

career moves

Wir vernetzen Potenziale.

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CONTENT

- 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 non-dismissable**
 - **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:

PERFECT MATCHING

ATTACKING PREJUDICES

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**



NEW APPROACHES

Attacking Prejudices:

Commercial Benefits of Disability Confidence

- > **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!