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1. Living Situation of Persons with Disabilities in Austria

- 2. Labour Market for Persons with Disabilities and Legal Framework
- **3. Critical Review**
- 4. New Approaches



LIVING SITUATION OF PEOPLE WITH DISABILITIES

Austria has 8,1 million people

- > EU SILC: 8% have a disability: 650.000
- > WHO, World Bank: 15% have a disability: 1.2 million

Definition of Disability

- In Austria still defect-orientated: "...impairments which lasted for six months or more...which restrict a person's everyday activities"
- > UN Convention: "Disability results FROM THE INTERACTION between persons with impairments and attitudinal and environmental barriers that hinder full and effective participation in society on an equal basis with others."



LIVING SITUATION OF PEOPLE WITH DISABILITIES



Legal Framework

- > Anti-discrimination Legislation (2005)
- > UN Convention on the Rights of Persons with Disabilities (2008)

National Action Plan, Ministry of Social Affairs (2011)

Observation by the UN Committee on the Rights of Persons with Disabilities (2013)



LABOUR MARKET FOR PERSONS WITH DISABILITIES

> Labour Market in Austria: lowest unemployment rate in Europe (5%)

	Disability in a wider Definition (15% of population)	Disability in a closer Definition (8% of population)
Working Population	67%	34%
Retirement Pension	10%	36%
Unemployed	5%	13%
Education	7%	7%
Fewer marketable Skills	11%	9%
Overall	100%	100%

* Population between 15 und 64 years. Source: BMASK 2008: 19; Datengrundlage EU-SILC 2006



LABOUR MARKET FOR PERSONS WITH DISABILITIES

Legal Framework of the Labour Market:

- > Quota System (4%)
- Sanctions if you do not fulfill the Quota (345,- € per Person with Disabilities)
- Medical Certificate: "Favoured Person with Disabilities"
- > Dismissal Protection:
 - People with Disabilities are seen as nondismissable
 - People with Disabilities do not want to be classified



LABOUR MARKET FOR PERSONS WITH DISABILITIES

Approaches for bringing People with Disabilities into the Austrian Labour Market:

- > Legal Protection from Discrimination in hiring
- > A lot of Programs for promotion of employment in the private sector: subsidies for employees (e.g. Personal Assistance) and employers who provide employment, accessible workplaces etc.
- > Support for self-employment
- > A whole number of supporting services to find employment (Clearing, Job Coaching etc.)



CRITICAL REVIEW

Quota System

- > Countries with Quota Systems do not perform better
- > Quotas suggest bad performers

Problems about hiring People with Disabilities:

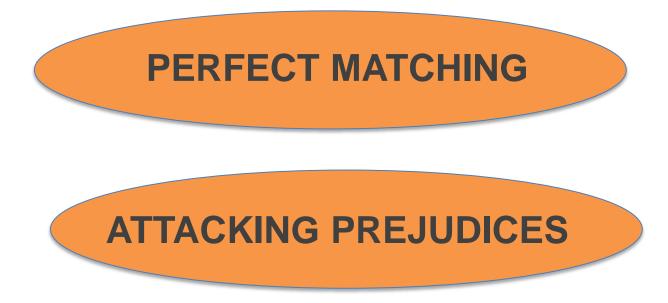
- > Fear about Dismissal Protection
- > Social Barriers:
 - People with Disabilities seen as less Performers
 - Poor Accessibility to Working Places
 - Uncertainty about Political Correct Language
 - Risk of Mobbing and Bad Reputation

HR Departments take "the easy way"



NEW APPROACHES

New Approaches:



And: Employment of People with Disabilities has to be as simple as possible!



NEW APPROACHES

- > Career Moves: Simple Matching with Icons: Finding Jobs, where the Disability does not disable
- > 8000 Jobs for People with Disabilities in 3 years





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NEW APPROACHES

Attacking Prejudices:



- > Reputation
- > Customer Relations and Satisfaction
- > Higher Productivity and Reduced Costs
- > Access to a 15% Talent Pool
- > Innovative Products and Service Offering



DISABILITY AND THE AUSTRIAN LABOUR MARKET

Thank you!