



Report on the employment of disabled people in European countries

Country: Denmark
Authors: Steen Bengtsson

Background:

The [Academic Network of European Disability experts](#) (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network will support the future development of the EU Disability Action Plan and practical implementation of the United Nations Convention on the Rights of Disabled People.

This country report has been prepared as input for the *Thematic report on the implementation of EU Employment Strategy in European countries with reference to equality for disabled people*.

The purpose of the report ([Terms of Reference](#)) is to review national implementation of the European Employment Strategy from a disability equality perspective, and to provide the Commission with useful evidence in support of disability policy mainstreaming. More specifically, the report will review implementation of EU Employment Strategy and the PROGRESS initiative with reference to policy implementation evidence from European countries, including the strategies addressed in the EU Disability Action Plan (such as flexicurity and supported employment).

The first version of the report was published in 2008. This is the second version of the report updated with information available up to November 2009.



Summary of changes since 2008

New quantitative data:

Data from the labour market survey of Statistics Denmark is reported in SFI report 09:05, (see below under New research evidence).

New policy changes:

In August 1 2009 the former state job centres were made municipal. With the municipal reform in 2007 the former Employment Service was decentralised so that it was housed with the municipal jobcentre. Now the process has finished, making the whole service municipal. In the old system there was a disability consultant in 12 locations. Now one of the offices has become a knowledge centre for the whole country. It is called the Special Function Job & Disability, in Vejle.

There has been no important legislation, but a number of programmes, initiatives, agreements etc. have been developed, as follows:

1. The programme for persons with disabilities (Indsatsen for personer med handicap)
2. Initiatives for persons with disabilities
3. Agreement with the social partners on sick leave (Trepartsaftale om sygefravær)
4. Report from the labour market commission (Arbejdsmarkedskommissionen)

New research evidence:

1. SFI report 09:05: On the development in employment of people with disabilities in the period 2002 – 2008.
2. SFI report 09:21 (Issued 20.08): On the situation today of people who reported disability in the 1995 survey.
3. AKF working paper: (Issued 21.08) Arbejdsmarkedets udkant. Beværelser ind og ud af det ordinære arbejdsmarked (On the fringe of the labour market. Movements in and out of the ordinary labour market)

The economic crisis:

So far unemployment in Denmark has doubled from 2 % to 4 %.
(Source: Pedersen & Druedahl 2009)

There is no evidence that unemployment has hit people with disabilities more than others: so far we do not know if that is the case. Even if there is a decline in employment of people with disabilities – which we cannot say for sure – this may have many other reasons than the crisis.



PART ONE: GENERAL EVIDENCE

1.1 Academic publications and research reports (key points)

Since 1997 the National Labour Market Authority (Arbejdsmarkedsstyrelsen) has run a programme on employment of people with disabilities (see 1.3 below). As part of this programme, the Danish National Institute of Social Research has carried out a number of research projects about employment of people with disabilities. Other research institutes have not been concerned with this topic in the period. The most important research reports are: (1), (2), (4), (5), (6), (7), (8) (see references at the end). The Danish National Institute of Social Research has also produced a yearbook on the open labour market since 1998 (10).

The key findings in (1) are that a large number of persons with disabilities – 53% - already are in work and are managing well. For others, there are a number of problems. In some work places there are attitudes that function as barriers to employing disabled people, both among employees and employers. In other cases the problem is that employers do not know about the schemes of public support for helping with disability related problems in workplaces.

An important conclusion from Report (1) is that the bottleneck for employing more people with disabilities is not public provisions. New legislation is not needed for solving the great majority of the problems. It is rather a question of using the legislation that already exists. Disabled persons' own attitudes and self reliance are also important. Three workplaces where disabled people are integrated with success are described in this report.

Report (2) is concerned with employment of persons with brain damage, mental health conditions or intellectual disability. It also concludes that the existing legislation gives a good point of departure for supporting people with reduced working ability(see above). The problems consist in a lack of knowledge of the legislation and lack of coordination between actors. Seven examples of successful integration are mentioned.

Report (4) compares employment of people with disabilities between two surveys conducted in 2002 and 2005. In this period the employment of persons with disabilities rose from 53% to 56% (corresponding to ca. 25.000 persons), without a similar development taking place for non-disabled people. The increase in the number of disabled persons in employment exceeded by 4x the goal (of 2000 more a year) set in employment policy. However there is still a wide gap between the 56% and 83%, which is the employment rate for persons without disabilities.

Report (4) moreover finds that 75% of the workforce have a positive attitude to working together with a disabled person, and they are ready to help her or him for half an hour a day. Attitudes are more positive to physically disabled than to mentally disabled persons. Only 7% of disabled persons who are working find that their employers give insufficient consideration to their disability and only 6-16% of disabled persons who are in job have an unmet need for technological aids. As with earlier research, they still find that many persons with disabilities do not know of schemes that exist. So 88% of disabled people do not know of the so-called ice-breaker scheme, and 73% do not know of the personal assistance scheme for persons with disabilities in jobs.

Report (5) follows up on the development in employment of persons with disabilities between 2005 and 2006. It finds that there has been a positive development in disabled persons working more than 15 hours a week, but this was not so for persons without disabilities. However the data in the surveys that are compared were gathered by different organisations, so the results from this comparison must be taken with more care.

Report (6) finds that in a region of the country where the proportion of unskilled jobs is greater and the frequency of employment less than in the country as a whole, persons with disabilities nevertheless are as often in jobs as they are in the rest of the country. Attitudes to disabled persons are more favourable here, and the knowledge of schemes is greater.



Report (7), published in may 2008, finds that 57% of persons with disabilities are in jobs. 25% of all persons aged between 16 and 64 years say that they have a disability, long-term illness or are worn out from work. 17% have some degree of one of seven identified dimensions of functional limitation (legs, arms, hands, vision, hearing, behaviour or intellect). Persons with disabilities are as satisfied with their jobs as others, they experience their job as just as demanding as other people do, and they have the same values in relation to jobs.

Sick leave is three times as high among people with disabilities compared to persons without disabilities. Persons with disabilities are more at risk of being fired and are worried about finding a new job, if they should be fired.

There has been much debate in Denmark about the so-called flex job scheme, which provides a permanent wage subsidy of 50% or 65% to persons with disabilities. It has been maintained that many have got support who would have been in ordinary employment without the scheme. The analysis in SFI 08:10, however, indicates that the great majority of flex-jobbers would not have been in employment without the scheme.

Finally, report (7) estimates the number of disabled people who could enter the employment market to be 36,000, of whom 21.000 could work full time.

Report (8), which was published in august 2008, gives a general description of the living conditions of people with disabilities in Denmark. Here it is shown that they are not only restricted in relation to work, but also in relation to social contacts, even with near family, and in relation to happiness and finding meaning in life.

Report (9) follows up on (5) and finds a picture that is much more complicated than the one found by previous evaluations. According to register research, the number of disabled persons in employment grew by 17,000 in the period 2004-2007. Surveys do not give the same result. The reason may be that in 2008 fewer persons than before have reported disabilities. Also, the percentage employed on special conditions (flexjobs) has grown, technological aids are used more in work and knowledge of relevant legislation has become more widespread.

The report may be read as an evaluation of the programme for employment of people with disabilities from 2004. The survey research shows that the goal of the programme – 2000 more persons with disabilities in jobs each year – has not been fulfilled, as there has been no significant change in employment of disabled people in the period.

For the period 2002-2005 the surveys show a growth in the number of disabled persons in employment, and for the period 2005-2008 there is a slightly greater decline. Both these are however only on the limit of significance. Cohort analyses show that the number of disabled people in employment has been rather constant, whereas the number of non-disabled people in employment has grown. In any case it seems to have been relatively harder for disabled persons to get jobs in the period.

(11) In order to find how often disability is a permanent condition, disabled and non-disabled persons who took part in a survey conducted in 1995 were interviewed again in 2008. Of the persons who had functional limitations in the 1995 survey, 46% now had a better functional ability, 8% had the same, and 46% had a worse functional ability. Decreased functional abilities outweighed increased abilities, so overall the persons had less functional ability after 13 years. Persons with functional limitations concerning behaviour were most likely to be better; if the limitations concerned legs this was least likely.

For persons who were in work in 1995, those who had better functional ability compared with 1995 were more often in a job.



For persons who were not in work in 1995, those with better functional ability than in 1995 were not more likely to be in a job. So it seems that there are barriers as to entering the labour market, once people are out of work because of disability.

The results about barriers to the labour market is well known. The focus on disability as something that may change is however not common, and it should certainly be taken more into consideration.

(12) This study finds that over the period 1997-2006 the number of persons outside the ordinary labour market grew, despite a significant decline in unemployment. The number leaving the labour market to receive sickness benefit increased by 50%, without any demographic or health related reason. The study shows that the labour market has become less “roomy” in spite of political endeavours to create a more “roomy” (or inclusive) labour market.

1.2 Employment statistics and trends (key points)

Danish statistics do not contain any information on disability. As to disability and health related benefits, there are statistics about receivers of disability pension and sick pay, and use of medical doctors and hospitals, but not about receivers of technological aids, house modifications and assistance in the household.

There is some non-statistical evidence, from the survey studies mentioned above, on differences between disabled people according to gender, age, ethnicity, impairment and onset of impairment.

Some of the surveys (In 2002 and 2005) (4) have been carried out by Statistics Denmark as a part of the European working force studies and some by SFI (in 1962, 1995 and 2006) (8).

(7) shows that disabled people between 16 and 64 years are 45% men and 55% women. For the age group 16-19, 10% of women have a disability, growing to 40% in the age group 60-64. For men the corresponding numbers are 7% and 29%. The largest group is mobility (legs, arms, hands), then intellectual. If we consider more severe disabilities, hearing, behaviour and intellectual are each around 1/5, with mobility and sight a little less. 11% of disabilities are from birth and 89% acquired. There are fewer disabled people among persons with foreign citizenship compared to Danish nationals.

1.3 Laws and policies (key points)

Laws: The employment of disabled people has been an important question for policy makers and politicians for the last decade. In 1998 a major reform was made. Unemployment had been reduced since 1993 and the 1998 reform aimed to reduce disability pension awards and augment opportunities for disabled people to work.

Most employment legislation stems from 1998. The flex job scheme created jobs with a permanent wage subsidy of 50% or 65%. Awarding of disability pensions became a municipal responsibility as for other maintenance benefits. These benefits are funded by both the state and municipality. Before 1998 they were shared 50-50, but since 1998 the state share has been greater the more active the provision. So the state now pays for 35% of the disability pension, 50% of social assistance and sick pay, 65% for flex jobs.

The Law on disabled persons in employment also dates from 1998. It contains among other things the so-called icebreaker scheme, where a seriously disabled person with an education can be hired with a wage subsidy of 50% for up to 6 months and in special cases up to 9 months. Another scheme introduced in this law is for personal assistants. Personal assistance may be given to a disabled person in job or in education, for up to 20 hours a week. Originally it was only for physically disabled persons, now it has been extended to mentally disabled people as well.



The reform of the disability pension scheme in 2003 has apparently been of minor significance, as most of this reform had already been implemented by the municipalities during the preceding years.

In August 1 2009 the former state job centers were made municipal. Associated with this, in 2007 the former Employment Service had been decentralised so that it was housed with the municipal job centres. Now the process has finished, making the whole service municipal. Under the previous system there was a disability consultant in 12 locations. Now one of the offices has become a knowledge centre for the whole country. It is called the Special Function Job & Disability, and is located in Vejle (Jutland).

Policies: The government employment strategy for persons with disabilities from 2004 was launched as a follow up to the legislation of 1998 and the evaluation (1) recognized that implementation is as important as legislation. The strategy set out three goals.

- 1- The number of employed persons with reduced functional capability shall increase by 2000 a year.
- 2- The proportion of enterprises employing persons with disabilities shall increase by 1% a year.
- 3- Enterprises, and persons with reduced functional capacity shall have better knowledge about employment possibilities and of opportunities to receive support or technological aids that may compensate for disability.

The strategy had three strands:

- 1- we must know more about disability and jobs
- 2- we must change attitudes to disability and jobs
- 3- we must make it easier to combine disability and jobs.

For the first two years it contained 12 initiatives:

1. A pamphlet to go to schools, educations, unemployment insurance funds, unions, employment offices and municipalities, describing the legislation on compensation for disability.
2. Surveys of a panel of 5,000 enterprises on their knowledge about the legislation on disabled people in jobs, and their interest in more information.
3. Research on the special problems that persons with psychic disability experience in relation to employment, such as their lack of social competences.
4. Method development in sheltered employment within municipalities.
5. Sheltered employment as a road to real employment. An endeavour to get persons in sheltered employment out in ordinary workplaces.
6. A newspaper on opportunities in the labour market for persons with disabilities.
7. An accessibility symbol for enterprises.
8. More personal assistance for jobs and education. A limit of 35 hours/ week was removed.
9. Personal assistance for persons with psychic disabilities. A pilot scheme was established in local areas to get experience.
10. Anti discrimination legislation for disabled people in jobs. Legislation followed the EU directive.
11. Development of a disability "card" where the municipality writes down how the person can be supported in a job, to inform enterprises.
12. establishment of the internet site ijobnu.dk (into job now)

After evaluation of the first phase of the campaign, new initiatives were launched in 2006: first 31 new initiatives in January, and later 12 new initiatives in October 2006. Many of these initiatives take a rather narrow approach. Among the first projects, 31, 5 are concerned with psychiatric patients, 6 with blind people, 3 with persons with late acquired brain damage, 3 with dyslexic persons, 3 with persons that are hard of hearing and 1 with deaf persons. 10 are more general.



The 12 later projects are directed to the same groups: 3 to the psychiatric group, 2 to people with dyslexia, 1 to blind persons, 2 to deaf persons, and 4 are general.

As an example of these 31+12 projects, the 3 projects for the deaf shall be mentioned in more detail. The first of them carries out accessibility audits on 5 selected enterprises. From each of these enterprises a deaf person (who is a sign language user), a colleague and the boss participate. They draw up a catalogue of ideas with 10 recommendations for the future concerning the openness of the workplace towards deaf people.

The second of the deaf projects offers the possibility for remote interpretation via video telephone to 100 deaf persons, to make the interpretation service more flexible. The goal is to make deaf people more qualified to come into or remain in jobs or education.

The third project is also centred around sign language, and is called "Time for sign language". The goal is to change the attitudes about employment of deaf people through information and demonstration of the possibilities for communication via sign language and interpretation.

The most recent policies are the following four:

1. The programme for persons with disabilities (Indsatsen for personer med handicap) April 22 2009.

Goals:

- 1. The share of enterprises that have people with disabilities employed shall grow by five percentage points until the end of 2012.
- 2. Five percent more people than today will report in surveys that they would not be insecure with working with a person with a mental health condition. This means that in 2012 at least 37 percent should answer that they feel at ease.
- 3. Fifteen percent of disability pensioners who present themselves at job centers shall gain employment.

Nine initiatives are mentioned. The strategy will be evaluated in 2012.

2. Initiatives for persons with disabilities 2009.

Organisations, associations, job centres, municipalities, other public authorities, other actors, research institutions, educational institutions, consultant firms, private organisations, enterprises, etc. may apply for money for projects with the aim of furthering people with disabilities' attachment to the labour market.

Many new forms of support and methods have been tried in projects of various types, and disability organisations are often participants. The projects often end when the funds are used up, but in a number of cases the experiences have been made use of.

3. Agreement with the social partners on sick leave (Trepartsaftale om sygefravær)

Agreed September 29, 2008. This aims to reduce sick leave. 39 new initiatives at a total cost of 23 million € are involved. Measures will be translated into legislation and policies in 2009. This agreement was negotiated before the crisis, and the background for it has changed radically since.

4. Report from the labour market commission (Arbejdsmarkedskommissionen)

This involves methods to increase the labour force. One of the most discussed proposals is to get more disability pensioners into employment. The economic crisis has changed the background for this white paper a great deal since it was planned.



1.4 Type and quality of jobs (summary)

Policy has mostly been concerned with employment in the open labour market. It has been a general policy with no distinction between industries or sectors, full time or part time work. Training has been contained in the icebreaker scheme, but the intent has been to create permanent jobs. The social economy does not play a greater role. Supported employment has only quite recently been mentioned. But the flex job scheme may be called a type of supported employment.

The groups that benefit from the policy therefore are the groups that most easily gain employment. However, a number of special campaigns and projects have been initiated, such as with sign language, so that more special groups have also been reached.



PART TWO: SPECIFIC EXAMPLES

2.1 Reasonable accommodation in the workplace

There has for decades been a scheme so that the municipalities pay for necessary adaptations to the workplace for disabled people. Previously the award procedure was too slow, making this scheme less effective. However, in the late nineties the (state) employment service also took a role here, so that the award could be made in few days. The same holds for specialist equipment and adaptive technology at work. As mentioned above, personal assistance for disabled people at work was part of the 1998 legislation, and this has recently been expanded. Flexible employment contracts have been part of labour market agreements for some time.

There are statistics on numbers of participants in flex jobs and in flexible employment schemes (see above for sources).

2.2 Other activation policies

There are a few projects like ijobnu.dk. This internet site has been developed by the umbrella organisation of the Danish disability organisations. It contains relevant information on employment of disabled people and links to networks for finding jobs.

2.3 One example of best practice

The concept of “best practice” is not very much used in Denmark, and is often considered to be an “EU-invention”. However, SFI 04:03 contains a chapter on “Three good examples of integration of disabled employees”. The first example is a division of the large telephone company TDC, where 6 of the 8 employees are disabled, but the two leaders are not. The second example is a cooperative enterprise, the purpose of which is to employ disabled persons (all of them blind) with telemarketing work. The third example is a more ordinary private enterprise, a house painting company where two of the employed are deaf, and a number of people employed belong to ethnic minority groups. In all of the examples the great majority of the disabled persons are employed on ordinary terms. This has in fact been part of the criterion for defining them as good examples.

Companies may employ special groups like the blind, be established with the purpose of employing people with disabilities, and large companies set up a section for disabled people. No doubt these measures are necessary for the employment of disabled persons, and especially persons with an extreme degree of disability, but they do not solve the problem as a whole. Research has shown that most of the disabled persons who are employed have smaller degrees of disability, and Danish disability policy is not concerned with special solutions for disabled people, but on the contrary, mainstreaming, so that disabled people can participate in the same surroundings and on the same basis as others. Therefore I have chosen the third example as the best practice I shall describe more fully.

(A note on mainstreaming in Danish disability policy: The principle was formulated by Niels Erik Bank-Mikkelsen and proposed in a white paper of 1969. The abolition of Special Care and establishment in 1980 of the Central Disability Council, with equal numbers of disabled peoples’ organisations and state representatives, was the first example of a realisation. With a parliamentary decision in 1993 the principle was made official in Danish disability policy. The Central Disability Council has led the implementation of the principle from 1980 and at a faster rate since 1993. Since 1998 there has been a minister with responsibility for disability policy, and since 2007 every municipality must have a disability council. This structure has been developed to make sure that disability is taken into consideration in decisions on all fields (3).)



The house painting company “City Group Ltd” is a small private enterprise that is run by a married couple; the wife is the master painter. They have fifteen journeymen, three apprentices and a salesman. One of the journeymen and one apprentice are deaf. The employment of disabled people began because they received an indirect enquiry from a municipal production school, asking if they could employ a deaf painter as an apprentice. They did so, he has continued on to work as as a journeyman, and because of their good experience the company have subsequently employed a new deaf apprentice.

The master painter and some of the journeymen were interviewed, and the information comes from them. Therefore the report paints a rather rosy picture of the company.

Because of an open minded attitude the couple already had employed a number of journeymen from ethnic minority groups. Many of the problems experienced by the two groups are the same because they are problems of attitude.

The customers sometimes react to the deaf painters or on the painters from minority groups with skepticism. But because these persons do a good job and ensure the house clean and proper after their work, the customers end up accepting that they are not quite “ordinary”. Likewise, other construction companies they cooperate with may have the same attitudes. But because they do a good job and can be trusted, they are accepted.

The special problems for the deaf employees have to do with communication. They understand some speech by lip reading , but use written communication make sure that they have understood instructions correctly. When they communicate through the telephone they use SMS.

For staff meetings they are able to get a sign language interpreter paid for by the municipality. They have an allocation of 150 hours of translation a year. They could also have paid support of 5 hours a week if needed, but they have not made use of that.

The first apprentice lacked fundamental school knowledge such as how to measure, and a teacher from a deaf high school taught him elementary reading and maths. All this is was without cost to the company.

The deaf apprentice is a rather isolated person, which may be due to his experience in an ordinary school where he was unable to communicate with anyone. It is however a cause of annoyance to the other journeymen, who think they have used a great deal of energy in establishing communication with him, but do not experience any interest from him in communicating back to them.



PART THREE: SUMMARY INFORMATION

3.1 Conclusions and recommendations (summary)

The active labour market policy was initiated with the labour market reform in 1994. From 1998 disabled people in employment were also included in the legislation. The policy has been comprehensively evaluated from the start. From 2002 the policy as well as its evaluation has been fortified.

Persons between 30 and 60 years, co-habiting persons, and men are more often in jobs than others. All types of disabilities limit employment chances. This is especially true for people with mental and intellectual disabilities. School education and vocational education increase the probability of employment in the same degree for disabled and non-disabled persons.

The surveys mentioned above show that the number of persons with disabilities in employment has been growing during the first years of the new millennium. Growth has resulted in 8.000 more in jobs a year in the period 2002-2005. However, the extent to which this development is a consequence of the disability policy has not been investigated.

Moreover the surveys show that most of the persons with self-reported disabilities are in employment. Disabled people who evaluate their working ability as full are in fact employed as often as non-disabled people. Those who evaluate their working ability as reduced are less often in work.

Existing policy is quite comprehensive. As well as general policy many specific groups are reached. The right match of person and job is central.

Employment of disabled people is well documented through a series of surveys. What is now needed are panel studies that allow us to study developments over time. Likewise we do not know what disability services and provisions – such as technological aids, assistance in the home, and other forms of provision – contribute to the employment of disabled persons.

Until now the economic crisis has not had a significant influence on employment policy for disabled people. Recently unemployment in Denmark has doubled from 2% to 4% (Source: Pedersen & Druedahl 2009).

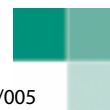
There is no evidence that unemployment has hit people with disabilities more than others: so far we do not know if that is the case. Even if there is a decline in employment of people with disabilities – which we cannot say for sure – this may have many reasons other than the crisis.

3.2 References

(1) Thomas Clausen, Jane Greve Pedersen, Bente Marianne Olsen, Steen Bengtsson: *Handicap og beskæftigelse - et forhindringsløb?* (Disability and employment – an obstacle race). Copenhagen: Socialforskningsinstituttet 04:03.

(2) Maja Rosenstock, Karen Tinggaard, Helle Holt og Søren Jensen: *Rummelighedens rammer – ansættelsesmuligheder for personer med hjerneskade, sindslidelse eller udviklingshæmning* (The frames of openness. Employment of persons with brain damage, mental disease or intellectual disability). Copenhagen: Socialforskningsinstituttet 04:22

(3) Steen Bengtsson: *Princip og virkelighed. Om sektoransvar i handicappolitikken. (Principle and reality. On mainstreaming in disability policy)*. Copenhagen: Socialforskningsinstituttet 05:11.



(4) Max Miøller Mølgaard, Jan Høgelund og Peter Pico Geerdsen: *Handicap og beskæftigelse. Udviklingen mellem 2002 og 2005 (Disability and employment. The development between 2002 and 2005)*. Copenhagen: Socialforskningsinstituttet 06:24

(5) Jan Høgelund & Brian Larsen: *Handicap og beskæftigelse – Udviklingen mellem 2005 og 2006 (Disability and employment. The development between 2005 and 2006)*. Copenhagen: SFI 07:19 (Netpublikation)

(6) Brian Larsen, Max Mølgaard Miøller & Jan Høgelund: *Handicap og beskæftigelse – regionale forskelle (Disability and employment. Regional differences)*. Copenhagen: SFI 07:20 (Netpublikation).

(7) Brian Larsen, Helle Kløft Schademan & Jan Høgelund: *Handicap og beskæftigelse i 2006. Vilkår og betingelser for handicappede på arbejdsmarkedet (Disability and employment. Terms and conditions for disabled on the labour market)*. Copenhagen: SFI – Det Nationale Forskningscenter for Velfærd, 08:10

(8) Steen Bengtsson: *Handicap og samfundsdeltagelse 2006 (Disability and participation 2006)*. Copenhagen: SFI – Det Nationale Forskningscenter for Velfærd, 08:18

(9) Brian Larsen & Jan Høgelund: *Handicap og beskæftigelse. Udviklingen mellem 2002 og 2008 (Disability and employment. The development between 2002 and 2008)*. Copenhagen: SFI – Det Nationale Forskningscenter for Velfærd, 09:05.

(10) Virksomheders sociale engagement – Årbog 1999 (The social engagement of enterprises – yearbook 1999) Socialforskningsinstituttet 99:16.

Virksomheders sociale engagement – Årbog 2000 (The social engagement of enterprises – yearbook 2000) Socialforskningsinstituttet 00:15.

Virksomheders sociale engagement – Årbog 2001 (The social engagement of enterprises – yearbook 2001) Socialforskningsinstituttet 01:12.

Virksomheders sociale engagement – Årbog 2002 (The social engagement of enterprises – yearbook 2001) Socialforskningsinstituttet 02:19.

Virksomheders sociale engagement – Årbog 2003 (The social engagement of enterprises – yearbook 2001) Socialforskningsinstituttet 03:17.

Virksomheders sociale engagement – Årbog 2004 (The social engagement of enterprises – yearbook 2001) Socialforskningsinstituttet 04:24.

Virksomheders sociale engagement – Årbog 2005 (The social engagement of enterprises – yearbook 2001) Socialforskningsinstituttet 05:13.

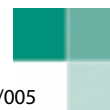
Virksomheders sociale engagement – Årbog 2006 (The social engagement of enterprises – yearbook 2001) Socialforskningsinstituttet 07:06.

Virksomheders sociale engagement – Årbog 2008 (The social engagement of enterprises – yearbook 2001) Socialforskningsinstituttet 08:03.

(11) Brian Larsen, Anders Bruun Jonassen & Jan Høgelund: *Personer med handicap. Helbred, beskæftigelse og førtidspension 1995-2008 (Persons with disability. Health, employment and disability pension 1995-2008)*. Copenhagen: SFI – Det Nationale Forskningscenter for Velfærd, 09:21.



(12) Jens Clausen: Arbejdsmarkedets udkant. Bevægelser ind og ud af det ordinære arbejdsmarked (On the fringe of the labour market. Movements in and out of the ordinary labour market). AKF working paper.



Annex 1: quantitative data on the employment of disabled people

Year: 2008	Absolute? (N)	Percentage (%)	Change (from previous year)
Disability rate	655.844	18,6 %	- 0,4 % (*)
Employment rate of disabled people	335.792	51,2 %	- 12.125 - 0,8 % (*)
Activity rate of disabled people	No data	No data	No data
Inactivity rate of disabled people	No data	No data	No data
Employment in open labour market	327.436	97,5 % of the 335.792	unchanged
Employment in sheltered workshop	8.356	2,5 % of the 335.792	+ 193 persons
Reason for leaving the labour market due to disability or long standing health problem	No data	No data	No data

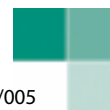
(*)The numbers are calculated as 1/3 of the development from 2005 to 2008. (SFI 09:05, table 4.3 and 4.4).

Year: 2008	% Permanent	% Temporary
Permanent contracts vs. short term contracts	No data	No data

Year: 2008	% Full-time	% Part-time
Full time vs. part time jobs	No data	No data

Year: 2008	Public sector	Private sector	(e.g. comment or give % employers meeting obligations?)
Fulfilment of employment quota (if it exists)	There is no quota	There is no quota	

Participation in training of disabled people	2006: 23.634 2007: 21.568 (vocational rehabilitation) (data from Statistikbanken.dk)	(e.g. comment or give number of people participating in vocational or work-related employment)
---	---	--

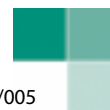


Annex 2: 2008-9 laws and policies on the employment of disabled people

Name of law: (this is not a law, but a governmental strategy)	1. The programme for persons with disabilities (Indsatsen for personer med handicap)
Date of entering into force:	April 22 2009.
Objective:	Goals: - 1. The share of enterprises that have people with disabilities employed shall grow with five percentage points until the end of 2012. - 2. More people – five percentage points more – than today are to feel at ease working together with a mentally sick person. This means that in 2012 at least 37 percent should answer that they feel at ease working together with a mentally sick person 3. Fifteen percent of the disability pensioners that address themselves at the jobcentres shall gain employment. Nine initiatives are mentioned.
Impact assessment (positive/negative):	It is difficult to assess today, but the strategy will be evaluated in 2012.
Name of law: (this is not a law, but an amount of nearly 1 million € that is distributed)	2. Initiatives for persons with disabilities
Date of entering into force:	2009.
Objective:	Organisations, associations, jobcentres, municipalities, other public authorities, other actors, research institutions, educational institutions, consultant firms, private organisations, enterprises, etc. may apply for money for projects with the aim of furthering people with disabilities' attachment to the labour market.
Impact assessment (positive/negative):	Many new forms of support and methods have been tried in projects of different types, and the disability organisations are often participants. The projects often end when the funds are used up, but in a number of cases the experiences have been made use of.
Name of law: (this is not a law but an agreement with the social partners)	3. Agreement with the social partners on sick leave (Trepartsaftale om sygefravær)
Date of entering into force:	Agreed September 29 2008
Objective:	Reduce sick leave 39 new initiatives at a total cost of 23 million €. They will be translated into legislation and policies in 2009
Impact assessment (positive/negative):	This agreement has been negotiated before the crisis, and the background for it has changed radically since.



Name of law: (not a law but a white paper)	4. Report from the labour market commission (Arbejdsmarkedskommissionen)
Date of entering into force:	
Objective:	Methods to increase the labour force One of the most discussed proposals is to get more disability pensioners into employment.
Impact assessment (positive/negative)	The economic crisis has changed the background for this white paper a lot since it was planned.



Annex 3: 2008-9 research/evaluation on the employment of disabled people

Publication details (author, date, title, etc):	Brian Larsen & Jan Høgelund: Handicap og beskæftigelse. Udviklingen mellem 2002 og 2008 (Disability and employment. The development between 2002 and 2008). Copenhagen: SFI report 09:05.
Key findings from the research:	The number of disabled persons in employment has grown by 17.000 in the period 2004-2007. In 2008 fewer persons than before report disabilities. The percentage employed on special conditions (flexjobs) has grown. Technological aids are used more in work. Knowledge of relevant legislation has become more widespread.
Comment or assessment:	<p>The report may be read as an evaluation of the programme for employment of people with disabilities from 2004. It shows that the goal of the programme – 2000 more persons with disabilities in jobs every year – has not been fulfilled as there is no significant change in employment of disabled people in the period.</p> <p>For the period 2002-2005 the surveys show a growth in number of disabled persons in employment, and for the period 2005-2008 there is a slightly greater decline. Both these are however only on the limit of significance.</p> <p>Cohort analyses show that the number of disabled people in employment has been rather constant, whereas the number of non-disabled people in employment has grown.</p> <p>In any case it seems to have been relatively harder for disabled persons to get jobs in the period.</p>

Publication details (author, date, title, etc):	Brian Larsen, Anders Bruun Jonassen & Jan Høgelund: Personer med handicap. Helbred, beskæftigelse og førtidspension 1995-2008 (Persons with disability. Health, employment and disability pension 1995-2008).
Key findings from the research:	<p>In order to find how often disability is a permanent condition, disabled and not disabled persons from a survey conducted in 1995 were interviewed again. Of the persons who had functional limitations in the 1995 survey, 46 % now had a better functional ability, 8 % had the same, and 46 % a worse one. Overall therefore the persons had all in all less functional ability during the years.</p> <p>Persons with functional limitations concerning behaviour were most likely to be better; if the limitations concerned legs this was least likely.</p> <p>For persons who were in work in 1995, those who had better functional ability today than in 1995 were more often in a job.</p> <p>For persons who were not in work in 1995, those with better functional ability today than in 1995 were not more likely to be in a job today.</p> <p>So it seems that there are barriers as to entering the labour market, once people are out because of disability.</p>



Comment or assessment:	The result on barriers on the labour market is well known. The focus on disability as something that may change is however not common, and should certainly be taken more into consideration.
Publication details (author, date, title, etc):	Jens Clausen: Arbejdsmarkedets udkant. Bevægelser ind og ud af det ordinære arbejdsmarked (On the fringe of the labour market. Movements in and out of the ordinary labour market). AKF working paper.
Key findings from the research:	1997-2006 the number of persons outside the ordinary labour market grew despite a significant decline in unemployment. The number leaving the labour market to receive sickness benefit increased by 50 %, without any demographic or health related reason.
Comment or assessment:	The study shows that the labour market has become less “roomy” in spite of the political endeavours to create a more “roomy” (or inclusive) labour market.

Frederik I. Pedersen & Jeppe Druedahl: Arbejdsløshed ujævnt fordelt (Unemployment unevenly distributed) Arbejderbevægelsens Erhvervsråd September 2009

http://www.ae.dk/files/AE_arbejdsløshed-ujævnt-fordelt.pdf