



## Report on the employment of disabled people in European countries

**Country:** Estonia

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### 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:

See below (in data section)

In 2009 3 new surveys were conducted (Ministry of Social Affairs):

A survey on the care burden of disabled people and their family members.

A survey on coping and the needs of people with disabled children (1000 families).

A survey on quality of life of the elderly population (1000 persons aged 50-74).

The data from these studies has not yet become available.

### New policy changes:

Based on the Social Benefits for Disabled Act, definitions of severe, profound or moderate degrees of disability of children of up to 16 years of age and persons of retirement age have been established. This has proceeded from the need for personal assistance, guidance or supervision. The following degrees of severity of disabilities are described:

- 1) Profound disability is the loss of or an abnormality in an anatomical, physiological or mental structure or function of a person, as a result of which the person needs constant personal assistance, guidance or supervision twenty-four hours a day;
- 2) Severe disability is the loss of or an abnormality in an anatomical, physiological or mental structure or function of a person as a result of which the person needs personal assistance, guidance or supervision in every twenty-four hour period;
- 3) Moderate disability is the loss of or an abnormality in an anatomical, physiological or mental structure or function of a person as a result of which the person needs regular personal assistance or guidance outside his or her residence at least once a week.

Personal assistance or guidance means the provision of assistance to persons who do not cope independently with eating, hygiene, clothing, moving about or communicating. Supervision means ensuring the safety of persons who, by act or intention, may constitute danger to the life, health or property of themselves or other persons.

Disabled child allowance shall be paid monthly at the following amounts:

- 1) to a child with a moderate disability – 270 per cent of the social benefit rate;
- 2) to a child with a severe or profound disability – 315 per cent of the social benefit rate.

Disability allowance for a person of retirement age shall be paid monthly in the following amounts:

- 1) 50 per cent of the social benefit rate to a person with a moderate disability;
- 2) 105 per cent of the social benefit rate to a person with a severe disability;
- 3) 160 per cent of the social benefit rate to a person with a profound disability.

The degree of severity of disability and the necessity for additional expenses caused by the disability of a person between 16 years of age and retirement age (working age) is based on restrictions on participation in daily activity and social life. For the purposes of this subsection, there are the following degrees of severity of disabilities:

- 1) a person whose daily activity or participation in social life is wholly restricted has a profound disability;
- 2) a person whose daily activity or participation in social life is restricted has a severe disability;
- 3) a person who has difficulties in his or her daily activity or participation in social life has a moderate disability.

The additional expenses caused by a disability concern medicinal products, transport, maintenance of medical devices, household goods, use of the means of communication, clothing and footwear not financed from health insurance and other state budget funds. Payments are to be made at least once a month.

Disability allowance for a person of working age shall also be paid monthly to a disabled person of working age to compensate for the additional expenses caused by disability, except for activities financed from the health insurance and other state budget funds. The allowance shall be paid monthly to meet the additional expenses, and be not less than 65 per cent and not more than 210 per cent of the social benefit rate a month.

From 1 January 2009, the supported employment service for people with special needs was incorporated to the Social Welfare Act. This service aims to guide and counsel a person, support independent coping with everyday life and to enhance quality of life when looking for employment and working.

The service provider has to:

- 1) motivate a person to start working;
- 2) provide support in finding work in accordance with person's abilities;
- 3) support and guide the person, in accordance with the employer and counsel him at work;
- 4) guide and counsel the employer on how to organise the person's work;
- 5) guide the person and his co-workers in their work-related relationships;
- 6) prepare the person for working independently without support.

Statistics:

Adult population with special psychiatric needs receiving the service of supported employment by the type of service, 2003-2008 (during a year)

	2003	2004	2005	2006	2007	2008
<b>Users of services for people with special needs, total<sup>1</sup></b>	2078	2250	2482	2541	2619	2689
<b>Incl. Supported employment</b>	516	548	533	548	510	538

The following reference is for data which is easily available on the website in the analytical document for years 2003-200. The data for other years is combined from different tables through the communication with Social Policy Information and Analysis Department.

[http://www.sm.ee/fileadmin/meedia/Dokumendid/Hoolekandestatistika/Hoolekanne\\_ps%C3%BC%C3%BChilised/2006\\_aasta.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/Hoolekandestatistika/Hoolekanne_ps%C3%BC%C3%BChilised/2006_aasta.pdf)

#### **New research evidence:**

See below

The economic crisis:

See summary on Social Protection and Social Inclusion.

<sup>1</sup> People with special needs receiving all services assisting their every-day living except nursery home services.



## PART ONE: GENERAL EVIDENCE

### 1.1 Academic publications and research reports (key points)

The analysis of general employment trends for the period 2003-2007<sup>2</sup> showed favorable trends in terms of reduced unemployment rates, also among the critical population group of young adults (15-24), but the unproportional relative increase of wages compared to growth of GDP and labour productivity signaled the possibilities of a turnaround in economy. The first half of 2008 showed increasing unemployment rates, also among disabled people, although for the latter proportionately with lesser acceleration. A more concerning trend has been the growth of those inactive due to illness, which for 2007 comprised 20% among the main reasons of inactivity among 15-64 year-olds. Among the elderly age group (55-64) those with illness as the reason for inactivity comprise 36%. However, it is worth mentioning that the employment rate for the older working ages is one of the highest in EU. Also, people with disabilities face two barriers in entering the labour market: a low level of education and health problems, which significantly restrict the opportunities to find a job. The employment rate of older men is much lower than that of women due to health problems.

The main findings of the joint report on qualitative research on measures of supporting employment for disabled people<sup>3</sup> indicated that those whose disability developed at some point during their life consider work to be a normal part of their life, and are of the opinion that the level of coping of a person depends first and foremost on the person her/himself. State support is necessary in order to smooth the inequalities regarding opportunities, but placing all hope only on that cannot ensure a full life. Because of this, people who have become incapacitated for work at some point during their lives, due to traumas or disease, are often more active in the labour market. The survey also indicated more optimism among people who were born with a disability.

The main area for improvement seems to be the spread of information about different opportunities, which often is the main impediment. Although based on qualitative data, the study maps the main points to be addressed in policy, also offering valuable insight into the main barriers.

Survey results focusing on those who do not use the Internet<sup>4</sup> map the main barriers to Internet usage. The barriers are economic, emotional and related to functional ability. Recommendations for the public, third and private sectors are made, on how to: develop abilities, economic access, the use of Estonian-language –based technology, enhancement of knowledge, and support to disabled and elderly people. Disabled people are one of the focuses of the study.

In evaluation of the usage of European structural fund resources in respect to disabled people<sup>5</sup> it was shown that it is difficult to find suitable support persons, the period of training is too short and there are few service providers. One of the main suggestions in the labour market field is to enlarge the funding for active labour market measures in the conditions of economic crisis. The report also stated that during the economic crisis the structure of the unemployed has changed and measures should take this into account.

The Survey on Disabled Population in 2006<sup>6</sup> identified some key problems which should be paid attention to when addressing the persons with disabilities and working on their higher employment rates.

<sup>2</sup> [http://213.184.49.171/eng/HtmlPages/series\\_20085eng/\\$file/series\\_20085eng.pdf](http://213.184.49.171/eng/HtmlPages/series_20085eng/$file/series_20085eng.pdf)

<sup>3</sup> [http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/kogumik/PITTM\\_final\\_EN\\_2\\_.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/kogumik/PITTM_final_EN_2_.pdf)

<sup>4</sup> [http://www.praxis.ee/index.php?id=425&no\\_cache=1&tx\\_mmdamfilelist\\_pi1\[pointer\]=0&tx\\_mmdamfilelist\\_pi1\[showUj\]=204](http://www.praxis.ee/index.php?id=425&no_cache=1&tx_mmdamfilelist_pi1[pointer]=0&tx_mmdamfilelist_pi1[showUj]=204)

<sup>5</sup> [http://www.praxis.ee/index.php?id=425&no\\_cache=1&tx\\_mmdamfilelist\\_pi1\[pointer\]=0&tx\\_mmdamfilelist\\_pi1\[showUj\]=1236](http://www.praxis.ee/index.php?id=425&no_cache=1&tx_mmdamfilelist_pi1[pointer]=0&tx_mmdamfilelist_pi1[showUj]=1236)

<sup>6</sup> [http://www.sm.ee/est/HtmlPages/toimetised\\_20071/\\$file/toimetised\\_20071.pdf](http://www.sm.ee/est/HtmlPages/toimetised_20071/$file/toimetised_20071.pdf)

The survey brought out that in general disabled people are less qualified than people with no disability which might refer to the need to engage them more in educational system, however, to a certain extent the ability to learn new capabilities is limited in this group. The survey revealed that the qualification depends on at what time the person has become disabled, the later in life the person became disabled the better his/her qualifications. In general disabled people are low motivated to work. For successful job search, disabled people need labour market services that are provided by Labour Market Board and that is the segment on which governmental policies can have an impact. It also became evident that disabled person have restricted channels of information: main information source for disabled people is their doctor.

On the side on the employers some surveys have revealed that enterprises are not aware of the governmental support in case they hire disabled persons. Enterprises do not have flexible jobs, part-time jobs<sup>7</sup>.

Taking the above into account, the Ministry of Social Affairs released in 2008 an information bulletin<sup>8</sup> targeting employers, relaying information to them about the laws facilitating employment of disabled people.

Only 17% of those who are registered for allowances for disabled persons worked in 2006 (Survey on Disabled Population, 2006). Almost 32% of the disabled population, by self-assessment, worked in 2006 (LFS, 2006, 26% in the LFS 2002).

Unemployment has increased and is at the level of the last quarter of 2000 and first quarter of 2001, previously the highest levels of unemployment recorded in Estonia after the so-called Russia crisis in 1998<sup>9</sup>. Although it might be assumed that the same applies for disabled people, there are no short-term statistics differentiating different population groups. Data for 2008 does not yet indicate the changes due to economic crisis. However, a comparison between the first half of 2008 and the similar period in 2009 in relation to activity and inactivity among the population aged 15-74, shows that in a year the number of inactive disabled population has diminished<sup>10</sup>. It remains to be seen whether there is some structural change among those who are ill or disabled. It might even be that during the economic crisis the employment rates of disabled persons will not reduce at a similar pace, due to the Social Tax Act. According to this measure an employer who recruits a disabled person can receive state support in the payment of social taxes. This group might be retained if an employer needs to reduce workload but cannot afford to pay social tax according to the minimum wage (see Decree No.113 on special cases in payment of social tax<sup>11</sup>).

The economic crisis will most likely affect the provision of various services for disabled persons by local governments. In particular, in local governments where the age structure is unfavourable (mostly where there is a high elderly population) the resources will reduce markedly. The provision of services is regionally very variable but as there is no overall data collection it will be very difficult to assess regional disparities. However, it may be assumed that they are going to increase as there is also no systematic regional policy to help to alleviate the problem.

<sup>7</sup>[http://www.sm.ee/est/HtmlPages/PsüühilisteerivajadustegainimestetooturulrakendamisevõimalustestJärvamaal/\\$file/Psüühiliste%20erivajadustega%20inimeste%20tööturul%20rakendamise%20võimalustest%20Järvamaal.pdf](http://www.sm.ee/est/HtmlPages/PsüühilisteerivajadustegainimestetooturulrakendamisevõimalustestJärvamaal/$file/Psüühiliste%20erivajadustega%20inimeste%20tööturul%20rakendamise%20võimalustest%20Järvamaal.pdf)

<sup>8</sup>[http://www.sm.ee/fileadmin/meedia/Dokumendid/Toovaldkond/TTO/Erivajadustega\\_inimene\\_hinnatud\\_tootaja.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/Toovaldkond/TTO/Erivajadustega_inimene_hinnatud_tootaja.pdf)

<sup>9</sup>[http://pub.stat.ee/pxweb.2001/Dialog/varval.asp?ma=ML441&ti=UNEMPLOYED+PERSONS+BY+DURATION+OF+UNEMPLOYMENT+%28QUARTERS%29&path=../I\\_Databas/Social\\_life/09Labour\\_market/12Unemployed\\_persons/04Short\\_term\\_statistics/&lang=1](http://pub.stat.ee/pxweb.2001/Dialog/varval.asp?ma=ML441&ti=UNEMPLOYED+PERSONS+BY+DURATION+OF+UNEMPLOYMENT+%28QUARTERS%29&path=../I_Databas/Social_life/09Labour_market/12Unemployed_persons/04Short_term_statistics/&lang=1)

<sup>10</sup><http://www.stat.ee/dokumendid/37136>

<sup>11</sup><https://www.riigiteataja.ee/ert/act.jsp?id=13174591>

On September 10, 2009 in Tallinn, Estonia, the representative organisations of disabled people in three Baltic countries (Estonia, Latvia and Lithuania) presented a memorandum to the governments of these countries addressing the main concerns of disabled persons in these countries (decisions that had not been discussed with representative organisations, the reduction of access to local services rehabilitation and institutional care for people needing most assistance, lack of development of new services, threats to workplaces for disabled people, and the problems of disabled people seen as a low priority etc.)<sup>12</sup>:

The main problem to be solved is the organisation of information channels, in particular for notifying disabled people about services and service providers. More information is also needed for employers in order to let them know about the workforce potential of disabled people. The main gaps identified that neither employers nor disabled people are aware about different working forms (including part time jobs) and measures should address the facilitation of more flexible jobs. For prevention of unemployment better access to different vocational and work related trainings should be enhanced.

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Adult population with special psychiatric needs receiving the supported employment service by the type of service, 2003-2008 (during each year)

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<sup>1</sup> People with special needs receiving all services assisting their every-day living except nursery home services

In 2006/2007 the Estonian Health Interview Survey 2006 was carried out (by the National Institute for Health Development). The survey data is one of the best sources to understand better the situation of those with restrictions for everyday life, their coping abilities and to identify better the main risk groups. Publications include Methodological report<sup>13</sup> and Standard Tabulations<sup>14</sup>. Preliminary analysis has been published in a special edition of Eesti Arst 2008, 88 (lisa 2)<sup>15</sup>

In 2008 the Survey on employer's attitudes towards different labour market risk groups was conducted by the Ministry of Social Affairs.

<sup>12</sup> <http://www.epikoda.ee/include/blob.php?download=epiknews&id=0309>

<http://www.epikoda.ee/index.php?op=4&id=0278>

<sup>13</sup> [http://www2.tai.ee/ETeU/met\\_51.pdf](http://www2.tai.ee/ETeU/met_51.pdf)

<sup>14</sup> [http://www2.tai.ee/ETeU/ETeU\\_tabelid.pdf](http://www2.tai.ee/ETeU/ETeU_tabelid.pdf)

<sup>15</sup> [http://www.eestiartst.ee/eng/eesti\\_arst/archive/article\\_id-1361](http://www.eestiartst.ee/eng/eesti_arst/archive/article_id-1361), and related articles



The survey will enable to address better the employers and facilitate more favourable attitudes towards employing some of the risk groups, among others disabled persons<sup>16</sup>.

In 2008 – Qualitative research on the awareness of the measures supporting the employment and/or studying of the disabled in Estonia<sup>17</sup> (including their attitudes and motivations to become employed and/or to continue their studies). The Ministry of Social Affairs aims to tackle the main obstacles for disabled persons seeking jobs or acquiring new specialities in order to elaborate more targeted measures for the group..

In 2008 – Qualitative research and web survey<sup>18</sup> by Ministry of Social Affairs on the Estonian rehabilitation system and services, a main measure to help the disabled people return to/enter the labour market.

In 2009 – a new Survey on Disabled Population II, by the Ministry of Social Affairs  
The results will be published in 2010.

The Ministry of Social Affairs and National Institute for Health Development are the main counterparts for national survey methodologies that encompass data on the disabled population (both from the viewpoint of their self-subsistence and from the point of view registration for allowances). Relevant questions have been included in most national surveys planned by Statistical Office, for example, in 2010, the Time Use Survey (time spent for care of disabled by household members) and in 2011, planned ad hoc module in Labour Force Survey on employment of disabled population.

In 2010/2011 Estonia is planning to join the SHARE initiative<sup>19</sup> (Survey on Health, Ageing and retirement in Europe) targeting the well-being, health status and social networks of elderly people. The survey will be carried out as a joint initiative between academic institutions, the Ministry of Social Affairs and the national Statistical Office.

There is the need for more research analysis on those currently working among the disabled population, and those not working, in order to understand their apparent low motivation to work. For this reason the Estonian Health Interview Survey 2006 provides a good possibility to link functional capacities, family life, educational and working career with health problems and draw an overall picture of the population towards whom the measures are targeted. As similar survey was carried out in 1996 and this provides an opportunity to assess developments over past 10 years. The first outcomes of analysis are published in a special issue of Eesti Arst, 2008, 88 (lisa 2)<sup>20</sup>.

## 1.2 Employment statistics and trends (key points)

The approach to statistics on people with disabilities in Estonia distinguishes two different target groups in general. First, there is a group based on self-assessment (i.e. those who reply in the affirmative to the question: “Do you have any long-standing illness, disability or handicap, which has lasted or will probably last for 6 months or longer?”). People classified according to the above definition will hereinafter be called the extended target group. The statistical data drawn from the Estonian Labour Force Survey (LFS) of Statistics Estonia pertain to this particular target group.

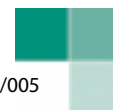
<sup>16</sup> Masso, Märt. [PDF](#) [Mittetavapärane töökorraldus Eesti ettevõtetes](#) / EV Sotsiaalministeerium, tööpoliitika info ja analüüsi osakond. – Tallinn, 2009. – 22 lk. – (Sotsiaalministeeriumi toimetised. Poliitikaanalüüs, ISSN-L 1736-3896, ISSN 1736-8472 (CD), ISSN 1736-3896 (trükkis), ISSN 1736-390X (online); 2009, 2).

<sup>17</sup> [Measures supporting the employment of the disabled in Estonia](#)

<sup>18</sup> [http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/kozumik/REHAraport\\_pikk.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/kozumik/REHAraport_pikk.pdf)

<sup>19</sup> [www.share-project.org](http://www.share-project.org)

<sup>20</sup> [http://www.eestiarst.ee/eng/eesti\\_arst/archive/article\\_id-1361](http://www.eestiarst.ee/eng/eesti_arst/archive/article_id-1361) and related articles



<b>LABOUR STATUS OF POPULATION AGED 15-64</b>									
<b>by Restriction of ability to work, Indicator, Year and Sex</b>									
	<b>2002</b>			<b>2006</b>			<b>2008</b>		
	<b>Males &amp; females</b>	<b>Males</b>	<b>Females</b>	<b>Males &amp; females</b>	<b>Males</b>	<b>Females</b>	<b>Males &amp; females</b>	<b>Males</b>	<b>Females</b>
<b>Restricted and not restricted ability to work total</b>									
Labour force, thousands	632.0	324.6	307.5	661.1	331.7	329.3	671.3	340.4	331.0
..employed, thousands	565.6	289.0	276.6	621.1	310.8	310.3	633.5	320.2	313.2
..unemployed, thousands	66.5	35.6	30.9	40.0	21.0	19.0	37.9	20.1	17.7
Inactive persons, thousands	284.2	113.3	171.0	255.9	108.8	147.1	240.3	98.4	141.8
Labour force and inactive total, thousands	916.3	437.8	478.5	916.9	440.6	476.4	911.6	438.8	472.8
Labour force participation rate, %	69.0	74.1	64.3	72.1	75.3	69.1	73.6	77.6	70.0
Employment rate, %	61.7	66.0	57.8	67.7	70.5	65.1	69.5	73.0	66.3
Unemployment rate, %	10.5	11.0	10.1	6.0	6.3	5.8	5.6	5.9	5.4
<b>Ability to work is restricted</b>									
Labour force, thousands	32.4	15.4	17.0	37.4	17.9	19.4	42.6	20.4	22.2
..employed, thousands	25.3	11.8	13.5	32.5	15.7	16.8	37.0	17.4	19.6
..unemployed, thousands	7.2	3.6	3.5	4.9	2.2	2.7	5.6	3.0	2.6
Inactive persons, thousands	64.1	30.4	33.7	62.3	32.6	29.7	68.5	32.2	36.3
Labour force and inactive total, thousands	96.5	45.9	50.7	99.6	50.5	49.1	111.0	52.6	58.4
Labour force participation rate, %	33.6	33.6	33.6	37.5	35.5	39.6	38.3	38.8	37.9
Employment rate, %	26.2	25.7	26.6	32.6	31.1	34.2	33.3	33.1	33.5
Unemployment rate, %	22.1	23.5	20.9	13.1	12.3	13.7	13.1	14.5	11.7



<b>..ability to work is considerably restricted</b>									
Labour force, thousands	6.2	3.0	3.3	6.2	2.6	3.6	6.2	3.1	3.1
..employed, thousands	4.5	2.4	2.2	5.2	2.2	3.1	5.4	2.7	2.6
..unemployed, thousands	1.7	..	..	0.9	..	..	0.8	..	..
Inactive persons, thousands	44.5	22.6	21.8	42.7	23.4	19.3	43.5	23.0	20.4
Labour force and inactive total, thousands	50.7	25.6	25.1	48.8	26.0	22.9	49.6	26.1	23.5
Labour force participation rate, %	12.3	11.6	13.1	12.6	10.0	15.6	12.5	11.9	13.1
Employment rate, %	9.0	9.2	8.7	10.7	8.4	13.3	10.8	10.5	11.1
Unemployment rate, %	27.3	..	..	15.1	..	..	13.3	..	..
<b>..ability to work is to some extent restricted</b>									
Labour force, thousands	26.2	12.5	13.7	31.2	15.3	15.9	36.4	17.3	19.1
..employed, thousands	20.7	9.4	11.3	27.3	13.5	13.7	31.6	14.7	17.0
..unemployed, thousands	5.5	3.0	2.4	4.0	1.8	2.1	4.7	2.6	2.1
Inactive persons, thousands	19.7	7.8	11.8	19.6	9.2	10.4	25.0	9.2	15.8
Labour force and inactive total, thousands	45.8	20.3	25.6	50.8	24.6	26.2	61.4	26.5	34.9
Labour force participation rate, %	57.1	61.4	53.7	61.4	62.5	60.4	59.2	65.2	54.7
Employment rate, %	45.2	46.5	44.1	53.6	55.1	52.3	51.5	55.4	48.6
Unemployment rate, %	20.9	24.3	17.8	12.7	11.8	13.5	13.0	15.0	11.2
<b>Ability to work is not restricted</b>									

Labour force, thousands	599.6	309.1	290.5	623.7	313.8	309.9	628.8	320.0	308.8
..employed, thousands	540.3	277.2	263.1	588.6	295.1	293.5	596.5	302.8	293.7
..unemployed, thousands	59.3	31.9	27.4	35.1	18.8	16.4	32.3	17.2	15.1
Inactive persons, thousands	220.1	82.8	137.3	193.6	76.2	117.4	171.8	66.2	105.5
Labour force and inactive total, thousands	819.7	392.0	427.8	817.3	390.0	427.3	800.5	386.2	414.3
Labour force participation rate, %	73.1	78.9	67.9	76.3	80.5	72.5	78.5	82.9	74.5
Employment rate, %	65.9	70.7	61.5	72.0	75.6	68.7	74.5	78.4	70.9
Unemployment rate, %	9.9	10.3	9.4	5.6	6.0	5.3	5.1	5.4	4.9

**Footnote:**

annual average. Restriction of ability to work due to long-term (6 months or longer) illness or disability.

[http://pub.stat.ee/px-](http://pub.stat.ee/px-web.2001/I_Databas/Social_Life/09Labour_market/090Health_and_ability_to_work/090Health_and_ability_to_work.asp)

[web.2001/I\\_Databas/Social\\_Life/09Labour\\_market/090Health\\_and\\_ability\\_to\\_work/090Health\\_and\\_ability\\_to\\_work.asp](http://pub.stat.ee/px-web.2001/I_Databas/Social_Life/09Labour_market/090Health_and_ability_to_work/090Health_and_ability_to_work.asp)

See also other tables:

[http://pub.stat.ee/px-](http://pub.stat.ee/px-web.2001/I_Databas/Social_Life/09LABOUR_MARKET/09LABOUR_MARKET.asp)

[web.2001/I\\_Databas/Social\\_Life/09LABOUR\\_MARKET/09LABOUR\\_MARKET.asp](http://pub.stat.ee/px-web.2001/I_Databas/Social_Life/09LABOUR_MARKET/09LABOUR_MARKET.asp)

Also the Estonian SILC has data on approximation of the category based on the question: 'Do you have limitations in your everyday activities due to health problems?'. According to the data from Estonian SILC, persons with very large restrictions in their everyday activities have reduced over the 4 years to some extent, comprising around 11%.

**LIMITATIONS OF EVERYDAY ACTIVITIES OF PERSONS AGED 16 AND OLDER DUE TO HEALTH PROBLEMS by Year, Sex, Age group and Extent of limitation (per cent)**

	Very much restricted	To some extent restricted	Not at all restricted
<b>2004</b>			
Males and females			
16 and older	12.7	20.6	64.5
16-24	2.7	9.2	86.5
25-34	3.8	12.7	81.1
35-44	5.6	14.8	77.9
45-54	9.2	23.0	66.2
55-64	15.1	32.7	49.7
65 and older	36.5	31.6	28.5
Males			
16 and older	10.8	18.6	68.6
16-24	..	9.9	85.2
25-34	..	12.3	82.0
35-44	7.9	14.1	76.2

45-54	8.9	21.2	67.8
55-64	16.0	28.4	53.4
65 and older	30.6	32.0	34.1
Females			
16 and older	14.3	22.2	61.2
16-24	..	8.5	87.8
25-34	..	13.1	80.3
35-44	..	15.5	79.5
45-54	9.5	24.5	64.7
55-64	14.4	36.0	46.9
65 and older	39.5	31.3	25.7
<b>2005</b>			
Males and females			
16 and older	12.9	24.4	62.7
16-24	2.5	9.7	87.8
25-34	4.3	13.6	82.1
35-44	3.3	18.6	78.1
45-54	9.0	28.3	62.7
55-64	15.5	37.7	46.8
65 and older	38.6	38.9	22.6
Males			
16 and older	11.0	23.4	65.6
16-24	2.7	10.8	86.4
25-34	5.1	15.5	79.4
35-44	4.1	19.1	76.8
45-54	9.2	28.0	62.8
55-64	16.7	37.1	46.2
65 and older	34.8	37.9	27.2
Females			
16 and older	14.4	25.3	60.4
16-24	2.3	8.5	89.2
25-34	3.5	11.7	84.8
35-44	2.5	18.2	79.3
45-54	8.8	28.6	62.6
55-64	14.5	38.2	47.3
65 and older	40.4	39.3	20.3
<b>2006</b>			
Males and females			
16 and older	11.0	23.0	66.0
16-24	1.8	8.6	89.6
25-34	2.9	10.3	86.8
35-44	3.2	18.0	78.8
45-54	6.8	24.0	69.3
55-64	13.7	34.6	51.7
65 and older	33.8	41.5	24.7
Males			
16 and older	9.7	21.2	69.1
16-24	2.6	7.9	89.4
25-34	3.7	11.2	85.2

35-44	3.8	20.1	76.1
45-54	8.1	24.5	67.4
55-64	14.4	34.1	51.5
65 and older	31.2	37.8	31.0
Females			
16 and older	12.0	24.4	63.5
16-24	..	9.3	89.8
25-34	..	9.5	88.4
35-44	2.6	16.1	81.3
45-54	5.6	23.6	70.9
55-64	13.1	35.0	51.9
65 and older	35.1	43.3	21.6
<b>2007</b>			
Males and females			
16 and older	11.1	22.3	66.6
16-24	1.6	7.9	90.5
25-34	1.5	9.7	88.8
35-44	3.0	15.1	81.9
45-54	6.9	25.4	67.7
55-64	14.1	35.7	50.2
65 and older	35.1	39.6	25.3
Males			
16 and older	8.7	22.3	69.0
16-24	2.4	8.5	89.1
25-34	2.0	12.0	86.0
35-44	3.8	16.7	79.5
45-54	5.9	27.5	66.6
55-64	13.3	36.5	50.2
65 and older	30.4	41.1	28.5
Females			
16 and older	13.1	22.4	64.5
16-24	..	7.1	92.0
25-34	..	7.3	91.7
35-44	2.3	13.6	84.1
45-54	7.7	23.6	68.7
55-64	14.8	35.0	50.2
65 and older	37.5	38.8	23.7
<b>2008</b>			
Males and females			
16 and older	9.9	20.8	69.3
16-24	1.1	4.9	94.0
25-34	1.6	9.2	89.2
35-44	2.9	11.8	85.3
45-54	6.6	19.1	74.3
55-64	11.3	33.6	55.1
65 and older	31.2	43.2	25.6
Males			
16 and older	9.0	18.7	72.3
16-24	..	5.5	93.4

25-34	..	9.5	87.9
35-44	2.9	13.0	84.1
45-54	8.8	20.2	71.0
55-64	13.1	32.8	54.1
65 and older	30.7	39.7	29.6
<b>Females</b>			
16 and older	10.6	22.5	66.9
16-24	..	4.3	94.6
25-34	..	8.9	90.4
35-44	3.0	10.7	86.3
45-54	4.7	18.3	77.0
55-64	9.9	34.3	55.8
65 and older	31.4	45.0	23.6
<b>Footnote:</b> Unit: percentages			

The problem for Estonia is the big proportion of the population who feel somewhat restricted in their everyday activities who, according to the survey data, form more than one fifth of the population over 16 years. The proportion of those very restricted in their activities has somewhat reduced by 2008<sup>21</sup>.

Secondly, in Estonia data is collected about the disabled people with officially validated impairment ratings, i.e. people with disabilities within the meaning of the Social Benefits for Disabled Persons Act. People classified according to the above definition will hereinafter be called the restricted target group. From 2000 medical assessment committees determine the incapacity for work in per cents (10, 20, 30 up to 100) and the disability in three degrees of severity (profound, severe or moderate).

The per cent of incapacity for work is the ground for receiving pension for the incapacity for work and the degree of severity of a disability is the ground for receiving social benefits for disabled persons. The following persons have the right to receive a pension for incapacity for work: persons between the age of 16 and the pensionable age and persons who are declared permanently incapacitated for work with 40-100 per cent loss of the capacity for work and persons who have earned the pension qualifying period required. A pension for incapacity for work shall be granted for the period of permanent incapacity for work.

The statistical data drawn from the databases of the Social Insurance Board registers pertain to the restricted target group<sup>22</sup>.

<b>DECLARED INCAPACITATED FOR WORK FOR THE FIRST-TIME by Sex, Percentage of the incapacity for work and Year (persons)</b>									
	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
<b>Males and females</b>									
Incapacity for work total	8 855	9 684	9 574	9 760	10 982	11 539	12 034	12 201	11 856
100% incapacity for work	1 179	1 305	1 461	1 490	1 500	1 770	1 852	1 762	1 509

<sup>21</sup> See tables: [http://pub.stat.ee/px-web.2001/I\\_Databas/Social\\_Life/05Health/05Health\\_status/05Health\\_status.asp](http://pub.stat.ee/px-web.2001/I_Databas/Social_Life/05Health/05Health_status/05Health_status.asp)

<sup>22</sup> See tables: [http://pub.stat.ee/px-web.2001/I\\_Databas/Social\\_Life/05Health/02Disability/02Disability.asp](http://pub.stat.ee/px-web.2001/I_Databas/Social_Life/05Health/02Disability/02Disability.asp)

90% incapacity for work	384	449	453	333	380	413	452	513	452
80% incapacity for work	3 565	2 899	2 399	2 416	2 794	2 722	3 017	3 092	3 163
70% incapacity for work	430	645	595	718	815	855	867	918	876
60% incapacity for work	1 680	1 661	1 559	1 590	1 749	1 695	1 749	1 771	1 583
50% incapacity for work	591	1 024	1 070	1 074	1 213	1 257	1 239	1 249	1 301
40% incapacity for work	806	1 411	1 615	1 697	1 996	2 252	2 247	2 237	2 320
30% incapacity for work	92	153	213	219	251	288	309	325	336
20% incapacity for work	107	109	167	188	238	239	256	279	280
10% incapacity for work	21	28	42	35	46	48	46	55	36
<b>Males</b>									
Incapacity for work total	5 303	5 809	5 479	5 396	6 093	6 182	6 420	6 505	6 486
100% incapacity for work	777	921	1 006	1 005	1 084	1 133	1 172	1 112	954
90% incapacity for work	268	304	293	217	234	271	282	336	291
80% incapacity for work	2 116	1 819	1 460	1 430	1 653	1 564	1 692	1 725	1 845
70% incapacity for work	254	380	328	404	462	481	517	534	492
60% incapacity for work	938	914	825	794	876	851	952	945	848
50% incapacity for work	338	514	552	511	617	606	584	597	666
40% incapacity for work	493	796	797	835	914	1 023	949	994	1 077
30% incapacity for work	54	81	108	94	120	132	144	117	173
20% incapacity for work	57	63	87	91	109	101	106	117	123
10% incapacity for work	8	17	23	15	24	20	22	28	17
<b>Females</b>									
Incapacity for work total	3 552	3 875	4 095	4 364	4 889	5 357	5 614	5 696	5 370
100% incapacity for work	402	384	455	485	416	637	680	650	555
90% incapacity for work	116	145	160	116	146	142	170	177	161
80% incapacity for work	1 449	1 080	939	986	1 141	1 158	1 325	1 367	1 318
70% incapacity for work	176	265	267	314	353	374	350	384	384

60% incapacity for work	742	747	734	796	873	844	797	826	735
50% incapacity for work	253	510	518	563	596	651	655	652	635
40% incapacity for work	313	615	818	862	1 082	1 229	1 298	1 243	1 243
30% incapacity for work	38	72	105	125	131	156	165	208	163
20% incapacity for work	50	46	80	97	129	138	150	162	157
10% incapacity for work	13	11	19	20	22	28	24	27	19

**Footnote:**

### FIRST-TIME DISABILITY by Year, Age group, Degree of the disability and Sex

	Degrees of the disability total			Profound disability			Severe disability			Moderate disability		
	Males and females	Males	Females	Males and females	Males	Females	Males and females	Males	Females	Males and females	Males	Females
<b>2000</b>												
Age groups total	45433	22691	22742	7356	3849	3507	23488	11590	11898	14589	7252	7337
Less than 16	3134	1813	1321	764	443	321	1303	755	548	1067	615	452
16-24	2222	1290	932	283	168	115	1031	598	433	908	524	384
25-29	1350	781	569	173	118	55	728	416	312	449	247	202
30-44	6536	3403	3133	805	481	324	3373	1699	1674	2358	1223	1135
45-54	10140	4954	5186	1101	645	456	4954	2423	2531	4085	1886	2199
55-59	5692	387	2305	698	411	287	2951	1745	1206	2043	1231	812
60-62	3044	2003	1041	452	281	171	1701	1113	588	891	609	282
63 and older	13315	5060	8255	3080	1302	1778	7447	2841	4606	2788	917	1871
<b>2001</b>												
Age groups total	57281	22723	34558	9851	3574	6277	26451	10477	15974	20979	8672	12307
Less than 16	2285	1327	958	328	191	137	1086	625	461	871	511	360
16-24	1412	842	570	131	74	57	624	404	220	657	364	293
25-29	825	514	311	98	58	40	392	260	132	335	196	139
30-44	3700	2130	1570	339	211	128	1707	994	713	1654	925	729
45-54	5242	2663	2579	436	249	187	2108	1139	969	2698	1275	1423
55-59	3923	1880	2043	341	190	151	1656	805	851	1926	885	1041
60-62	3386	1519	1867	341	191	150	1453	662	791	1592	666	926
63 and older	36508	11848	24660	7837	2410	5427	17425	5588	11837	11246	3850	7396

<b>2002</b>												
Age groups total	19899	7713	12186	2870	1102	1768	9128	3486	5642	7901	3125	4776
Less than 16	996	554	442	145	94	51	492	279	213	359	181	178
16-24	502	299	203	69	47	22	223	132	91	210	120	90
25-29	259	154	105	24	17	7	113	71	42	122	66	56
30-44	1230	714	516	96	64	32	469	286	183	665	364	301
45-54	1882	1003	879	137	97	40	696	409	287	1049	497	552
55-59	1188	634	554	81	43	38	398	219	179	709	372	337
60-62	1063	459	604	84	35	49	395	182	213	584	242	342
63 and older	12779	3896	8883	2234	705	1529	6342	1908	4434	4203	1283	2920
<b>2003</b>												
Age groups total	17237	7055	10182	2315	888	1427	8211	3359	4852	6711	2808	3903
Less than 16	1015	625	390	138	83	55	450	273	177	427	269	158
16-24	395	228	167	44	32	12	140	86	54	211	110	101
25-29	216	132	84	28	19	9	95	60	35	93	53	40
30-44	1091	615	476	80	53	27	428	253	175	583	309	274
45-54	1816	966	850	106	74	32	664	376	288	1046	516	530
55-59	1181	620	561	76	39	37	408	239	169	697	342	355
60-62	878	418	460	81	43	38	407	211	196	390	164	226
63 and older	10645	3451	7194	1762	545	1217	5619	1861	3758	3264	1045	2219
<b>2004</b>												
Age groups total	18045	7492	10553	2202	911	1291	8820	3658	5162	7023	2923	4100
Less than 16	1027	615	412	95	55	40	542	331	211	390	229	161
16-24	440	262	178	38	28	10	212	119	93	190	115	75
25-29	219	136	83	15	11	4	86	58	28	118	67	51
30-44	1113	636	477	93	60	33	449	271	178	571	305	266
45-54	1885	1011	874	111	74	37	616	368	248	1158	569	589
55-59	1349	714	635	79	55	24	483	282	201	787	377	410
60-62	849	400	449	74	41	33	348	171	177	427	188	239
63 and older	11163	3718	7445	1697	587	1110	6084	2058	4026	3382	1073	2309
<b>2005</b>												
Age groups total	17505	7517	9988	1980	876	1104	7820	3451	4369	7705	3190	4515
Less than 16	1056	623	433	79	45	34	571	341	230	406	237	169



16												
16-24	619	380	239	55	36	19	281	182	99	283	162	121
25-29	320	188	132	31	20	11	150	89	61	139	79	60
30-44	1357	757	600	108	70	38	498	289	209	751	398	353
45-54	2223	1121	1102	129	72	57	756	436	320	1338	613	725
55-59	1580	780	800	99	60	39	536	300	236	945	420	525
60-62	803	397	406	64	33	31	340	176	164	399	188	211
63 and older	9547	3271	6276	1415	540	875	4688	1638	3050	3444	1093	2351
<b>2006</b>												
Age groups total	18313	8032	10281	2273	1013	1260	7915	3582	4333	8125	3437	4688
Less than 16	1105	648	457	136	75	61	572	346	226	397	227	170
16-24	632	387	245	76	54	22	264	163	101	292	170	122
25-29	290	172	118	37	27	10	105	61	44	148	84	64
30-44	1363	784	579	76	54	22	551	327	224	691	390	301
45-54	2318	1229	1089	162	107	55	807	471	336	1349	651	698
55-59	1834	897	937	119	80	39	580	322	258	1135	495	640
60-62	818	414	404	80	41	39	297	166	131	441	207	234
63 and older	9953	3501	6452	1542	562	980	4739	1726	3013	3672	1213	2459
<b>2007</b>												
Age groups total	17200	7619	9581	2055	955	1100	7639	3537	4102	7506	3127	4379
Less than 16	1184	742	442	145	89	56	686	442	244	353	211	142
16-24	741	424	317	79	50	29	342	208	134	320	166	154
25-29	309	187	122	24	15	9	162	99	63	123	73	50
30-44	1344	731	613	106	70	36	545	306	239	693	355	338
45-54	2169	1089	1080	154	102	52	754	426	328	1261	561	700
55-59	1668	847	821	106	67	39	588	322	266	974	458	516
60-62	886	421	465	62	33	29	333	158	175	491	230	261
63 and older	8899	3178	5721	1379	529	850	4229	1576	2653	3291	1073	2218
<b>2008</b>												
Age groups total	14828	6608	8220	1763	766	997	6735	3124	3611	6330	2718	3612
Less than 16	1236	740	496	121	68	53	783	467	316	332	205	127
16-24	599	366	233	53	33	20	312	192	120	234	141	93
25-29	246	146	100	28	19	9	108	69	39	110	58	52
30-44	1167	668	499	80	46	34	494	296	198	593	326	267
45-54	1803	952	851	103	69	34	655	373	282	1045	510	535
55-59	1402	737	665	84	53	31	491	291	200	827	393	434

60-62	800	391	409	64	37	27	325	162	163	411	192	219
63 and older	7575	2608	4967	1230	441	789	3567	1274	2293	2778	893	1885
<b>Footnote:</b> Data from Social Insurance Board												

As at the beginning of 2008, the number of people with disabilities in Estonia (restricted target group) break down as follows:

Age	Number
0-15	6,540
16-62	51,970
63+	76,909
Total	135,419

Estonia is concerned about the annual increase in the number of disabled people (including those in the working age). In the restricted target group, the number was smaller by 15,200 people among those aged 16-64 only a year ago (thus the growth was nearly 37% over the last year). On the one hand, this can be explained by the aging of population (the majority of disabled people are advanced in age). However, it may also refer to the poor health status of the population. People with disabilities registered for benefits and pensions at the Social Insurance Board form around 8-9% of the population.

Besides disability, incapacity for work is also distinguished. Temporary incapacity for work and permanent incapacity for work are distinguished. Permanent incapacity for work is divided into partial (loss of capacity for work 10-90%) and complete (loss of capacity for work 100%) incapacity. A person may be assigned either a rating of disability or incapacity for work or both. As of 2007, there were 67,459 incapacity pensioners registered by the Social Insurance Board. The biggest number of incapacity pensioners is in the age group 40-54 years (29,415).

The information about labour market situation of disabled people from the Statistical Office and Social Insurance Board is available upon request. Data is received from Labour Market Board monthly and is reliable. As indicated above, some of the indicators are routinely published in the national statistical database<sup>23</sup> :

The employment rate of people with disabilities (the extended target group of people aged 15-64 years) was 32.6 % as of 2006 and 33.3% in 2008 (compared with 26 % in 2002 LFS). The total employment rate in 2006 was 67.7 % and increased somewhat in 2008 to 69.5% (compared with 61.1 % in 2002).

On the basis of the Survey on Disabled Population, 2006 (restricted target group) the percentage of employed comprised 17%. Since 2008, the data on registered disabled in Social Insurance Board is linked to the data from LFS and according to these estimates employment rate of the registered disabled in the age group 15-64 was 23.3% (communication from Social Policy Information and Analysis Department, Ministry of Social Affairs).

The trends of employment rates of disabled population are monitored through ad hoc modules of the national LFS (2002, 2006 and in 2008) and through a targeted survey on the disabled population which was carried out in 2006 and again in 2009. The Labour Force Survey addresses the whole population, within which the disabled are quantified by targeted questions. The Survey on Disabled Population addresses those who are registered for pensions for incapacity of work or disability benefits in the Social Insurance Board. According to the data referred to above, there is a clear trend towards reduction of inactivity among the disabled. Both the employment and unemployment rates of disabled population had increased in 2006 compared to earlier years.

<sup>23</sup> [http://pub.stat.ee/px-web.2001/I\\_Databas/](http://pub.stat.ee/px-web.2001/I_Databas/)

According to LFS data women with more restrictions due to disability are employed to a greater extent than men.

Among those to some extent restricted in their ability to work, women show lower employment rates than men, and than the average for the total population (see LFS tables above<sup>24</sup>).

According to LFS data, among the working age population those restricted in work form around 10% of the population. However, the evidence shows that due to ageing of the population, the population with disabilities in comparison has significantly increased with 2002 among the 50-64 age group, both for male and female populations, and forms now, in both sex groups, around 60%.

<b>POPULATION by Age group, Restriction of ability to work, Year and Sex (thousands)</b>									
	<b>2002</b>			<b>2006</b>			<b>2008</b>		
	<b>Males and females</b>	<b>Males</b>	<b>Females</b>	<b>Males and females</b>	<b>Males</b>	<b>Females</b>	<b>Males and females</b>	<b>Males</b>	<b>Females</b>
<b>15-64</b>									
Restricted and not restricted ability to work total	916.3	437.8	478.5	916.9	440.6	476.4	911.6	438.8	472.8
Ability to work is restricted	96.5	45.9	50.7	99.6	50.5	49.1	111.0	52.6	58.4
..ability to work is considerably restricted	50.7	25.6	25.1	48.8	26.0	22.9	49.6	26.1	23.5
..ability to work is to some extent restricted	45.8	20.3	25.6	50.8	24.6	26.2	61.4	26.5	34.9
Ability to work is not restricted	819.7	392.0	427.8	817.3	390.0	427.3	800.5	386.2	414.3
<b>15-24</b>									
Restricted and not restricted ability to work total	202.1	103.1	99.1	210.2	107.3	102.9	203.5	103.9	99.6
Ability to work is restricted	5.1	3.1	2.0	6.1	3.9	2.2	6.9	4.3	2.6
..ability to work is considerably restricted	2.6	1.5	1.1	2.5	1.5	1.1	3.1	2.3	0.7

<sup>24</sup> [http://pub.stat.ee/px-web.2001/1\\_Databas/Social\\_Life/09Labour\\_market/090Health\\_and\\_ability\\_to\\_work/090Health\\_and\\_ability\\_to\\_work.asp](http://pub.stat.ee/px-web.2001/1_Databas/Social_Life/09Labour_market/090Health_and_ability_to_work/090Health_and_ability_to_work.asp)

..ability to work is to some extent restricted	2.5	1.6	1.0	3.6	2.5	1.1	3.8	1.9	1.9
Ability to work is not restricted	197.0	100.0	97.0	204.1	103.4	100.7	196.6	99.6	97.0
<b>25-49</b>									
Restricted and not restricted ability to work total	471.9	228.7	243.3	466.1	227.5	238.6	466.1	228.5	237.7
Ability to work is restricted	37.5	19.0	18.6	30.7	14.6	16.1	39.7	20.7	19.0
..ability to work is considerably restricted	17.4	9.9	7.6	14.2	7.1	7.1	16.8	9.6	7.2
..ability to work is to some extent restricted	20.1	9.1	11.0	16.5	7.5	9.0	22.9	11.1	11.7
Ability to work is not restricted	434.4	209.7	224.7	435.4	212.9	222.5	426.5	207.8	218.7
<b>50-64</b>									
Restricted and not restricted ability to work total	242.2	106.1	136.1	240.6	105.8	134.8	242.0	106.5	135.5
Ability to work is restricted	53.9	23.8	30.1	62.8	32.0	30.8	64.5	27.6	36.9
..ability to work is considerably restricted	30.7	14.2	16.5	32.0	17.4	14.6	29.7	14.2	15.6
..ability to work is to some extent restricted	23.2	9.6	13.6	30.8	14.6	16.2	34.8	13.5	21.3
Ability to work is not restricted	188.3	82.3	106.0	177.8	73.8	104.0	177.5	78.9	98.6
<b>Footnote:</b> Unit: thousands annual average Restriction of ability to work due to long-term (6 months or longer) illness or disability.									

[http://pub.stat.ee/px-web.2001/I\\_Databas/Social\\_Life/09Labour\\_market/090Health\\_and\\_ability\\_to\\_work/090Health\\_and\\_ability\\_to\\_work.asp](http://pub.stat.ee/px-web.2001/I_Databas/Social_Life/09Labour_market/090Health_and_ability_to_work/090Health_and_ability_to_work.asp)

For background purposes the data of those disabled persons who are entitled to allowances, by the distribution by age groups can be referred to at: [http://pub.stat.ee/px-web.2001/I\\_Databas/Social\\_Life/05Health/02Disability/02Disability.asp](http://pub.stat.ee/px-web.2001/I_Databas/Social_Life/05Health/02Disability/02Disability.asp)

According to the Social Insurance Board, registration of persons who are entitled to disability pensions and benefits is accomplished both in regard to severeness of disabilities and the per cent of the incapacity to work (for the working-age population). After the implementation of the new system in 2000 there was an increase due to re-registration of first-time disabled persons, particularly in 2001 (see tables on disability above). The Social Insurance Board does not release data detailing who of the registered persons is also employed. However, since 2008, estimations are made on the basis of registered disability and LFS data linkage. For disabled people aged 15-64 in 2008 the employment rate was 23.3%.

<b>FIRST-TIME DISABILITY by Degree of the disability, Year, Sex and Age group</b>									
	<b>Males and females</b>								
	<b>Age groups total</b>	<b>Less than 16</b>	<b>16-24</b>	<b>25-29</b>	<b>30-44</b>	<b>45-54</b>	<b>55-59</b>	<b>60-62</b>	<b>63 and older</b>
<b>Degrees of the disability total</b>									
2000	45 433	3 134	2 222	1 350	6 536	10 140	5 692	3 044	13 315
2001	57 281	2 285	1 412	825	3 700	5 242	3 923	3 386	36 508
2002	19 899	996	502	259	1 230	1 882	1 188	1 063	12 779
2003	17 237	1 015	395	216	1 091	1 816	1 181	878	10 645
2004	18 045	1 027	440	219	1 113	1 885	1 349	849	11 163
2005	17 505	1 056	619	320	1 357	2 223	1 580	803	9 547
2006	18 313	1 105	632	290	1 363	2 318	1 834	818	9 953
2007	17 200	1 184	741	309	1 344	2 169	1 668	886	8 899
2008	14 828	1 236	599	246	1 167	1 803	1 402	800	7 575
<b>Profound disability</b>									
2000	7 356	764	283	173	805	1 101	698	452	3 080
2001	9 851	328	131	98	339	436	341	341	7 837
2002	2 870	145	69	24	96	137	81	84	2 234
2003	2 315	138	44	28	80	106	76	81	1 762
2004	2 202	95	38	15	93	111	79	74	1 697
2005	1 980	79	55	31	108	129	99	64	1 415
2006	2 273	136	76	37	76	162	119	80	1 542
2007	2 055	145	79	24	106	154	106	62	1 379
2008	1 763	121	53	28	80	103	84	64	1 230
<b>Severe disability</b>									
2000	23 488	1 303	1 031	728	3 373	4 954	2 951	1 701	7 447
2001	26 451	1 086	624	392	1 707	2 108	1 656	1 453	17 425
2002	9 128	492	223	113	469	696	398	395	6 342
2003	8 211	450	140	95	428	664	408	407	5 619
2004	8 820	542	212	86	449	616	483	348	6 084
2005	7 820	571	281	150	498	756	536	340	4 688
2006	7 915	572	264	105	551	807	580	297	4 739
2007	7 639	686	342	162	545	754	588	333	4 229

2008	6 735	783	312	108	494	655	491	325	3 567
<b>Moderate disability</b>									
2000	14 589	1 067	908	449	2 358	4 085	2 043	891	2 788
2001	20 979	871	657	335	1 654	2 698	1 926	1 592	11 246
2002	7 901	359	210	122	665	1 049	709	584	4 203
2003	6 711	427	211	93	583	1 046	697	390	3 264
2004	7 023	390	190	118	571	1 158	787	427	3 382
2005	7 705	406	283	139	751	1 338	945	399	3 444
2006	8 125	397	292	148	691	1 349	1 135	441	3 672
2007	7 506	353	320	123	693	1 261	974	491	3 291
2008	6 330	332	234	110	593	1 045	827	411	2 778

<b>FIRST-TIME DISABILITY by Degree of the disability, Year, Sex and Age group</b>									
	<b>Males</b>								
	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>
<b>Degrees of the disability total</b>									
2000	22 691	22 691	22 691	22 691	22 691	22 691	22 691	22 691	22 691
2001	22 723	22 723	22 723	22 723	22 723	22 723	22 723	22 723	22 723
2002	7 713	7 713	7 713	7 713	7 713	7 713	7 713	7 713	7 713
2003	7 055	7 055	7 055	7 055	7 055	7 055	7 055	7 055	7 055
2004	7 492	7 492	7 492	7 492	7 492	7 492	7 492	7 492	7 492
2005	7 517	7 517	7 517	7 517	7 517	7 517	7 517	7 517	7 517
2006	8 032	8 032	8 032	8 032	8 032	8 032	8 032	8 032	8 032
2007	7 619	7 619	7 619	7 619	7 619	7 619	7 619	7 619	7 619
2008	6 608	6 608	6 608	6 608	6 608	6 608	6 608	6 608	6 608
<b>Profound disability</b>									
2000	3 849	3 849	3 849	3 849	3 849	3 849	3 849	3 849	3 849
2001	3 574	3 574	3 574	3 574	3 574	3 574	3 574	3 574	3 574
2002	1 102	1 102	1 102	1 102	1 102	1 102	1 102	1 102	1 102
2003	888	888	888	888	888	888	888	888	888
2004	911	911	911	911	911	911	911	911	911
2005	876	876	876	876	876	876	876	876	876
2006	1 013	1 013	1 013	1 013	1 013	1 013	1 013	1 013	1 013
2007	955	955	955	955	955	955	955	955	955
2008	766	766	766	766	766	766	766	766	766
<b>Severe disability</b>									
2000	11 590	11 590	11 590	11 590	11 590	11 590	11 590	11 590	11 590
2001	10 477	10 477	10 477	10 477	10 477	10 477	10 477	10 477	10 477
2002	3 486	3 486	3 486	3 486	3 486	3 486	3 486	3 486	3 486
2003	3 359	3 359	3 359	3 359	3 359	3 359	3 359	3 359	3 359
2004	3 658	3 658	3 658	3 658	3 658	3 658	3 658	3 658	3 658

2005	3 451	3 451	3 451	3 451	3 451	3 451	3 451	3 451	3 451
2006	3 582	3 582	3 582	3 582	3 582	3 582	3 582	3 582	3 582
2007	3 537	3 537	3 537	3 537	3 537	3 537	3 537	3 537	3 537
2008	3 124	3 124	3 124	3 124	3 124	3 124	3 124	3 124	3 124
<b>Moderate disability</b>									
2000	7 252	7 252	7 252	7 252	7 252	7 252	7 252	7 252	7 252
2001	8 672	8 672	8 672	8 672	8 672	8 672	8 672	8 672	8 672
2002	3 125	3 125	3 125	3 125	3 125	3 125	3 125	3 125	3 125
2003	2 808	2 808	2 808	2 808	2 808	2 808	2 808	2 808	2 808
2004	2 923	2 923	2 923	2 923	2 923	2 923	2 923	2 923	2 923
2005	3 190	3 190	3 190	3 190	3 190	3 190	3 190	3 190	3 190
2006	3 437	3 437	3 437	3 437	3 437	3 437	3 437	3 437	3 437
2007	3 127	3 127	3 127	3 127	3 127	3 127	3 127	3 127	3 127
2008	2 718	2 718	2 718	2 718	2 718	2 718	2 718	2 718	2 718

<b>FIRST-TIME DISABILITY by Degree of the disability, Year, Sex and Age group</b>									
	<b>Females</b>								
	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>	<b>Age groups total</b>
<b>Degrees of the disability total</b>									
2000	22 742	22 742	22 742	22 742	22 742	22 742	22 742	22 742	22 742
2001	34 558	34 558	34 558	34 558	34 558	34 558	34 558	34 558	34 558
2002	12 186	12 186	12 186	12 186	12 186	12 186	12 186	12 186	12 186
2003	10 182	10 182	10 182	10 182	10 182	10 182	10 182	10 182	10 182
2004	10 553	10 553	10 553	10 553	10 553	10 553	10 553	10 553	10 553
2005	9 988	9 988	9 988	9 988	9 988	9 988	9 988	9 988	9 988
2006	10 281	10 281	10 281	10 281	10 281	10 281	10 281	10 281	10 281
2007	9 581	9 581	9 581	9 581	9 581	9 581	9 581	9 581	9 581
2008	8 220	8 220	8 220	8 220	8 220	8 220	8 220	8 220	8 220
<b>Profound disability</b>									
2000	3 507	3 507	3 507	3 507	3 507	3 507	3 507	3 507	3 507
2001	6 277	6 277	6 277	6 277	6 277	6 277	6 277	6 277	6 277
2002	1 768	1 768	1 768	1 768	1 768	1 768	1 768	1 768	1 768
2003	1 427	1 427	1 427	1 427	1 427	1 427	1 427	1 427	1 427
2004	1 291	1 291	1 291	1 291	1 291	1 291	1 291	1 291	1 291
2005	1 104	1 104	1 104	1 104	1 104	1 104	1 104	1 104	1 104
2006	1 260	1 260	1 260	1 260	1 260	1 260	1 260	1 260	1 260
2007	1 100	1 100	1 100	1 100	1 100	1 100	1 100	1 100	1 100
2008	997	997	997	997	997	997	997	997	997
<b>Severe disability</b>									
2000	11 898	11 898	11 898	11 898	11 898	11 898	11 898	11 898	11 898
2001	15 974	15 974	15 974	15 974	15 974	15 974	15 974	15 974	15 974

2002	5 642	5 642	5 642	5 642	5 642	5 642	5 642	5 642	5 642
2003	4 852	4 852	4 852	4 852	4 852	4 852	4 852	4 852	4 852
2004	5 162	5 162	5 162	5 162	5 162	5 162	5 162	5 162	5 162
2005	4 369	4 369	4 369	4 369	4 369	4 369	4 369	4 369	4 369
2006	4 333	4 333	4 333	4 333	4 333	4 333	4 333	4 333	4 333
2007	4 102	4 102	4 102	4 102	4 102	4 102	4 102	4 102	4 102
2008	3 611	3 611	3 611	3 611	3 611	3 611	3 611	3 611	3 611
<b>Moderate disability</b>									
2000	7 337	7 337	7 337	7 337	7 337	7 337	7 337	7 337	7 337
2001	12 307	12 307	12 307	12 307	12 307	12 307	12 307	12 307	12 307
2002	4 776	4 776	4 776	4 776	4 776	4 776	4 776	4 776	4 776
2003	3 903	3 903	3 903	3 903	3 903	3 903	3 903	3 903	3 903
2004	4 100	4 100	4 100	4 100	4 100	4 100	4 100	4 100	4 100
2005	4 515	4 515	4 515	4 515	4 515	4 515	4 515	4 515	4 515
2006	4 688	4 688	4 688	4 688	4 688	4 688	4 688	4 688	4 688
2007	4 379	4 379	4 379	4 379	4 379	4 379	4 379	4 379	4 379
2008	3 612	3 612	3 612	3 612	3 612	3 612	3 612	3 612	3 612

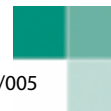
[http://pub.stat.ee/px-web.2001/l\\_Databas/Social\\_Life/05Health/02Disability/02Disability.asp](http://pub.stat.ee/px-web.2001/l_Databas/Social_Life/05Health/02Disability/02Disability.asp)

The data is not readily available to distinguish people who were disabled from birth or later in life, but can be requested from the Social Insurance Board on the basis of the diagnosis (ICD-10) ([info@ensib.ee](mailto:info@ensib.ee)). According to LFS data among 15-64 population with restricted ability to work in 2006 11.4% of them have had 'congenital anomalies' or 'birth trauma' attributed to their incapacity to work.

<b>POPULATION AGED 15-64 WITH RESTRICTED ABILITY TO WORK DUE TO LONG-TERM HEALTH PROBLEM by Indicator, Cause of health problem, Year and Sex</b>						
	<b>2002</b>			<b>2006</b>		
	<b>Males and females</b>	<b>Males</b>	<b>Females</b>	<b>Males and females</b>	<b>Males</b>	<b>Females</b>
<b>Population aged 15-64, thousands</b>						
Total	96.5	45.9	50.7	99.6	50.5	49.1
Congenital condition or birth trauma	10.3	6.1	4.2	11.4	5.4	5.9
<b>Proportion of population aged 15-64 (all causes of health problem=100), %</b>						
Total	100.0	100.0	100.0	100.0	100.0	100.0
Congenital condition or birth trauma	10.7	13.2	8.4	11.4	10.8	12.1
<b>Footnote:</b>	annual average					
	Long-term health problem - long-term (6 months or longer) illness or disability.					

The data concerning disabled people who are migrants or from ethnic minorities is not routinely published, but it is possible to request the detailed tables from LFS and Estonian SILC from Statistical Office ([info@stat.ee](mailto:info@stat.ee))





### 1.3 Laws and policies (key points)

The employment of disabled people is an important question. Estonia is concerned about the year-on-year increase in the number of disabled people (including those in working age). Although before 2008 unemployment and inactivity generally decreased, the number of people who are inactive due to a long-standing illness or disability was growing. On the other hand the motivation to work among disabled people appears to be very low. Policy attention is directed to the open labour market and its opportunities as there is lot of potential for disabled people in the workforce. Therefore, though alternative working forms like sheltered or supported employment are important as well, less attention has been given to them.

Since 2008 there are some new opportunities for implementation of alternative working forms, from European Social Fund projects. Lately, a new issue – social enterprises – has been raised and until the end of this programming period the enterprises will have project based support

Since July 1, 2009 there is a new Employment Contracts Act<sup>25</sup>. The aim of the new Act is to reduce the rigidity of Estonian labour market, which has been one of the main flaws so far. The Act is positive in that it provides for more flexible inclusion in the labour market for all workers, not specifically for disabled persons. With the enforcement of this law the Occupational Health and Safety Act was amended to focus more on the employer's responsibility to customize the work, work equipment and workplace to a disabled employee's physical and mental abilities. This includes making of the buildings, workrooms, workplaces or work equipment of the employer accessible and usable for disabled persons.

This requirement also applies to commonly used routes and non-work rooms used by disabled employees. The amendments also place more emphasis on the conducting of risk assessment of the working environment.

From January 1, 2009 a supported employment service for people with special needs was incorporated into the Social Welfare Act<sup>26</sup>. This service aims to guide and counsel a person, to support independent coping with everyday life and to enhance quality of life when looking for employment and while working.

The Social Benefits for Disabled Persons Act<sup>27</sup> aims to support the social integration, education and employment of persons with disabilities through partial compensation for the additional expenses caused by disability. The act establishes benefits including disabled child allowance, disabled working-age person's allowance, disabled old-age person's allowance, education allowance, rehabilitation allowance, working allowance, in-service training allowance, etc. From 2008, working-age and older people with disabilities are seen as different groups subject to different policy aims and measures.

The Labour Market Services and Benefits Act<sup>28</sup> (which came into force 2006) enables disabled people to register as unemployed and receive services that are supportive in job search (like career counselling, coaching for working life, training, work experience, wage subsidy etc.). The Act also named four special services for disabled people that help to reduce obstacles in the employment process (for example, accessibility to the workplace or help at job interview, etc)

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<sup>25</sup> <http://www.legaltext.ee/text/en/XXX042.htm>

<sup>26</sup> <http://www.legaltext.ee/text/en/X1043K9.htm>

<sup>27</sup> <http://www.legaltext.ee/en/andmebaas/ava.asp?m=022>

<sup>28</sup> <http://www.legaltext.ee/en/andmebaas/tekst.asp?loc=text&dok=XX00039&keel=en&pg=1&ptyyp=RT&tyyp=X&query=labour+market>

A framework programme “Increase in the supply of qualified workforce 2007-2013<sup>29</sup>” has been approved, which builds incidentally on the following directions: to prevent unemployment and inactivity, and to bring into employment the unemployed and inactive. The program enables a more flexible approach to risk groups in the labour market, including people with disabilities. As disabled people are one of the labour market risk groups more liable to remaining unemployed, the labour market services provided under the program are extended to disabled job-seekers. An employed person has a right to the following services: counselling, work practice, adjustment of workplace and equipments, free use of technical aids needed for work.

The framework program was approved before the new National Employment Reform Programme 2008-2011 (NER) that is in the process at the moment. Therefore, incentives to disabled job-seekers and disabled persons who are unemployed will also be added to NER.

Since 2008 a new benefit is paid to persons with disability who are at work – a working allowance. The allowance is paid to compensate for the extra costs that are related to work and emerge from disability. The amount of benefit is EEK 4,000 (€255) paid once in three years. The costs may include costs for transport, technical appliances, etc.

According to the Labour Market Services and Benefits Act disabled people are one of the labour market target groups. Therefore, a more individual approach is offered and more attention is paid to their needs. Also there are four special labour market services (adaptation to premises and equipments, special aids and equipments for functional usage, help at work interview and working with support worker). These services help to remove obstacles in the process of employment. Otherwise unemployed disabled people are treated equally with other unemployed and the mainstream labour market services and benefits are accessible also to them. Until 2006 the situation this was not the case.

According to the new program “Increase in the supply of qualified workforce 2007-2013” active labour market services will be widened only to few labour market target groups, including disabled people

#### 1.4 Type and quality of jobs (summary)

There are no restrictions for people with disability to work in any sector or industry. However, according to 2006 Labour Force Study, the number of disabled people working in the public sector is marginal. Most jobs held in open labour market by disabled people are in skilled labour (crafts or technicians) or in blue-collar labour. There are no statistics available about people in sheltered employment nor social enterprises. Estonian legislation does not regulate these working arrangements. There will be better opportunities to develop and implement different working forms in projects that will be financed from European Social Fund and state budget.

The Social Welfare Act has introduced, since January 1, 2009, supported employment for people with special psychiatric needs. However, based on common practice it has been offered in earlier years as well.

Adult population with special psychiatric needs receiving the service of supported employment by the type of service, 2003-2008 (during a year)

	2003	2004	2005	2006	2007	2008
<b>Users of services for people with special needs, total<sup>1</sup></b>	2078	2250	2482	2541	2619	2689
Incl Supported employment	516	548	533	548	510	538

<sup>1</sup> People with special needs receiving all services assisting their every-day living except nursery home services

<sup>29</sup> <http://www.sm.ee/eng/activity/working-and-managing/labour-market-services-and-benefits.html>

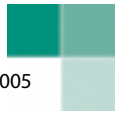


In Estonia, the usage of part-time employment is quite low compared to other EU countries. Only 5.2% of those employed, aged 15-64, worked in a part-time job in 2006, which increased to 6.4% in 2008. However, the usage of this type of job is higher among people who have disability or long term illness - 18% of 32,500 people aged 15-64 who had disability or long term illness worked in a part-time job in 2006. This decreased to 16.6% in 2008. (Labour Force Study).

According to Work Life Barometer 2005 the main reasons for insufficient usage of part time job are low salary (64% of respondents) and resistance of the employer (approximately 23% of respondents). Due to various EQUAL and ESF projects there has been more attention paid to the need for social enterprises and supported employment. Until the end of this EU programming period such working forms will be developed and financed from specific projects.

At the moment activation policies pay more attention to open labour market possibilities, as this area was closed to disabled people until recently.

There is much hidden potential and people with disabilities or long-term illness could work in almost any kind of job if the job can be accommodated to their needs.



## PART TWO: SPECIFIC EXAMPLES

### 2.1 Reasonable accommodation in the workplace

Three issues – adaptation to the workplace, provision of specialist equipment and personal assistance - are covered by the Labour Market Services and Benefits Act. According to the Act services like adaptation to premises and equipments, working with support worker and special aids and equipments will be provided to disabled people who have registered as unemployed in Labour Market Board. Personal assistance for disabled people at work is also provided to those who have psychical impairments. This is regulated under Social Welfare Act. The difference between two services is that service provided under Labour Market Services and Benefits Act assumes that person is eventually able to work independently. A support person may be provided to a disabled unemployed person for a period of up to one year after entry into an employment or service relationship between the employer and the person but not for more than 700 hours per person during each year.

In accordance with the strategy for the implementation of human resources approved by the European Commission, Estonia has set an objective to increase the supply of its qualified workforce. In order to fulfil that objective, the framework programme “Increase in the supply of qualified workforce 2007-2013” has been approved, which builds on the following directions:

To prevent unemployment and inactivity

To bring into employment the unemployed and inactive

To make better use of labour immigration and emigration potentials.

The program enables a more flexible approach to risk groups in the labour market, including people with disabilities. As some risk groups are more liable to remaining unemployed, the labour market services provided under the program are extended to job-seekers (including disabled people in employment). An employed person has a right to the following services: counselling, work practice, adjustment of workplace and equipments, free use of technical aids needed for work.

Flexible employment contracts and working conditions are agreed between employer and employee. However, if a disabled person seeks job through the Labour Market Board, a consultant will help disabled person in their job interview by introducing the need for flexibility to the employer.

According to the Labour Market Services and Benefits Act counselling, work experience, adjustment of workplaces and equipment, and free use of technical aids needed for work are available to disabled people who are registered unemployed. Disabled job seekers (and disabled people at work) receive services under the framework program. These services are offered by Labour Market Board.

Activities under the Labour Market Services and Benefits Act are financed from state budget. It covers 50% of the workplace adaptation cost, but not more than EEK 30,000. Services provided under program cover EEK 50,000 of the adaptation cost. Services received from the program are financed from the European Social Fund and from the state budget. The rest of the cost is paid by the employer. There is no cost limit for special aids and equipment. The only limit according to the Act is that the equipment will be in use for three years. After that, the Labour Market Board evaluates the need for equipment. The support worker’s guidance is financed from the state budget (the hourly cost is €2.6)

The framework programme “Increase in the supply of qualified workforce 2007-2013” enables a more flexible approach to services (and better financing). For example: the Labour Market Board is able to pay for workplace adaptation up to EEK 50,000 (approximately €320 EUR) and there is no self-financing ratio limit. The activities that support the employment of disabled people are financed from the program to the extent of €2.4 million during 2008-2009.

Services provided to the unemployed disabled by the Labour Market Board in 2006 and respective expenditures

Service	Number of recipients	Expenditure (EEK)
Career counselling	870	-
Labour market training	1146	11,460,000
Work practice	239	1,774,097
Coaching for work	74	363,932
Wage subsidy	68	735,896
Working with a support person	60	868,573
Business start-up subsidy	45	1,033,569
Technical aids	5	87,338
Adjustment of workplace and equipments	1	15,340
	<b>TOTAL:</b>	16,338,744

During the year of 4,023 disabled persons were registered in Labour Market Board as job seekers, 403 of them found job through the services of the Board and 355 by themselves (employment rate 18.8%).

Special services (communication support at work interviews, working with support person, adjustment of workplace and equipments, free use of technical aids needed for work) targeted at unemployed disabled are provided to a lesser extent, when compared with other services. On the one hand, this is due to the fact that counselling and training are needed in the first place. At the same time, services targeted disabled people need to be constantly elaborated so as to enhance their flexibility and attractiveness for employers. For instance, the services of workplace adjustment, or provision of technical aids, entail a long period of waiting (up to 3-4 months) before a person can start working. But employers need an employee as quickly as possible and are usually unwilling to wait for several months.

Statistics about service provision to disabled job-seekers through the program are not available yet on a routine basis as the activities from program have been just started.

## 2.2 Other activation policies

A significant challenge is how to motivate employers to hire disabled people, and also how to motivate disabled people to go to work (or continue working).

### Financial incentives to work

The state pays social tax for employees of a company, non-profit association or foundation, whose loss of the capacity for work is 40%, or social tax on remuneration that does not exceed monthly minimum wage (approximately €128). Social tax on the amount that exceeds monthly minimum wage is paid by employer (Social Benefits Tax Act § 6).

Income tax is not charged on the compensation paid to a disabled person for the use of a personal motor vehicle for transport between his or her residence and place of employment if it is impossible to make the journey using public transport, or if the use of public transport would cause a material decrease of the person's ability to move or work.

Also on certain medical devices which are granted by an employer to an employed person whose loss of capacity for work has been established to be 40 per cent and more (in the case of an auditory disability, decrease of auditory ability of 30 decibels and more) and the value of which does not exceed 50 per cent of the total size of payments subject to social tax made to the employee or public servant during one calendar year. Or expenses incurred by an employer for the treatment of damage caused to the health of an employee or public servant as a result of an accident at work or an occupational disease; (Income tax act § 13)

According to the Social Benefits for Disabled People Act (§12) people with disabilities at work can apply for an in-service training allowance that will be paid for vocational training and formal education. The amount of allowance is paid up to EEK 9000 (approx. €575.4) over three years.

According to the Holidays Act (§ 9 and 26) persons who are granted a pension for incapacity for work, or the national pension on the basis of incapacity for work pursuant to the State Pension Insurance Act, will have right for extended annual holiday that is thirty-five calendar days; the extended part will be paid from the state budget.

### **Positive recruitment measures**

Though there is public service available called adaptation to premises and equipment, different projects have shown that soft adaptations, like adaptation of working time, working conditions, duties, have been more used. According to the Occupational Health and Safety Act (§10) an employer is required to enable a worker who has become partially incapacitated for work in the employer's enterprise, as a result of an occupational accident or occupational disease, to continue in work suitable for him or her within the enterprise. The work, work equipment and workplace of a disabled worker should be adapted to his or her physical and mental abilities.

### **Job matching/profiling services, mapping of competencies etc.**

According to the Social Welfare Act it is the local government's responsibility to provide disabled people with transportation. However, there are also employers who have organised transportation for staff to work because of poor transportation connection in the area.

### **Supported employment / job coaching**

There are 13 labour market services that are regulated under the Labour Market Services and Benefits Act and provided through the Labour Market Board.

These are:

- provision of information on the situation on the labour market, and of the labour market services and benefits;
- job mediation;
- labour market training;
- career counselling;
- work practice;
- public work;
- coaching for working life
- wage subsidy;
- business start up subsidy;
- adaptation of premises and equipments;
- special aids and equipment;
- communication support at interviews;
- working with support person.

To receive labour market services and benefits, the person has to be unemployed, registered with the Labour Market Board, seek work actively and be willing to accept a suitable job. All services are provided according to an individual action plan that contains information about the unemployed person, such as their education, former working experience, skills, hobbies, special needs and the activities that person has to do during the unemployment period.

Job coaching (or coaching for working life) is provided to very long-term unemployed people, for three months. However, it is possible to continue in the service if necessary.

Working with a support person is provided to people with learning difficulties or mental health conditions, for up to four months. The support person could be found by the employer or by the Labour Market Board. However, the latter possibility has never been used. Eligibility for the service assumes that the person is eventually capable of working independently. Otherwise the service will not be provided.

*Users of personal assistance age group, 2007-2008*

Age group	2007		2008	
	Total	Of those working	Total	Of those working
Total	370	26	401	38
-17	98	-	99	-
18-24	32	2	39	-
25-49	129	16	152	23
50-64	62	8	63	12
65+	49	-	48	3

- no occurrence

Source: [http://www.sm.ee/fileadmin/meedia/Dokumendid/Hoolekandestatistika/Isikliku\\_abistaja\\_teenuse/Teenuse\\_kasutamise\\_peamine\\_eesmark\\_teenusekasutaja\\_soo\\_ja\\_vanuse\\_jargi\\_2007-2008.xls](http://www.sm.ee/fileadmin/meedia/Dokumendid/Hoolekandestatistika/Isikliku_abistaja_teenuse/Teenuse_kasutamise_peamine_eesmark_teenusekasutaja_soo_ja_vanuse_jargi_2007-2008.xls)

There is also a separate service of support at work offered to people with mental health conditions. The service is regulated under the Social Welfare Act (§ 17). In this case the service need is written down in the person's rehabilitation plan.

### Vocational training services

The Labour Market Board provides labour market training as well as work experience to registered unemployed people. The person can attend labour market training for up to one year. Work experience lasts up to four months, depending on the complexity of duties the person has to fulfil. While participating in training or practice, the person receives a small grant for daily expenses and transport and accommodation benefit up to EEK 1,200 (€77 EUR) per month. Under the framework program, services like training and work practice are also provided to working disabled people who need to change jobs because of disability. However, working people do not receive a grant while participating in training or practice. 52 disabled persons had a training in 2007.

### 2.3 One example of best practice

Computer training and access of disabled persons (October 2005 – June 2006)

The aim was to increase awareness and computer skills among disabled people, to increase the level of activity and options for activities by arranging computer training for beginners, by creating a free public Internet access point, and by offering the experience and help of support persons, either hired or working as volunteers.



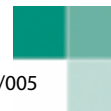
It is a useful example because it enhances awareness of the possibilities to gain work, cope with everyday life, develop capabilities and information reception and increase of competitiveness in labour market. A broader aim was to teach computer skills to disabled persons living in Tallinn and thus to provide them with better opportunities for communication and participation in public life. Amongst those who benefited were 69 persons (Tallinn City Board for Disabled Persons) and the free Internet access point received nearly 700 visitations in a period of seven months.

The scheme cost €19,232 EUR, of which €14,424 was provided from ESF support. Since August 2006 Microsoft has supported the project. The idea could be picked up by other local governments, and sponsorships sought.

See, report on European Social Fund in Estonia (2007)

[http://www2.sm.ee/esf2004/up/files/304/ESF\\_raamat.pdf\\_smallest\\_cdr.pdf](http://www2.sm.ee/esf2004/up/files/304/ESF_raamat.pdf_smallest_cdr.pdf)





## PART THREE: SUMMARY INFORMATION

### 3.1 Conclusions and recommendations (summary)

A framework programme “Increase in the supply of qualified workforce 2007-2013” has been approved enabling a more flexible approach to risk groups in the labour market, including people with disabilities. As some risk groups are more liable to remaining unemployed, the labour market services provided under the program are extended to job-seekers (including disabled people in employment). An employed person has a right to the following services: counselling, work practice, adjustment of workplace and equipments, free use of technical aids needed for work.

Until 2006 there were no possibility for disabled people to receive active labour market services, now these measures have become available also for disabled persons. Special services for working disabled people are piloted under framework program. The first results are promising.

According to the LFS data the employment rate for disabled persons has increased over three time points. The same data indicates also to reduction of inactivity rates among disabled people by 2008. However, more attention should be paid to alternative work forms (like supported or sheltered employment, social enterprises) which are not recorded in the LFS data.

It is important to work more on awareness issues of the possibilities to employ disabled persons, both among enterprises and the disabled population. The pool of disabled working-age people is still not used to its possible extent. The next steps should concentrate on alternative work forms. In June 2008, a special issue of the Estonian *Journal of Work Healthcare* (Eesti Töötervishoid) was published to introduce the people with various disabilities, and their working abilities as a valuable resource for our labour market. It contains much useful information, encouraging a more open-minded and unprejudiced attitude amongst employers and society in general. Similarly, in 2008 an information bulletin for employers was issued about the possibilities to accommodate disabled persons<sup>30</sup>.

Alternative work forms are directed to people with mental health conditions. The open labour market does not address their needs sufficiently. A recent study on the possibilities of employment for this group revealed that there is also need to train employers about the possibilities, and particularly about the organisation of work<sup>31</sup>.

There is the need for more research analysis on those currently working among the disabled population, and those not working, in order to understand their apparent low motivation to work. For this reason the Estonian Health Interview Survey 2006 and the SHARE wave 4 provide good opportunities.

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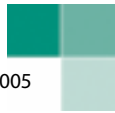
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<http://www.epikoda.ee/index.php?op=2&path=IN+ENGLISH>



### Annex 1: quantitative data on the employment of disabled people

From 2008, Labour Force Survey data has been linked to data on disability from the Social Insurance Board. Employment indicators are obtained for disabled people in two ways – from the LFS in terms of the person's own self-evaluation of his health status, and from the Ministry of Social Affairs through linking with Social Insurance Board data on disability. In the table below Labour Force Survey data is presented (see: [Health and ability to work](#))

The person can apply for a disability assessment in accordance with the Social Benefits Act. Up to October 1, 2008 disability was mainly determined by the frequency and amount of additional help a person needed. Since October 1, 2008 for working-age population, disability is determined on the basis of the limitations they have in participating in everyday activities and social life.

Year: all data refers to 2008	Absolute? (N)	Percentage (%)	Change (from previous year)
<b>Disability rate</b>	At the beginning of 2008 there were 117 646 <sup>1</sup> , who were disabled persons registered with the Social Insurance Board	8,8%	
<b>Employment rate of disabled people (age group 15-64)</b>	Employed, disabled (15-64) 37,000 (LFS)  Total employed among aged 15-64 633,500	Employment rate of disabled people 33,3%  Total population employment rate 69,5%	
<b>Activity rate of disabled people (Labour force participation rate age 15-64 )</b>	Labour force, disabled 42,600  Labour force, total 671,300	LFP, disabled 38,3 %  LFP, total 15-64 73,6%	
<b>Inactivity rate of disabled people (15-64)</b>	Inactive, disabled 68,500  Inactive, total 240,300	Inactivity rate, disabled 61,7 %  Inactivity rate, total 26,4 %	
<b>Employment in open labour market</b>			
<b>Employment in sheltered workshop</b>	No data		
<b>Reason for leaving the labour market due to disability or long standing health problem (% of those inactive due to health among the inactive)</b>	43,200 among 16-pensionable age (198,900 )	21.7%	

Employment rate — the share of the employed in the age group 15-64 population  
Economically active population / labour force — persons who wish and are able to work (total of employed and unemployed persons).

Economically passive / inactive population — persons who do not wish to or who are not able to work.

<sup>1</sup>Source: Social Insurance Board



## Numbers of personal assistance users, 2007-2008

Age group	2007		2008	
	Total	Of those working	Total	Of those working
<b>Total</b>	<b>370</b>	<b>26</b>	<b>401</b>	<b>38</b>
-17	98	-	99	-
18-24	32	2	39	-
25-49	129	16	152	23
50-64	62	8	63	12
65+	49	-	48	3

- no occurrence

Source:

[http://www.sm.ee/fileadmin/meedia/Dokumendid/Hoolekandestatistika/Isikliku\\_abistaja\\_teenus/Teenuse\\_kasutamise\\_peamine\\_eesmark\\_teenusekasutaja\\_soo\\_ja\\_vanuse\\_jargi\\_2007-2008.xls](http://www.sm.ee/fileadmin/meedia/Dokumendid/Hoolekandestatistika/Isikliku_abistaja_teenus/Teenuse_kasutamise_peamine_eesmark_teenusekasutaja_soo_ja_vanuse_jargi_2007-2008.xls)

Year:	% Permanent	% Temporary
<b>Permanent contracts vs. short term contracts</b>  For employees: 592000 in 2008          For all employed (incl. self-employed): 592300 in 2004	Total 97.8% (these may include temporary employment contracts not distinguished in statistics).          In 2004- permanent contracts: 88,9%	Total 2.2% (incl. contract agreements and verbal contracts)          In 2004 7.9%, were temporary contracts with 3.2% ending on completion of a service or product

Source: LFS

Year: 2008	% Full-time	% Part-time
<b>Full time vs. part time jobs</b>	Total 93.6 Disabled 83.4	6.4 16.6

Source: LFS

Year:	Public sector	Private sector	(e.g. comment or give % employers meeting obligations?)
<b>Fulfilment of employment quota (if it exists)</b>	No quota	No quota	



<b>Participation in training of disabled people In 2007</b>	52 persons	<b>(e.g. comment or give number of people participating in vocational or work-related employment)</b>
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See: <http://www.sm.ee/sinule/tooandjale/puudega-inimese-toolevotmine.html>  
see also for further information about the program: <http://www.hm.ee/index.php?149994>  
and <http://www.hm.ee/index.php?1511082>





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

<b>Name of law:</b>	<b>Employment Contracts Act</b>
<b>Date of entering into force:</b>	July 1, 2009
<b>Objective:</b>	Reduce the rigidness of Estonian labour market which has been one of the main flaws <a href="http://www.legaltext.ee/en/andmebaas/ava.asp?m=022">http://www.legaltext.ee/en/andmebaas/ava.asp?m=022</a>
<b>Impact assessment (positive/negative):</b>	The Act is positive in that it provides for more flexible inclusion in the labour market for all workers, not specifically for disabled persons.  If a person encounters health problems and does not wish to work there is a possibility of ending his working contract within 5 days rather than a month as the regular notice period.

<b>Name of law:</b>	Social Welfare Act
<b>Date of entering into force:</b>	January 1, 2009 ( amendments)
<b>Objective:</b>	Provides funding for support persons (see above)
<b>Impact assessment (positive/negative):</b>	

<b>Name of law:</b>	
<b>Date of entering into force:</b>	
<b>Objective:</b>	
<b>Impact assessment (positive/negative):</b>	

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

<b>Publication details (author, date, title, etc):</b>	Erivajadustega inimene-hinnatud töötaja. Teabeleht. Koost. Evelyn Aaviksoo, 2008. Sotsiaalministeerium, Tallinn (Person with special needs – valuable worker. Information Sheet. Ed. Evelyn Aaviksoo. Ministry of Social Affairs, Tallinn) <a href="http://www.sm.ee/fileadmin/meedia/Dokumendid/Toovaldkond/TTO/Erivajadustega_inimene_hinnatud_tootaja.pdf">http://www.sm.ee/fileadmin/meedia/Dokumendid/Toovaldkond/TTO/Erivajadustega_inimene_hinnatud_tootaja.pdf</a>
<b>Key findings from the research:</b>	Information for employers about the laws and acts facilitating employment of disabled people
<b>Comment or assessment:</b>	Valuable information to be spread among employers.

<b>Publication details (author, date, title, etc):</b>	Employment and working life in Estonia 2007. Series of the Ministry of Social Affairs No 5/2008. Ed. Ülle Marksoo. Ministry of Social Affairs, Tallinn, 2008 <a href="http://213.184.49.171/eng/HtmlPages/series_20085eng/\$file/series_20085eng.pdf">http://213.184.49.171/eng/HtmlPages/series_20085eng/\$file/series_20085eng.pdf</a>
<b>Key findings from the research:</b>	Analysis of LFS data for 2002 and 2006 on the employment situation in Estonia, including the position of several at risk groups. The increase of people with health problems (comprising more than 1/5) in the inactive population in the last 3 years poses a problem. The trend is particularly evident among those 50-years and older. Also people with disabilities face two barriers in entering the labour market: a low level of education and health problems, which significantly restrict the opportunities to find a job. The employment rate of older men is much lower than that of women due to health problems.
<b>Comment or assessment:</b>	Provides valuable comparisons of groups in the labour market- long-term unemployed, gender disparities, young and elderly workforce, non-Estonians.

<b>Publication details (author, date, title, etc):</b>	Measures supporting the employment of the disabled. Joint report on qualitative research. Compiled by Mauri Sööt. Ministry of Social Affairs / GFK Custom Research Baltic / European Social Fund, Tallinn 2008 <a href="http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/kogumik/PI_TTM_final_EN_2.pdf">http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/kogumik/PI_TTM_final_EN_2.pdf</a>
<b>Key findings from the research:</b>	<p>People whose disability developed at some point during their life consider work to be a normal part of their life and are of the opinion that the level of coping of a person depends first and foremost on the person himself. State support is necessary in order to smooth the inequalities regarding opportunities, but placing all your hope only on that cannot ensure a full life. Because of this, people who have become incapacitated for work at some point during their lives due to traumas or diseases, are often more active.</p> <p>Signs of bitterness are less obvious among people who were born with a disability. They are unable to compare their own life to healthy life and therefore they are less pessimistic about their different status arising from their disability.</p> <p>The main area for improvement seems to be the spread of information about different opportunities which often is the main impediment.</p>
<b>Comment or assessment:</b>	Although based on qualitative data, the study maps the main points to be addressed in policy, also offering valuable insight into the main barriers.

<b>Publication details (author, date, title, etc):</b>	Pille Pruulmann-Vengerfeldt, Tarmo Kalvet Infokihistumine: interneti mittekasutajad, vähekasutajad ning hiljuti kasutama hakanud (Inequality of information: non-users, low users and new users of
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<b>date, title, etc):</b>	internet) 2008/41 Praxis, Tallinn 2008 <a href="http://www.praxis.ee/index.php?id=425&amp;no_cache=1&amp;tx_mmdamfilelist_pi1[pointer]=0&amp;tx_mmdamfilelist_pi1[showUid]=204">http://www.praxis.ee/index.php?id=425&amp;no_cache=1&amp;tx_mmdamfilelist_pi1[pointer]=0&amp;tx_mmdamfilelist_pi1[showUid]=204</a>
<b>Key findings from the research:</b>	The barriers to use of the internet are economic, emotional and related to ability. Recommendations for the public, third and private sectors are made, on how to: develop abilities, economic access, the use of Estonian-language –based technology, enhancement of knowledge, and support disabled and elderly people.
<b>Comment or assessment:</b>	Disabled people are one of the focuses of the study.

<b>Publication details (author, date, title, etc):</b>	EU strukturivahendite rakenduskava hindamine. Uuringuaruanne. Praxis, Tallinn 2009. (Evaluation of implementation plan of EU structural funding: Research Report.) <a href="http://www.praxis.ee/index.php?id=425&amp;no_cache=1&amp;tx_mmdamfilelist_pi1[pointer]=0&amp;tx_mmdamfilelist_pi1[showUid]=1236">http://www.praxis.ee/index.php?id=425&amp;no_cache=1&amp;tx_mmdamfilelist_pi1[pointer]=0&amp;tx_mmdamfilelist_pi1[showUid]=1236</a>
<b>Key findings from the research:</b>	During the economic crisis the structure of the unemployed has changed and measures should take this into account. As concerns disabled people, it is difficult to find suitable support persons for them, the period of guidance is too short and there are few service providers. One of the main suggestions according to the report in the field of labour market is in the conditions of economic crisis to enlarge the funding for active labour market measures.
<b>Comment or assessment:</b>	Disabled people have been one of the focuses in the study.