



# The national dimension: 2009 update on Growth and Jobs

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## Sources and Methods

- 2005-8 National Reform Programmes
- ANED country reports on employment
- 2008-2010 National Reform Programmes
- 2009 Implementation Plans
- Updated information and reports from country experts

## Policy Context

### **EU Disability Action Plan priorities 2008-2009**

- Full application of the Employment Directive (2000/78/EC)
- Mainstreaming disability in policies.
- Accessibility for all (goods, services and infrastructures)

UN Convention on the Rights of Persons with Disabilities

## Policy Context

### **Integrated Guidelines for Growth and Jobs 2008-2010**

- 'Equal opportunities and combating discrimination'
- 'active social integration of all'
- fight poverty and exclusion of those and groups who are most marginalized in society'

## Mainstreaming?

### High Level Group Discussion Paper on Disability Mainstreaming (OMC SPSI)

- Disabled people are ‘taken into account in the design and implementation of all policies and measures’
- ‘...action for [disabled] people is not limited to those policies and measures which specifically address their needs’
- ‘greater emphasis is to be given to data and indicators describing the situation of disabled people...’

## Findings: visibility

- Increased attention to disability in some countries (e.g. CY, BE, DK, IE, LT, LV, SE, UK).
- Progress on planned actions not clearly reported (e.g. AT, EE, ES, SI).
- Disability still missing from some reports (e.g. BG, CZ, DE, FI, IT, RO).

## Findings: accessibility

- As last year... very little reference to accessibility
- Some references to e-accessibility projects for labour market access (e.g. MT, LV)
- Little reference to workplace, environmental or transport accessibility (e.g. ES, IE)



## Findings: UN Convention

- None of the 2009 Implementation Reports made any reference to the process of ratifying the UN Convention on the Rights of Persons with Disabilities
- The Convention has been ratified by AU, BE, CZ, DK, DE, ES, HU, IT, SI, SE, UK.



## Findings: evidence based reporting

- Some examples of statistics and/or targets on the employment situation of disabled people (e.g. DK, IE, SE, UK).
- A real lack of disability mainstreaming in employment statistics (e.g. often reported by gender and age but not by disability status).
- A real lack of data - some countries still rely on employment data from the 2002 LFS ad hoc module.
- Where recent national disability data would be available it was not included (e.g. CZ, ES, SI, SK)

## Findings: welfare to work

- Some disability-related benefits have been frozen or cut (e.g. EE, HU)
- But... protected or increased in some cases (e.g. BE, FR)
- Attempts to limit eligibility to disability-related benefits and to increase activation of disabled people in the labour market.
- Adoption of more functional work capacity assessments, including partial work capacity (e.g. CY, FI, FR, HU, MT, NL, UK)

## Findings: training

- Disabled people frequently identified as target groups for vocational and skills training (e.g. AT, CY, FR, IE, PT, SE, UK)
- Some examples of reporting on targets (e.g. LT, PT)
- ESF funds used to target employment-related skills projects for some disabled people (e.g. AT, BE, IE, LT, MT, UK)

## Findings: employment services

- Implementing changes in assessment procedures, eligibility or training pathways also requires systems change, money and training
- Appears to be less attention to the re-organisation of public employment services than in the 2008-2010 NRPs
- But...clearly evident in some (e.g. CY, FR)
- Focus on general unemployment in the economic crisis affects the priority of disability within organisational structures (e.g. DK, LT)

## Findings: growth and jobs?

- Job creation in the social support sector may benefit disabled people both as activated employees and as service users (e.g. PT, SI)
- Extensive use of increased wage subsidies to support employment for disabled people in a difficult market (e.g. AT, CY, BE, IE, LT, LV, MT, NL, PL)
- Diversity awards for employers (e.g. BE, FR, UK)
- 10% employment quota for the public sector in CY (but NL decided not to introduce a quota)



## Findings: involving disabled people

- DK remains an obvious example of good practice involving disabled people's organisations
- New examples of policy consultation in CY and LV.



## Questions for discussion

- How should national polices respond to the economic crisis?
- What do we consider to be good practice (and what works)?
- Why is there so little data on the employment situation of disabled people?
- Is there an alternative for more harmonised reporting?



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