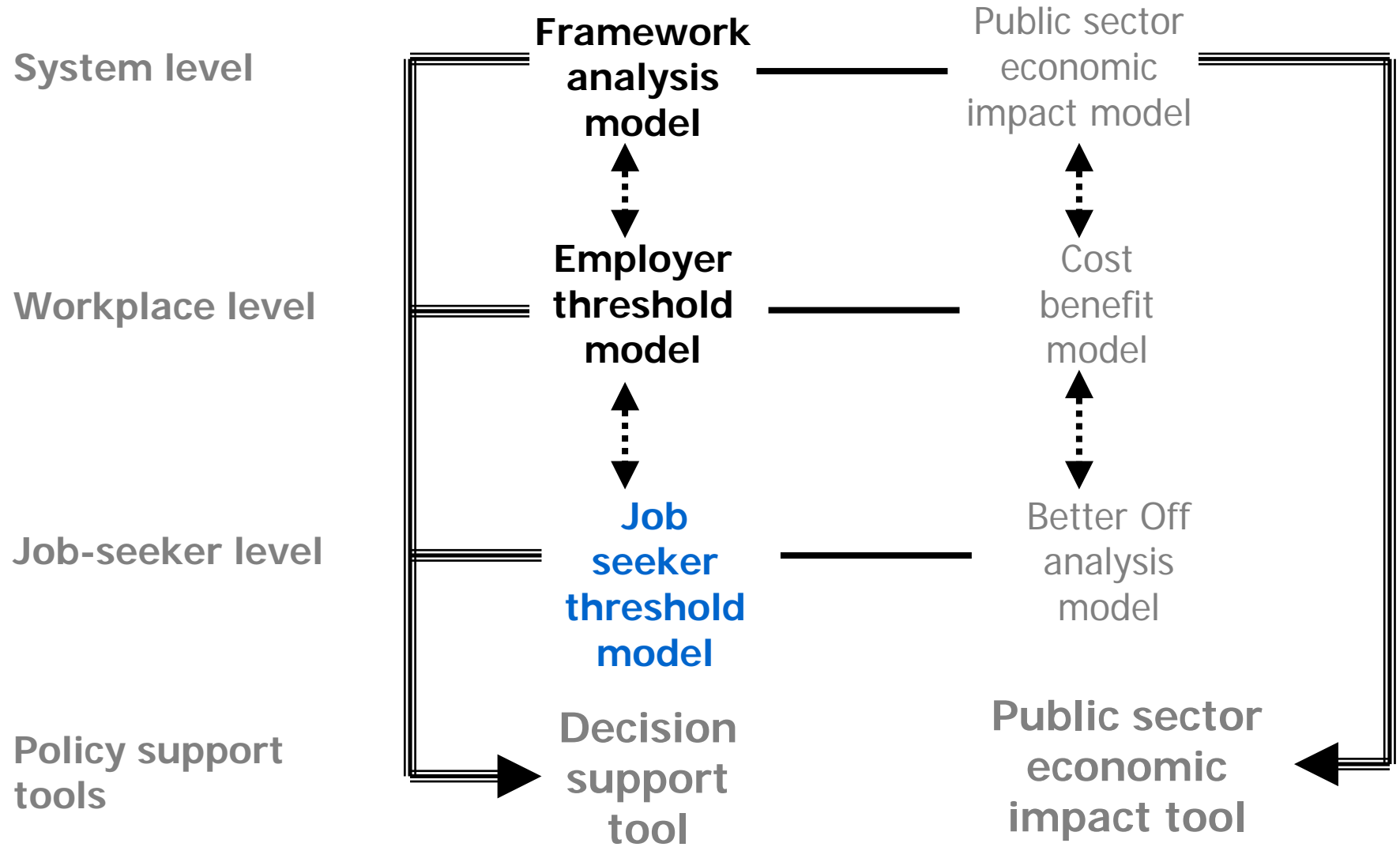
Role of external system factors, some examples

	Dk	Fi	Fr	De	Ie	It v	Mt	NI	No	Pt	Ro	SI	Sk	UK
The example of competitors	0,0	0,0	0,6	0,2	0,0	0,2	0,6	0,0	0,0	0,1	0,2	0,7	0,1	0,0
The influence of the social partners	0,1	0,0	1,3	-0,1	0,4	-0,1	1,0	0,9	0,0	0,7	0,3	0,8	1,2	0,8
The state of the economy	0,3	-0,3	0,6	-0,4	0,2	-0,9	0,0	0,2	0,9	-0,7	-2,3	0,7	-1,7	-0,1
Legal requirements to employ pwd		0,0	2,1	-0,9	0,7	0,3	1,3	0,2		-0,2	-0,1	1,4	1,7	0,7
Labour shortages	1,0	0,3	0,2	0,2	1,6	-1,4	0,0	0,4	1,1	-0,5	0,0	0,8	-2,4	0,7

 Very negative
  Somewhat negative
  Neutral
  Somewhat positive
  Very positive

Employer Threshold Factors

- Productivity Related Financial Supports
- Workplace Monitoring
- Job/Person Matching
- Financial Incentives
- Corporate Social Responsibility
- Job coaching
- Environmental adaptations
- Disability awareness training
- Information and advice
- Recruitment Agencies
- Diversity and equal opportunities



Key Issue 5

- Job Seeking vs Job Finding
 - ⇒ This is not about ways and means or pathways
 - ⇒ This is about choice
 - ⇒ The Threshold for pro-action



- Progressive
- Stable
- Chronic

- Mental
- Physical
- Sensory/Pain
- Voice/Speech
- Metabolic/Phys

- Domestic Living
- Interpersonal
- Learning
- Mobility
- Communication
- Self-Care

- Products & Technology
- Physical Environment
- Supports & Relationships
- Attitudes
- Services & Systems

- Age; Gender; Ethnicity;
- Legal Status;
- Expectations; Beliefs;
- Level of Qualification

Health

Function

Activity Limitation

Environment

Personal Characteristics

Threshold

Remain outside LM

Seek to enter LM

Dependency Role

Home Functions

Self Development

Active Citizenship

Active Caring

Full Time Job

Part Time Job

Agency Job

Contract Work

Self Employment

Inactive Job Seekers

Active Job Seekers

Environmental factors, some examples

	At	Dk	Fi	Fr	De	Ie	Mt	It	NI	No	Pt	Ro	SI	Sk	UK
Availability of adapted transport	0,9	1,1	1,9	-2,4	-0,8	0,3	3,6	3,2	2,3	2,9	-2,2	2,3	-1,1	0,3	0,1
Availability of assistive technologies	1,6	1,7	1,9	-1,5	1	2,2	3,8	3,4	3,1	3,1	0,5	2,8	-1,9	1,6	1,8
Communication systems	0,2	2,9	3,4	-0,8	3,2	1,9	3,3	3,2	1,9	2,2	2,1	2	3,2	3,3	2,3

Very negative
 Somewhat negative
 Neutral
 Somewhat positive
 Very positive

Attitudes and support, some examples

	At	Dk	Fi	Fr	De	Ie	Mt	It	NI	No	Pt	Ro	SI	Sk	UK
Positive and supportive attitudes of immediate family members	3,6	3,2	3,1	2,8	2,9	3,1	3,8	3,1	2,2	3,3	2,8	3	3,5	3,3	3,3
Positive and supportive attitudes of friends and acquaintances	3	3,2	2,7	1	2,9	2,5	3,2	2,3	1,5	2,6	1,8	2,8	3,3	3	2,9
Attitudes of employers towards people with disabilities	1,2	0,4	1,4	-1,8	0,5	-1,4	2,4	-0,6	-2,7	0,6	-0,8	-1,5	-1,8	3,5	0,7
Attitudes of professionals	2,1	1,3	2,1	-0,7	1,1	1,2	2,9	2,6	2,2	1,3	2,6	-1,2	1,3	-3,6	0,7

 Very negative
  Somewhat negative
  Neutral
  Somewhat positive
  Very positive

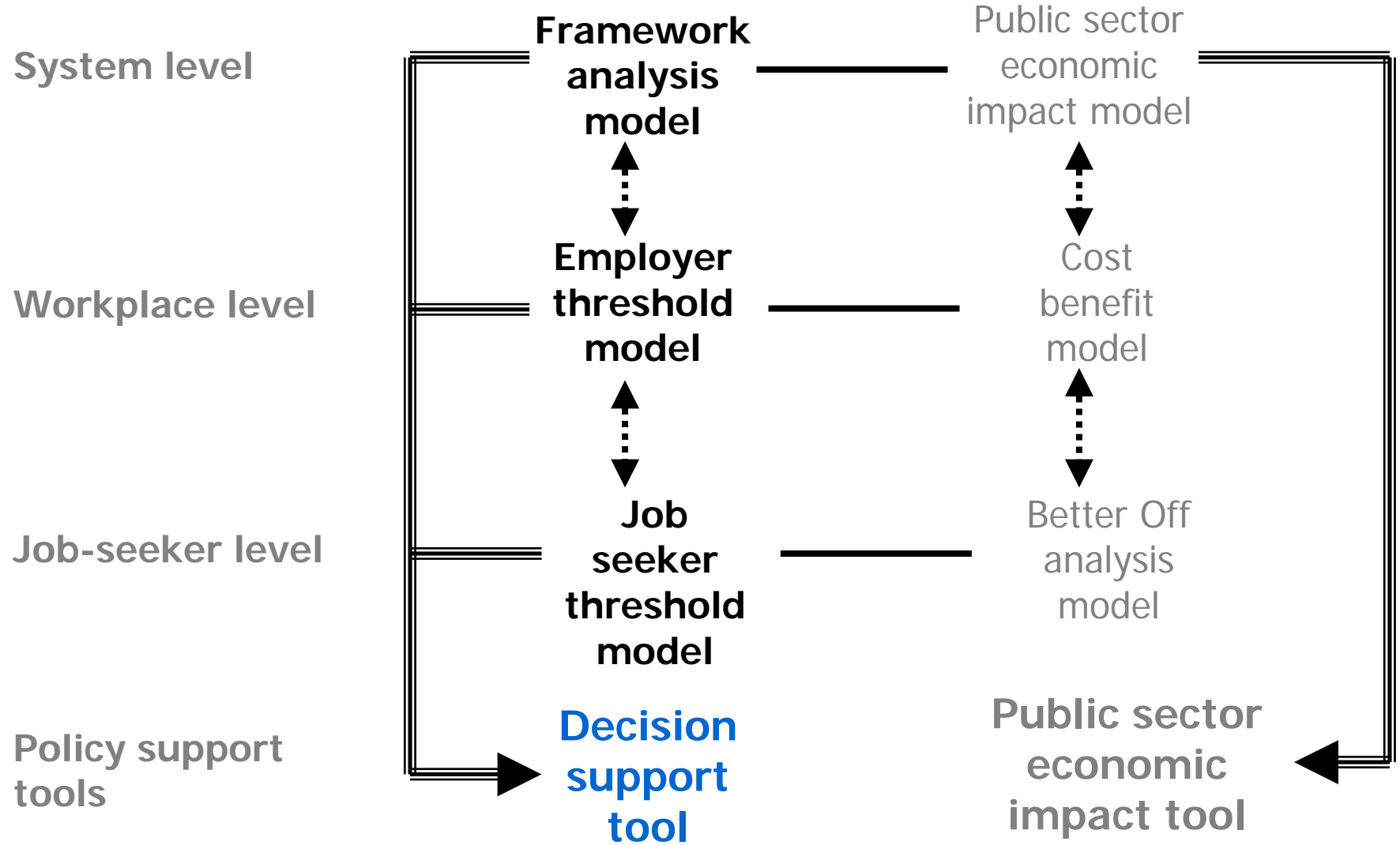
Helpfulness of services and systems, some examples

	At	Dk	Fi	Fr	De	Ie	Mt	It	NI	No	Pt	Ro	SI	Sk	UK
Work and receiving benefits	3,5	2,8	1,7		2,5	1,3	2	2	1,5	2,7	1,3	-0,4	3,2	3,2	2,5
A one stop shop	2,5	1,8	0,7		3,4	1,8	2,2	2,2	1,2	2,3	1,5		3,2	3,3	2
A supported employment service	3,4	3,2	2,3		1,7	2,3	4	2,7	1,5	2	2	2	3,3	2	2
Vocational training	1	2,5	2	4	1,7	2,3	3	1,6	1,7	1,8	1,8	0	2,8	1,3	2,8
A personal assistant	2,8	3	1,8	4	0,9	3	2,5	2,5	2,3	1,2	0,2	0,5	3,2	2,8	3,3
Specialist employment services	2,2	2,3	2,2	3,2	1,9	2,3	3,5	2,3	1,6	2,3	0,9	-1,6	2,8	-0,4	2,5
Availability and/or affordability of childcare services	-1,6	1,6	1,3	0	2,2	-2,3	3,8	2,7	-0,4	2,3	1,9	1	2,4	0,3	-0,3
Laws and regulations	-2,3	0,8	1,7	0	1,4	1	2,2	1,7	-1,7	-0,4	-0,9	-0,1	-0,3	-1,6	0

Very negative
 Somewhat negative
 Neutral
 Somewhat positive
 Very positive

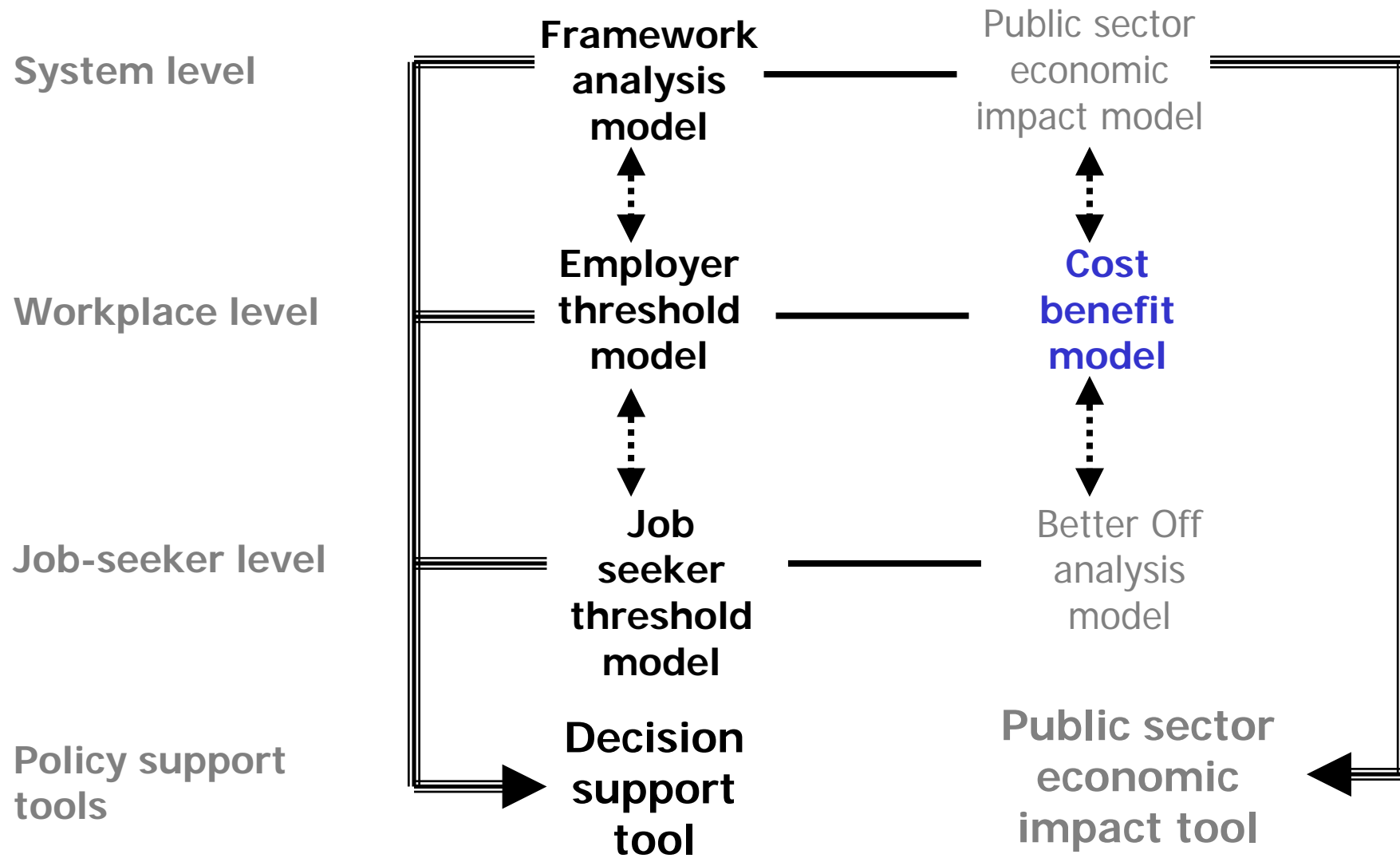
Jobseeker Threshold Factors

- A supported employment service
- Financial support to pay for the cost of being in a job
- Positive & supportive attitudes
- Someone to help a person to get grants
- A one-stop-shop
- A personal assistant
- Working & receiving benefits
- Being proficient in the language
- Skills and Qualifications
- Vocational training



Decision Support Tool

<http://www.optiwork.org/optiwork-dst/index.htm>



Employer Cost Benefit Analysis

Current Status $\xrightarrow{\text{Cost-Benefit}}$ More Active Status

Costs of Activity

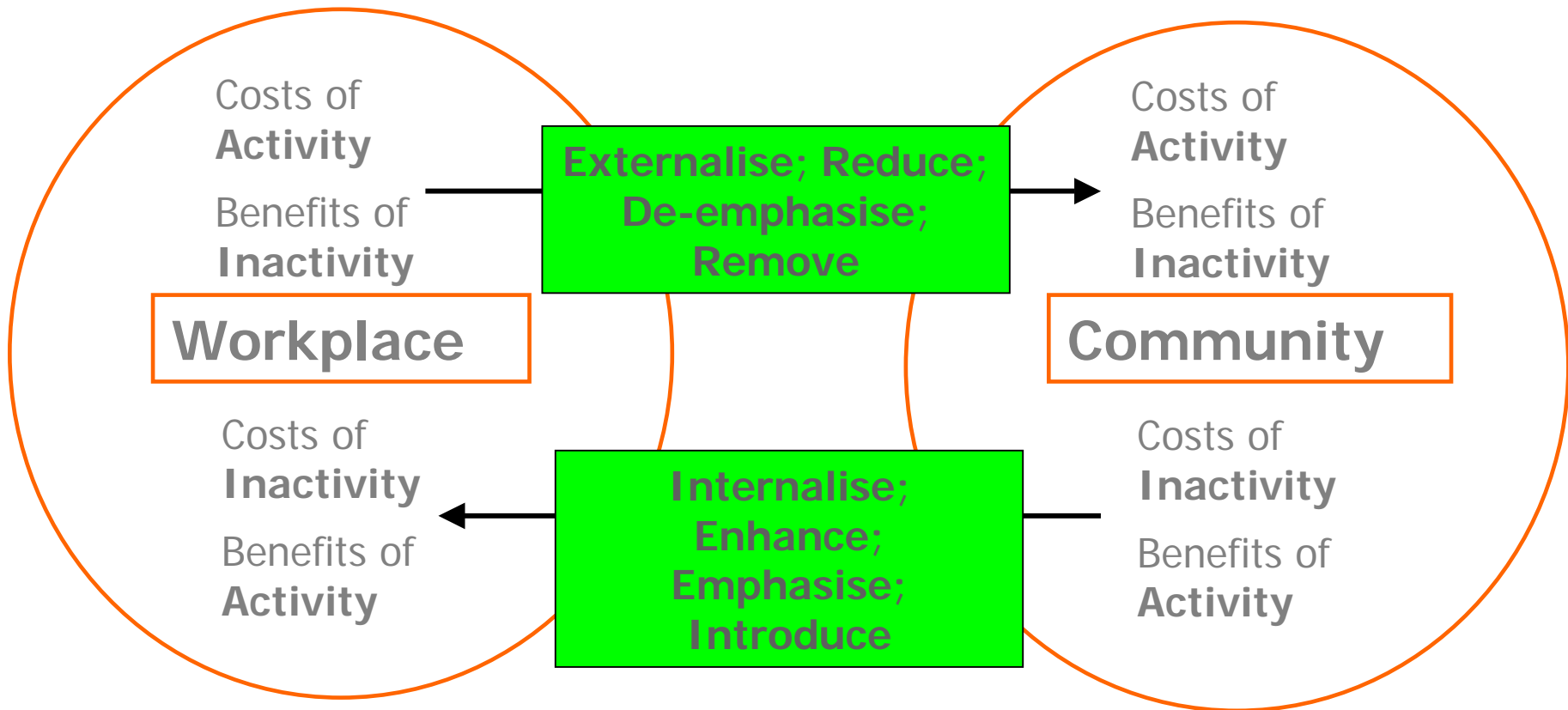
Benefits of Inactivity

Costs of Inactivity

Benefits of Activity

- Fixed versus Variable
- Direct versus Indirect
- Perceived versus Actual
- External versus Internal

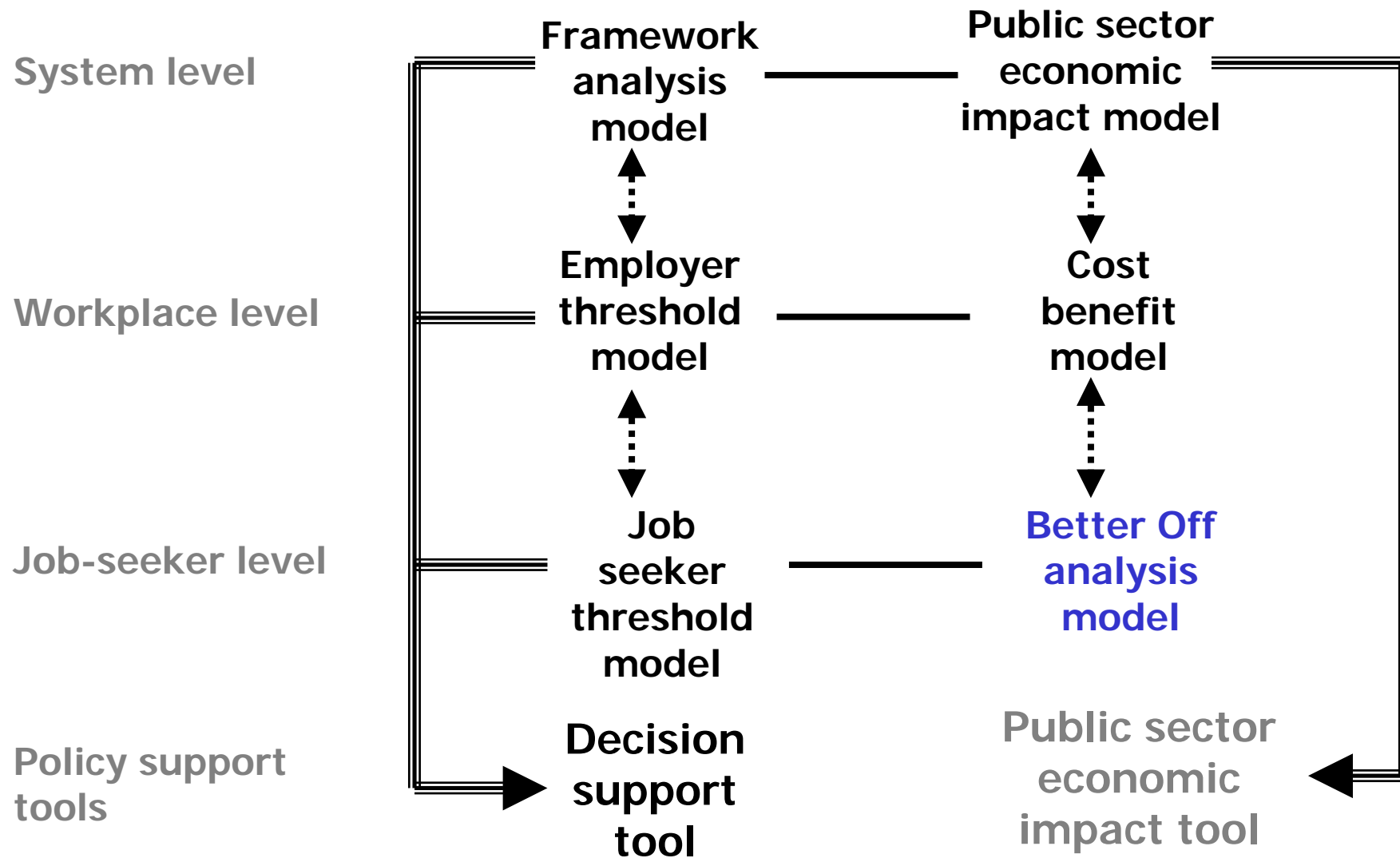
Employer Cost Benefit Model: a Policy Perspective



The Cost Benefit Balance

An Example

	Internalise	Externalise
Costs of changing policies and procedures		√
Cost of tailored programmes		√
Costs of assistive technologies		√
Benefits of reduce disability support payments	√	
Benefits of more accessible products and services	√	
Benefits of image of supporting social solidarity	√	



Job Seeker Better off Analysis

- The Financial Equation
 - Income
 - Contingent Benefits
 - Employment Costs
 - Potential Employment Benefits
 - Expenditure:
 - Unavoidable
 - Voluntary
- The Personal Equation
 - Health and Functioning
 - Demographics
 - Psychological Factors
 - Employment related personal assets
- The Environmental Equation
 - Formal factors
 - Informal factors

Implications for Stakeholders

- Policy Makers
- Organisations of people with disabilities
- Employers' Organisations
- Labour Unions
- Service Providers
- Professionals
- Insurance providers
- Job Seekers

Where do we go from here?
