

Labour market participation of persons with disabilities

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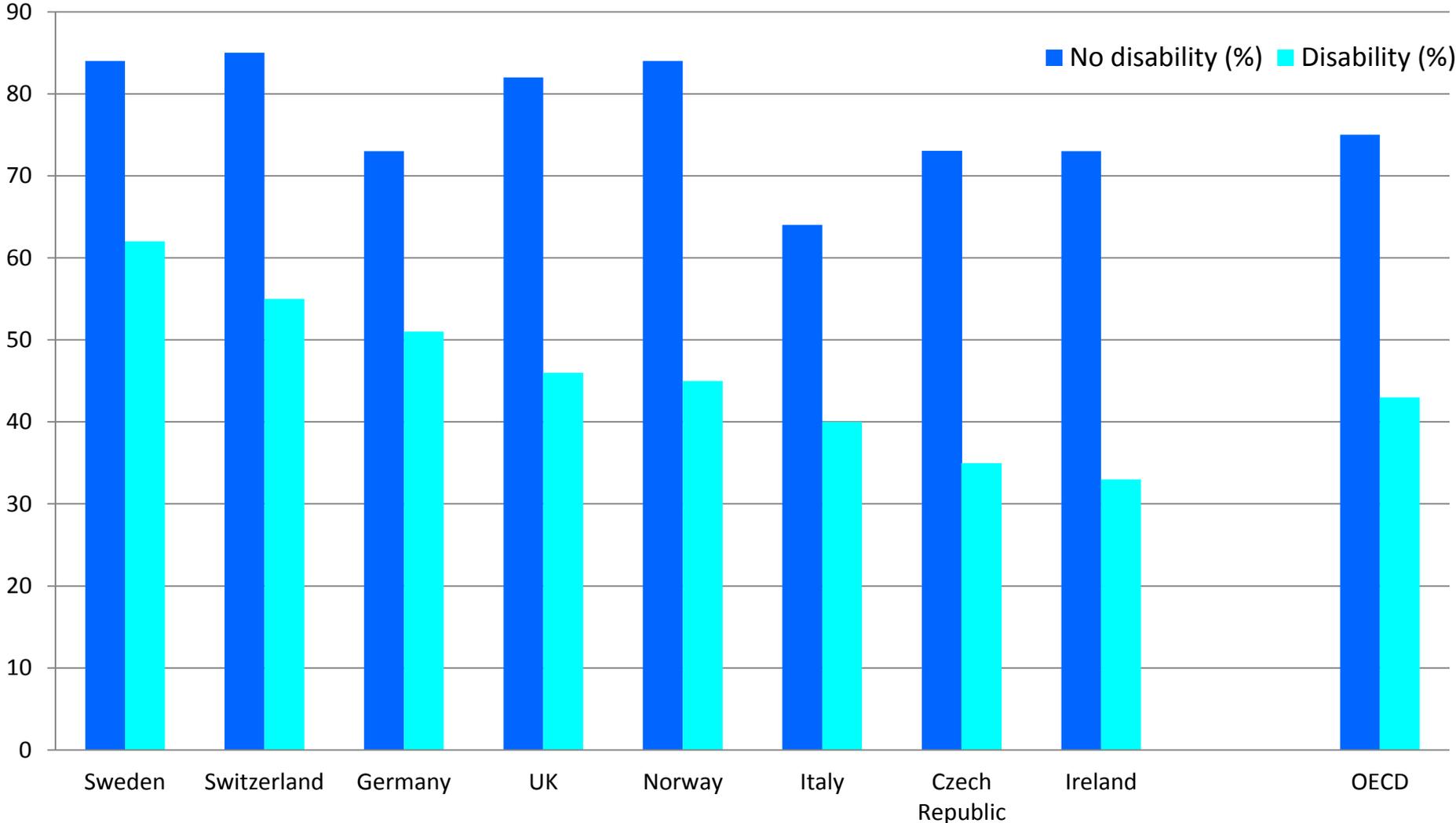
**‘The prospects for Active Citizenship for Persons
with disabilities’**

The Final Conference of DISCIT - Findings and Impact

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Employment rates of disabled people and non-disabled people (Late 2000s)



DISCIT work package 5 – research design

- ➔ A review of labour market data, and a review of policies and programmes in each country
- ➔ Interviews with persons with disabilities about their lives
- ➔ Interviews with expert stakeholders in each country (including disabled people's organisations, policy makers in government, service providers)



The DISCIT disability policy framework

Social Regulations – for example anti-discrimination laws, notions of reasonable adjustments, wage subsidies and quotas intended to influence employers (through penalties and incentives)

Social services

- services to increase employability including education, vocational training, work placements, internships, job coaching
- services which offer job matching; job search; employment advice; support for self-employment
- in-work provisions such as, advisors, support workers, and funds for technologies and reasonable adjustments, alongside sheltered and supported work roles, intended to improve work environment

Income maintenance – including out of work benefits, plus ‘activation’ benefits and conditionality increasingly used to influence job seeking behaviour



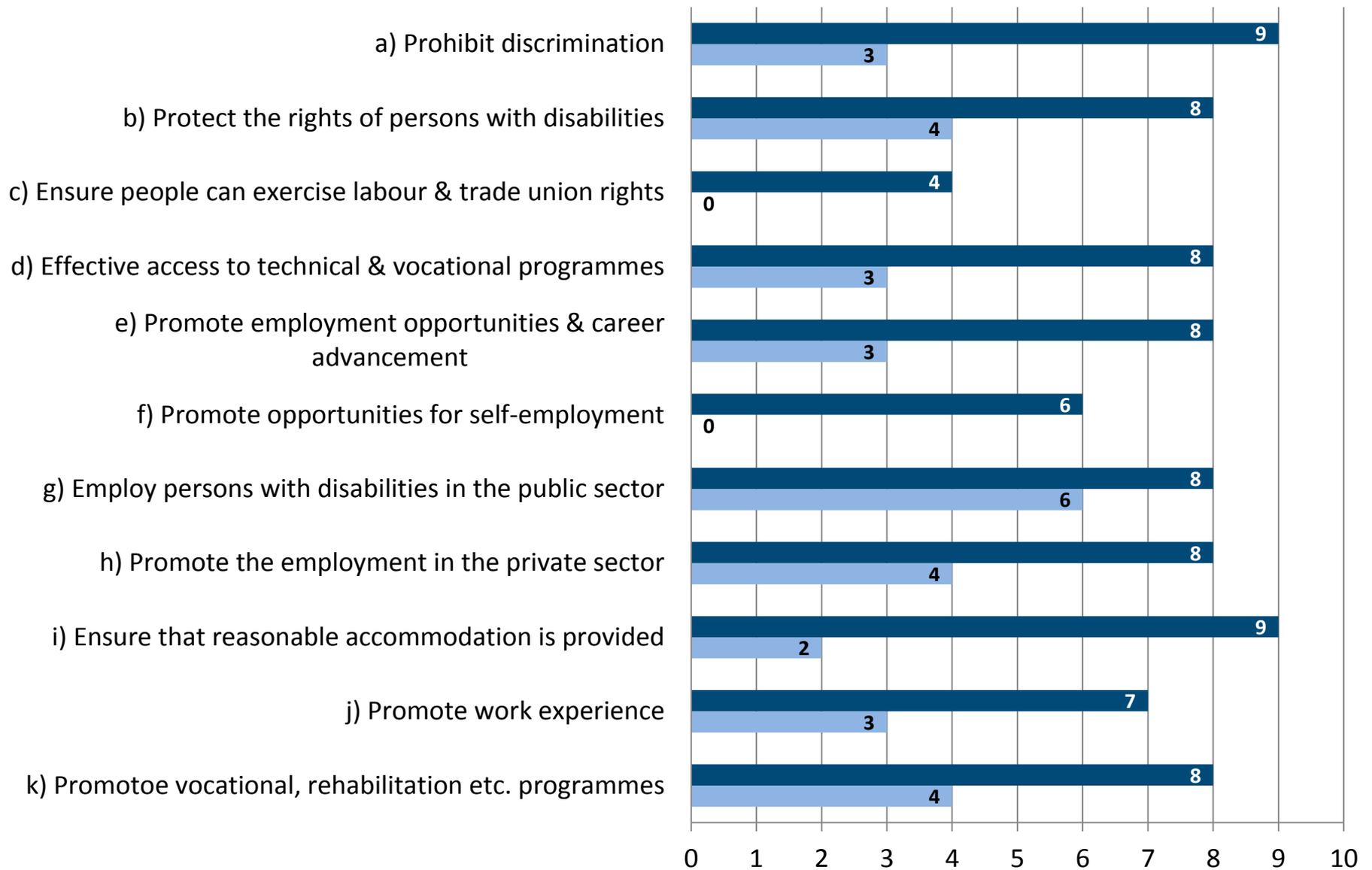
Article 27 of the UN CRPD and how its demands are addressed

Article 27 obligations	Disability policy system		
	Social regulation	Social services	Income maintenance
a) Prohibit discrimination	++		
b) Protect the rights of persons with disabilities	++		
c) Ensure labour and trade union rights	++		
d) Access to general technical and vocational programmes		++	
e) Promote employment opportunities and career advancement	+	++	+
f) Promote opportunities for self-employment	+	+	+
g) Employ persons with disabilities in the public sector	++		
h) Promote employment in the private sector	++	+	
i) Ensure that reasonable accommodation is provided	++		
j) Promote work experience		++	
k) Promote vocational training and rehabilitation, job retention and return-to-work programmes		++	

'++' represents a strong reliance on one or more parts of the disability policy system

'+' represents a less strong reliance.





Ideas for the future

Social regulation

- ➔ Quota systems

Social services

- ➔ On-the-job support

Income maintenance

- ➔ Social security benefits

Cross-cutting ideas

- ➔ Increased resource for existing provision
- ➔ Informed and inclusive workplaces
- ➔ 'Therapeutic' employment
- ➔ Personal budgets

Addressing the lack of demand for disabled people's labour

- ➔ Jobs created specifically for disabled people
- ➔ Sheltered employment
- ➔ Social enterprises



Questions for discussion

- ➔ Has policy been failing persons with disabilities?
- ➔ How can we best improve employment rates (social regulation, social services, income maintenance)?
- ➔ What should be the role of European institutions and national/local governments?
- ➔ Do we need NEW solutions, or implement existing ones better?
- ➔ Should we focus on how to **create employment opportunities** more than increasing employability?
- ➔ Should there be a particular focus on youth employment?
- ➔ Did the contributors to DISCIT miss something?

