

Mandatory Employment or Equal Opportunities? Employment Policies for People with Disabilities in the UN-European Region

International Expert Meeting
Vienna, Austria
1-2 December 1994

Edited by

Kai Leichsenring
European Centre

Charlotte Strümpel
European Centre

The European Centre for Social Welfare Policy and Research gratefully acknowledges the support provided for the organization of the meeting as well as the publication of this report by the Austrian Federal Ministry for Labour and Social Affairs.

Mandatory Employment or Equal Opportunities? Employment Policies for People with Disabilities in the UN-European Region

The expert meeting “Mandatory Employment or Equal Opportunities? Employment Policies for People with Disabilities in the UN-European Region” was organized by the European Centre for Social Welfare Policy and Research in collaboration with the Austrian Federal Ministry for Labour and Social Affairs. Held in Vienna 1-2 December 1994, this meeting is part of a long tradition of expert meetings in the context of the United Nations Decade of Disabled Persons (1983-1992). The aim of this meeting was to describe different types of legislation and resulting policies, to examine where their similarities and differences are and to discuss the outcomes of different approaches in terms of providing and securing employment opportunities for people with disabilities. It gave 15 Austrian experts the opportunity to exchange ideas on these issues with nine experts from Canada, Denmark, France, Germany, the Netherlands, Sweden and the United Kingdom. The respective country reports describe general policy backgrounds, definitions, quota schemes, equal opportunity legislation, policy concerning sheltered work and supported employment as well as incentives and disincentives for people with disabilities and their employers in the respective countries. Discussion focused around the type of policy measures found in the respective countries, their underlying aims and their practical consequences. The usefulness of quota schemes as well as additional policy measures were debated. Also the advantages and disadvantages of sheltered work as well as supported employment schemes were elicited.

Table of Contents

	page
List of Tables and Figures	7
Chapter 1 Mandatory Employment or Equal Opportunities? Summary of Discussions <i>Charlotte Strümpel</i>	9
Chapter 2 Employment Policies for People with Disabilities in Austria <i>Kai Leichsenring and Charlotte Strümpel</i>	25
Chapter 3 Rights, Equity and Employment of Disabled Persons in Canada <i>Aldred H. Neufeldt and Sam Friio</i>	39
Chapter 4 Employment Policies for People with Disabilities in Denmark <i>Finn Hansen</i>	53
Chapter 5 Employment Policies for People with Disabilities in France <i>Marie-Josée Schmitt</i>	65
Chapter 6 Mandatory Employment or Equal Opportunities? Employment Policy in Germany <i>Horst Frehe</i>	71
Chapter 7 Trends and Issues in the Netherlands <i>Rob M. Krug</i>	83
Chapter 8 Employment Policies, Institutional Support and Work Environment for Adults with Functional Impairments. Some Observations from Sweden <i>Kenneth Abrahamsson and Leif Alm</i>	93

Chapter 9	Employment Policies for Disabled People in the United Kingdom	117
	<i>Patricia Thornton and Neil Lunt</i>	
Chapter 10	Summary of Country Reports	143
	<i>Kai Leichsenring and Charlotte Strümpel</i>	
Annexes		
	Annex I: Agenda of the Conference	161
	Annex II: Questionnaire	163
	Annex III: Biographical Notes	166
	Annex IV: List of Participants	170
Abstracts:	English / French / German	173