



# **European Semester 2020-2021 country fiche on disability equality**

Netherlands

*February – 2021*

**EUROPEAN COMMISSION**

Directorate-General for Employment, Social Affairs and Inclusion

Directorate C — Social Affairs

Unit C3 — Disability & Inclusion

*European Commission*

*B-1049 Brussels*

# **European Semester 2020-2021 country fiche on disability equality**

With comparative data annex provided by EDE

## **Netherlands**

Jose Smits

European Disability Expertise (EDE) provides independent scientific support to the Commission's policy Unit responsible for disability issues. It aims to mainstream disability equality in EU policy processes, including implementation of the United Nations Convention on the Rights of Persons with Disabilities.

This country report has been prepared as input for the European Semester in 2021<sup>1</sup> and has been developed under Contract VC/2020/0273 with the European Commission.

---

<sup>1</sup> For an introduction to the Semester process, see <https://www.consilium.europa.eu/en/policies/european-semester/how-european-semester-works/>.

## LEGAL NOTICE

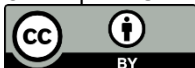
Manuscript completed in February 2021

The European Commission is not liable for any consequence stemming from the reuse of this publication.

This document has been prepared for the European Commission however it reflects the views only of the authors, and the European Commission is not liable for any consequence stemming from the reuse of this publication. More information on the European Union is available on the Internet (<http://www.europa.eu>).

Luxembourg: Publications Office of the European Union, 2021

© European Union, 2021



The reuse policy of European Commission documents is implemented based on Commission Decision 2011/833/EU of 12 December 2011 on the reuse of Commission documents (OJ L 330, 14.12.2011, p. 39). Except otherwise noted, the reuse of this document is authorised under a Creative Commons Attribution 4.0 International (CC-BY 4.0) licence (<https://creativecommons.org/licenses/by/4.0/>). This means that reuse is allowed provided appropriate credit is given and any changes are indicated.

**Table of contents**

1	Executive summary and recommendations .....	4
1.1	Key points and main challenges for the European Semester in 2021 .....	4
1.2	Recommendations for Netherlands .....	5
2	Opportunities to mainstream disability equality in the Semester documents .....	6
2.1	Country Report for Netherlands (Staff Working Document).....	6
2.2	Country Specific Recommendation for Netherlands (CSR).....	6
3	Disability and the labour market - analysis of the situation and the effectiveness of policies.....	7
3.1	Summary of the labour market situation of persons with disabilities .....	7
3.2	Analysis of labour market policies relevant to the Semester .....	10
4	Disability, social policies and healthcare – analysis of the situation and the effectiveness of policies .....	14
4.1	Summary of the social situation of persons with disabilities .....	14
4.2	Analysis of social policies relevant to the Semester .....	16
5	Disability, education and skills – analysis of the situation and the effectiveness of policies.....	18
5.1	Summary of the educational situation of persons with disabilities .....	18
5.2	Analysis of education policies relevant to the Semester.....	20
6	Investment priorities in relation to disability.....	22
6.1	Updates on use of existing EU funds (to 2020) .....	22
6.2	Priorities for future investment (after 2020) .....	22
7	Annex: disability data relevant to the Semester .....	24
7.1	EU data relevant to disability and the labour market (2018).....	25
7.1.1	Unemployment.....	26
7.1.2	Economic activity .....	27
7.1.3	Alternative sources of labour market data in Netherlands .....	28
7.2	EU data relevant to disability, social policies and healthcare (2018).....	34
7.2.1	Alternative sources of poverty or health care data in Netherlands .....	36
7.3	EU data relevant to disability and education.....	37
7.3.1	Alternative sources of education data in Netherlands.....	37

## **1 Executive summary and recommendations**

### **1.1 Key points and main challenges for the European Semester in 2021**

In a tight labour market situation with high general activity rate (85.8 % in 2018) and low unemployment (only 3.4 % in 2019), the activity rate of people with disabilities has improved, especially for a group of people who became (partly) disabled before 18th birthday. This is the result of a national agreement to offer especially created extra jobs for people with a disability. Economic participation rate stays persistently low among other categories of people with disabilities.

An increasing proportion of more than 50 % of all workers with a disability on the Dutch labour market works on temporary contracts, on call contracts or on contracts as self-employed workers. A minority of employers is willing to hire workers with a disability. Job seekers with a disability are expected to fit in standard job descriptions. There is no tendency to design adaptations to standard jobs.

People with disabilities who succeed in entering vocational education are adequately successfully supported in their transition to the labour market, due to intensive regional cooperation between municipalities, special schools and employer organisations.

People with more severe disabilities tend to be more excluded from education and vocational training and support in finding work as their support is deemed to costly. There is a shift from sheltered employment to day care centres.

Poverty increased in the Netherlands among people with a disability, whether they have paid work or not. The main policy to prevent poverty and social exclusion is to enhance employment. This policy fails people with a disability as the majority of them do not succeed in finding paid jobs. Those that do find work, are in majority offered temporary part time contracts which leaves with a net disposable income at benefit level. There is no adequate statistical monitoring of poverty and social exclusion and its causes among households with a member with a disability.

Policy efforts to reduce segregated special education in recent years shows negative results. Influx in special schools is increasing. The number of early school leavers increased.

## 1.2 Recommendations for Netherlands

These recommendations are based on the evidence and analysis presented in the following chapters of our report.

- **Recommendation:** Continue efforts to reserve jobs for people with a disability via the scheme of the national agreement but make these jobs more secure by providing full wages and with long term contracts. Use the national agreement to seek more innovative ways to include workers with disabilities in companies and make the labour market more inclusive.  
Rationale: Offered jobs are in majority short term and on temporary basis. If contracts are on long term and if employers are required to pay full wages, there would be an incentive to adapt jobs specifically to the needs of job seekers, and provide more skill training in order to make the jobs productive enough for employers.
- **Recommendation:** Analyse the cause of the segregation on the Dutch Labour market and in what way disability plays a role.  
Rationale: A large number of 1.7 million workers are low skilled. More than half of the people who have a long-term unemployment benefit based on the Participation Act consider themselves too ill or disabled to work. Are people unemployed because of a disability or because of lack of education and training opportunities because they are not hired.
- **Recommendation:** Monitor poverty and causes of poverty among households with a member with a disability.  
Rationale: Poverty increases among people with a disability. There is no adequate policy formulated to address this problem. Providing data helps to analyse cause and remedies
- **Recommendation:** Address segregation within the educational system.  
Rationale: Segregation in education reinforces segregation on the labour market and social exclusion. Segregation along the lines of migrant status, socioeconomic status and disability are interconnected. Efforts to diminish influx in special education failed so far.

## 2 Opportunities to mainstream disability equality in the Semester documents

### 2.1 [Country Report](#) for Netherlands (Staff Working Document)

In 2020, the Country Report for Netherlands included the following direct references to disability issues:

- ‘p. 9 Youth and long-term unemployment rates have also fallen compared to last year. However, some untapped potential remains as regards (part-time) employment of women, older workers, people with a migrant background and (partly) people with disabilities.’

Much attention is given to employment of young people who acquired a disability at young age. Policies tend to ignore the high inactivity rate among former employees with a disability. Furthermore, many people who are long term unemployed and dependent on an unemployment benefit, report they have a disability impeding their capability to seek paid work. There is still much untapped potential.

### 2.2 [Country Specific Recommendation](#) for Netherlands (CSR)

In 2020, the Country Specific Recommendation for Netherlands included the following direct references to disability issues:

- ‘19. The COVID-19 crisis also highlighted significant challenges in terms of access to adequate social protection for the self-employed that are more often underinsured (or not insured at all) against sickness, disability, unemployment and old age.
- 22. Investment in basic and/or digital skills, education and training, including upskilling and reskilling opportunities for all, also remains crucial to improving access to the labour market in particular to strengthen the employability of those at the margins of the labour market (including people with a migrant background and people with disabilities), while fostering equal opportunities and active inclusion.’

Efforts to reduce the number of people working in contracts as self-employed so far did not lead to declining numbers. A new measure is to reduce tax credit for self-employed. This diminished the financial means for self-employed to pay for social insurance and thus diminishes the social protection of this group. Government proposed a plan for obligatory insurance (and obligatory contributions) against sickness and disabilities, to be introduced as of 2026.

- People with disabilities are not offered enough opportunities to work on their employability by learning or studying.
- Reintegration support (and training and education support) by municipalities reaches only a minority of people with disabilities.



### 3 Disability and the labour market - analysis of the situation and the effectiveness of policies

The UN CRPD Committee did not yet schedule an initial review of the implementation in the Netherlands.

[Article 27 UN CRPD](#) addresses Work and Employment.

The Implementation Plan<sup>2</sup> for the CRPD together with the Decree on Accessibility<sup>3</sup> serves as a national disability strategy. Both plan and decree aim towards agreeing on voluntary action plans to be made by municipalities, employer organisations, trade unions, disabled people's organisations. The implementation plan has been further specified in another programme: *Onbeperkt Meedoen*<sup>4</sup> (translates as Unlimited Participation). No quantifiable achievement targets are included in the plan. Concerning employment: no objective is mentioned, but a description is given of existing policies such as reintegration opportunities provided via the Participation Act and the effort to provide 125,000 new jobs for persons with disabilities in the open labour market by 2026.

The alternative report on implementation of the CRPD by NGOs notes that the situation of people with a disability in the Netherlands deteriorated since signing of the convention. Poverty and unemployment among people with a disability increased between 2009 and 2016.<sup>5</sup> The alternative report also criticizes the implementation plan for its lack of quantifiable targets and its lack of adequate statistical monitoring.

#### 3.1 Summary of the labour market situation of persons with disabilities

Data from EU-SILC indicate an employment rate for persons with disabilities in Netherlands of 60.5 % in 2018, compared to 83.5 % for other persons and approximately 9.8 points above the EU27 average - resulting in an estimated disability employment gap of approximately 23 percentage points (EU27 average gap 24.2, see Tables 2-4). The same data indicate unemployment rates of 6.9 % and 2.6 %, respectively in 2018 (see Tables 5-7) and the economic activity rate for persons with disabilities in Netherlands was 65.0 %, compared to 85.8 % for other persons (see Tables 8-10). These indications are broken down by gender and age in the respective tables in annex.

<sup>2</sup> *Implementatieplan VN Verdrag inzake personen met een handicap* (implementation plan CRPD), 13 March 2017.

<https://www.rijksoverheid.nl/documenten/convenanten/2017/03/13/implementatieplan-vn-verdrag-inzake-de-rechten-van-personen-met-een-handicap>.

<sup>3</sup> *Besluit algemene toegankelijkheid voor personen met een handicap of chronische ziekte* (Decree on Accessibility), 21 June 2017 <http://wetten.overheid.nl/BWBR0039653/2017-06-21>.

<sup>4</sup> *Onbeperkt Meedoen*. (Unlimited Participation), report on implementation CRPD.

<https://www.rijksoverheid.nl/onderwerpen/rechten-van-mensen-met-een-handicap/documenten/rapporten/2018/06/01/programma-vn-verdrag-onbeperkt-meedoen>.

<sup>5</sup> *Schaduwrapportage Verdrag inzake de rechten van personen met een handicap in Nederland* 3 December 2019. *Alliantie VN-Verdrag Handicap*. (Alternative report Netherlands on implementation of the CRPD). [https://iederin.nl/wp-content/uploads/2019/12/Schaduwrapport-VN-verdrag-Handicap.pdf?fbclid=IwAR0K76ogu6\\_UWWSSuhGR7A5Bja0345uqhxwvUH1MGfc6V-p-HLuF8Yr\\_fg](https://iederin.nl/wp-content/uploads/2019/12/Schaduwrapport-VN-verdrag-Handicap.pdf?fbclid=IwAR0K76ogu6_UWWSSuhGR7A5Bja0345uqhxwvUH1MGfc6V-p-HLuF8Yr_fg).

In a tight labour market situation with high general activity rate (85.8 % in 2018) and low unemployment (only 3.4 % in 2019), the activity rate of people with disabilities has improved but, in the period 2008-2016, the activity rate for people with disabilities was consistently around 25 % below that of people without disabilities. In the period 2016-2018 the gap diminished from 25.8 to 20.8 %.<sup>6</sup> This diminishing gap is an indicator of improved opportunities for people with a disability to find paid work.

A specific group for whom chances to find work has improved significantly is the group of people who became (partly) disabled before their 18th birthday. Before 2015, 29 % of this group found paid work alongside their right to a part disability benefit. As of 2015 the chance to find paid work increased to 38 % for this specific group, an increase of 9 percentage points. This specific group is entitled to be offered jobs created within the scheme of the national agreement to create 125,000 jobs for disabled before 2026. This national agreement is on schedule. So far 61,615 extra jobs are offered (where 55,000 were required) until 2019. The majority of jobs offered within the national agreement are temporary and part time contracts offering a net disposable income at benefit level.<sup>7</sup>

Economic participation rate stays persistently low among other specific categories of people with disabilities. The proportion of people with employee related part benefits (and who acquired their disability during working phase of their life, has decreased from 55.6 % in 2008 to 44.8 % in 2017.<sup>8</sup>

Research by the independent research agency Nivel shows that people with physical disabilities in general could not profit from the tightening of the labour market until 2018. The participation rate of a panel of people with physical disabilities was only 31 % whereas participation rate in general population is estimated at 76 %. According to the same research report, people with disabilities who do have paid work, are more likely to be offered temporary contracts and less working hours per contract than they prefer. They state they have less chance of being offered promotion and opportunities for self-improvement.<sup>9</sup>

An increasing proportion of 36 % of all workers in the Dutch labour market works on temporary contracts, on call contracts or on contracts as self-employed workers.<sup>10</sup>

---

<sup>6</sup> EU SILC 2018. see chapter 7, table 10, trends in economic activity rates.

<sup>7</sup> *Eindevaluatie Participatiewet*. SCP. scp-publicatie 2019-17 (End report evaluation Participation Act) <https://www.scp.nl/publicaties/publicaties/2019/11/19/eindevaluatie-van-de-participatiewet>.

<sup>8</sup> See chapter 7. Source Administrative authority UWV. *Monitor Arbeidsparticipatie 2018*. <https://www.uwv.nl/overuwv/kennis-cijfers-en-onderzoek/kennis-onderzoeken/uwv-monitor-arbeidsparticipatie-2018.aspx>.

<sup>9</sup> *Verdiepingsstudie Participatiemonitor. Werken met een beperking. Arbeidsomstandigheden van mensen met een lichamelijke beperking* (In Depth study Participation Monitor) and *Nivel kerncijfers participatie* (Core data participation) Knapen, Haarmann, Grosscurt & Boeije, 2020. <https://nivel.nl/sites/default/files/bestanden/1003802.pdf> and <https://www.nivel.nl/nl/publicatie/meedoen-de-samenleving-2008-2018-update-kerncijfers-participatiemonitor>.

<sup>10</sup> *Flex barometer*, by CBS, TNO, ABU and FNV (a combination of Netherlands Statistic CBS, Trade Unions Federation, Union of temporary agencies, and research agency TNO). <http://www.flexbarometer.nl/verhouding-vast-flex-zelfstandig>.

The proportion of temporary, on call contracts and self-employed is almost 50 % higher among people with lower educational level. People with disabilities report an even higher proportion of such flexible temporary contracts. The Netherlands institute for Social Research SCP reports that people with such contracts, including people with disabilities and paid work, are among the first to lose their work and income security as a result of the COVID-19 pandemic.<sup>11</sup> This loss of work and income results in lesser feeling of welfare.<sup>12</sup>

The OECD noted in a report that in the Netherlands workers have above-average proficiency in literacy, numeracy and problem solving in technology-rich environments, compared with adults in other countries but at the same time the Netherlands have a large group of more than 1.7 million people over the age of 16 that are low skilled, of which two-thirds are of prime working age. Although these 'vulnerable' groups still perform better than their counterparts in most other OECD countries, their comparatively poor performance relative to their Dutch peers means that they will struggle to find work and integrate successfully into society.<sup>13</sup>

People who are self-employed and have low income (15 % of all households with a minimum wage level income are self-employed)<sup>14</sup> have in majority no insurance when they become ill or disabled. They have no funds to invest in personal education or training.

Employers show no significant increase or decrease since 2015 in their willingness to hire people with disabilities. Of all employers, 61 % state they are willing to hire someone with a disability but only 19 % make concrete plans to do so. Less than a quarter of this 19 % willing employers succeeds in hiring an employee with a disability. Those employees with a disability that are actually hired receive nor need adaptation or additional support and they usually have a physical disability only.<sup>15</sup>

One third of people with disabilities experience discrimination and unequal treatment by employers or work colleagues) compared to 25 % among people without disabilities. One in eight job seekers with a disability stopped their attempts in finding paid work due to experienced discrimination.<sup>16</sup>

<sup>11</sup> *Welbevinden ten tijde van corona. Eerste bevindingen op basis van een bevolkingsenquête uit juli 2020* SCP, September 2020. (Wellbeing in times of corona. First data based on interviews in general population). <https://www.scp.nl/publicaties/publicaties/2020/09/10/welbevinden-ten-tijde-van-corona.-eerste-bevindingen-op-basis-van-een-bevolkingsenquete-uit-juli-2020>.

<sup>12</sup> Research quoted in the SCP report: *Welbevinden ten tijde van corona. Eerste bevindingen op basis van een bevolkingsenquête uit juli 2020* SCP (Wellbeing in times of corona. First data based on interviews in general population), September 2020: Clark 2003; Carroll 2007; Clark et al. 2008; Olesen et al. 2013, Merens en Josten 2016.

<sup>13</sup> OECD Skills Strategy Diagnostic Report Netherlands 2017 [https://www.oecd-ilibrary.org/docserver/9789264287655-en.pdf?expires=1600931571&id=id&accn\\_ame=guest&checksum=DB4602BABF58E551C3C8FEE4D228ABC8](https://www.oecd-ilibrary.org/docserver/9789264287655-en.pdf?expires=1600931571&id=id&accn_ame=guest&checksum=DB4602BABF58E551C3C8FEE4D228ABC8).

<sup>14</sup> Stimulanz May 2010. *Bestrijding van Armoede onder zelfstandigen*. (Fighting poverty among self-employed).

<sup>15</sup> *Eindevaluatie Participatiewet*. (End report evaluation Participation Act) SCP. SCP publication 2019-17.

<sup>16</sup> *Ervaren discriminatie in Nederland II* SCP April 2020 (Experienced discrimination in Netherlands) <https://www.scp.nl/publicaties/publicaties/2020/04/02/ervaren-discriminatie-in-nederland-ii>.

### 3.2 Analysis of labour market policies relevant to the Semester

Research by the Netherlands Institute for social research SCP, shows several shortcomings in policies to reduce unemployment among people with disabilities can be noted.<sup>17</sup> Shortcomings are:

- Wage subsidies are a very effective measure to place people with disabilities in employment (wage subsidy offers 55 % more chance of a job for people with disabilities) but municipalities offer these subsidies sparsely due to lack of budget.
- Municipalities offer less or no reintegration support to persons with a disability if they are not entitled to an individual benefit.
- Municipalities offer less support in finding work to people with more severe disabilities as their reintegration support is deemed more expensive.
- Municipalities acknowledge that a majority of long-term unemployed experience a range of health problems and that they can be considered disabled. Coexisting problems such as having large debts prevent these unemployed with health problems to accept work.
- Employers are in majority unaware of the range of reintegration support and wage subsidies that are available and if they are aware, they find them so complicated and such a burden on productivity of their employees without a disability, that they refrain from using them. Employers want municipalities to arrange necessary financial and other support effortlessly.
- Employers offer existing job vacancies to people with disabilities and do not want to deploy adaptation instruments for specific jobs. Furthermore, employers are not in the habit of using instruments such as job carving to create new jobs that might be suitable for people with severe disabilities.<sup>18</sup>
- People with physical disabilities are not offered enough opportunities to work on their employability by learning or studying.<sup>19</sup>
- People with a disability benefit who are considered to be able to do some form of paid work, are not entitled to a guaranteed disability benefit. The majority of this group does not succeed in finding paid work and runs a high risk of missing out on an adequate minimum income level.

Inflow to sheltered workshops was closed down in 2014. Instead of sheltered workshops, a commitment to offer sheltered employment jobs in regular companies had been introduced with wage subsidies for employers. Since this policy shift the chance to being offered a job in sheltered employment decreased from 55 % in 2013

---

<sup>17</sup> SCP, November 2019. *Eindevaluatie Participatiewet*. (End report evaluation Participation Act). <https://www.scp.nl/actueel/nieuws/2019/11/15/doelstellingen-participatiewet-nauwelijks-behaald>.

<sup>18</sup> Research cited in *Evaluatie Participatiewet SCP*: De Beer et al., 2019; Ieder(in), 2019; Fermin, de Looze en Hazelzet, 2019. *Eindevaluatie Participatiewet*. (End report evaluation Participation Act) SCP. SCP publication 2019-17.

<sup>19</sup> *Verdiepingsstudie Participatiemonitor. Werken met een beperking. Arbeidsomstandigheden van mensen met een lichamelijke beperking* (In Depth study Participation Monitor. Working with a disability. Work environment for people with a physical disability) and Nivel kerncijfers participatie (Core data participation), Knapen, Haarmann, Grosscurt & Boeije, 2020. <https://nivel.nl/sites/default/files/bestanden/1003802.pdf> and <https://www.nivel.nl/nl/publicatie/meedoen-de-samenleving-2008-2018-update-kerncijfers-participatiemonitor>.

to 39 % in 2019, a decrease of 16 percentage points. Sheltered employment jobs are in majority (52 %) temporary jobs and the average wage for sheltered employment has decreased since 2015.<sup>20</sup> There is a tendency to offer sheltered employment more to people with less severe disabilities and to refer people with more severe disabilities to projects in which people with disabilities are offered a contract to work without pay as a day-care activity.<sup>21</sup>

Tighter eligibility criteria for disability benefits reduced the number of disability benefit but enlarged the group of people receiving unemployment benefits by municipalities (based on the Participation Act). Around 60 % of people receiving such a benefit based on the Participation Act describe themselves as unable to seek work due to a disability or chronic illness. Although municipalities have means to offer wage subsidies and other reintegration support, the chances of finding and keeping paid work did not increase for this group, according to an evaluation report.<sup>22</sup>

Employment chances improved for young people with a disability, who profited from the national agreement to offer reserved jobs and the scheme continues to run until 2026. The scheme does not aim at the broader and larger groups of people with disabilities out of paid work and national statistics show no improvement in employment chances nor in dependency on benefits (either from administrative authority UWV or municipalities based on Participation Act).

Government offers several measures and extra budget to address shortcomings noted in evaluating the Participation Act and complaints about bureaucratic burden upon employers and jobseekers with a disability.

As of 2021 the aim is to simplify reintegration support measures for employers, provide a larger budget (EUR 53 million) for wage subsidies, job coaching and other personal support instruments. Wage subsidies for people with disabilities that until 2020 were given for a maximum of three years will, as of 2024, be granted permanently to stimulate employers to change temporary job contracts into permanent contracts.<sup>23</sup> This measure does not address the fact that municipalities prefer not to pay wage subsidies as they are perceived as too costly. Furthermore, municipalities will face budget deficits due to the COVID-19 pandemic and resulting rising unemployment.

National Government makes an additional budget of EUR 300 million in 2021 available for municipalities to provide additional support to young people who have large debts and who are unemployed and extra budget for people who are unemployed in general (EUR 40 million in 2020 and EUR 90 million in 2021). This increase in budgets is a response to a 20 % increase of requests for unemployment benefits in 2020 since the

---

<sup>20</sup> *Eindevaluatie Participatiewet*. SCP. SCP-publication 2019-17 (End report evaluation Participation Act), <https://www.scp.nl/publicaties/publicaties/2019/11/19/eindevaluatie-van-de-participatiewet>.

<sup>21</sup> Projects might be restaurants like Brownies and Downies in which people with intellectual disabilities work as waiter or kitchen aid or shops who sell handmade projects. <https://www.browniesanddownies.nl> and <https://www.ipsedebruggen.nl/over-ons/winkels-horeca>.

<sup>22</sup> *Eindevaluatie Participatiewet*. SCP. (End report evaluation Participation Act) SCP publication 2019-17.

<sup>23</sup> *Programma Breed offensief* (Programme Broad charge) Budget plan 2021 by the Ministry of Social Affairs and Employment. <https://www.rijksoverheid.nl/documenten/begrotingen/2020/09/15/xv-sociale-zaken-en-werkgelegenheid-rijksbegroting-2021>.



start of the COVID-19 pandemic. A large part of unemployed who are entitled to support by municipalities have a disability.<sup>24</sup>

It is not clear if increased budgets for municipalities can actually be used for reintegration support. The effects of COVID-19 pandemic on increasing unemployment forces municipalities to reserve budgets for unemployment benefits rather than reintegration support.

To reduce the number of people working in contracts as self-employed, the government will reduce tax credit for self-employed. This measure in itself does not address the financial incentive employers have to contract self-employed workers for whom they have no obligations to provide and pay social security. Reducing tax credits for self-employed does on the other hand diminish the means for self-employed to pay for their own social insurance.

Additional budget (EUR 40 million) is made available in order to make work pay more for people with a disability benefit. Of every extra earned euro, a disability benefit receiver is allowed to keep at least 30 cents. Municipalities and the administrative authority UWV (who both support different groups of job seekers with a disability) are stimulated to work more intensively together in regional reintegration programmes and are supposed to lessen bureaucratic rules for granting wage subsidies to employers. The aim is also to make easier use of European Social Funds as of 2020, to enhance regional cooperation between municipalities, administrative authority UWV and employers.<sup>25</sup> It is not clear what it means to make easier use of European Social Funds. All available funds via the ESF 2010-2020 might be complicated to use, but they were completely depleted before 2018.

Given the fact that a large part of workers (1.7 million) is low skilled, and a large part of youth is illiterate and with mild cognitive disabilities, there is a need for a national strategy to address this problem. National Government does not design national strategies or organise research to make more fundamental changes in the vocational education of low skilled adult workers. There is no specific strategy to reduce the large number of temporary contracts for workers with a disability. Workers with a temporary contract are less well positioned to profit from programmes for developing their skills at the workplace. There is no specific strategy to enhance skills of adult workers with a disability.

A national strategy could also help to make employers more aware of creative solutions for opening up employment for people with disabilities such as creating opportunities for job carving or enhancing employability of potential employees by providing skills training opportunities or enhancing literacy. It is left up to the creativeness and willingness of regional organisations of employers and municipalities to try to define new strategies.

---

<sup>24</sup> *Programma Breed offensief* (Programme Broad charge) Budget plan 2021 by the Ministry of Social Affairs and Employment.

<sup>25</sup> *Programma Breed offensief* (Programme broad charge) Budget plan 2021 by the Ministry of Social Affairs and Employment. <https://www.rijksoverheid.nl/documenten/begrotingen/2020/09/15/xv-sociale-zaken-en-werkgelegenheid-rijksbegroting-2021>.

There is no policy to reduce perceived discrimination based on disability on the labour market.

#### **4 Disability, social policies and healthcare – analysis of the situation and the effectiveness of policies**

The UN CRPD Committee did not yet schedule an initial review of the implementation in the Netherlands.

[Article 28 UN CRPD](#) addresses Adequate standard of living and social protection.

[Article 19 UN CRPD](#) addresses Living independently in the community.

[Article 25 UN CRPD](#) addresses Health.

The Implementation Plan<sup>26</sup> for the CRPD together with the Decree on Accessibility<sup>27</sup> serves as a national disability strategy. Both plan and decree aim towards agreeing on voluntary action plans to be made by municipalities, employer organisations, trade unions, disabled people's organisations.

Poverty is not mentioned in the Implementation plan. The unspecified targets that are mentioned are to enhance participation of people with disabilities in social life, recreation, sports, culture and political participation.

The alternative report on implementation of the CRPD by NGO's notes that the situation of people with a disability in the Netherlands deteriorated since signing of the Convention. Poverty among people with a disability increased between 2009 and 2016. No significant increase in participation has been achieved.<sup>28</sup> The alternative report criticizes the implementation plan due to its lack of quantifiable targets and its lack of adequate statistical monitoring.

##### **4.1 Summary of the social situation of persons with disabilities**

Data from EU-SILC indicate the poverty risk rate for working age persons with disabilities in Netherlands was 18.1 % in 2018, compared to 12.2 % for other persons of similar age - an estimated disability poverty gap of approximately 6 percentage points (see Table 14). For people aged over 65, the disability poverty gap was 0.3 points (10.7 % for older persons with disabilities and 10.4 % for other persons of similar age). The tables in annex also indicate the respective rates of AROPE and break these down by gender as well age.

---

<sup>26</sup> *Implementatieplan VN Verdrag inzake personen met een handicap* (implementation plan CRPD), 13 March 2017, <https://www.rijksoverheid.nl/documenten/convenanten/2017/03/13/implementatieplan-vn-verdrag-inzake-de-rechten-van-personen-met-een-handicap>.

<sup>27</sup> *Besluit algemene toegankelijkheid voor personen met een handicap of chronische ziekte* (Decree on Accessibility), 21 June 2017 <http://wetten.overheid.nl/BWBR0039653/2017-06-21>.

<sup>28</sup> *Schaduwrapportage Verdrag inzake de rechten van personen met een handicap in Nederland 3* December 2019. Alliantie VN-Verdrag Handicap. [https://iederin.nl/wp-content/uploads/2019/12/Schaduwrapport-VN-verdrag-Handicap.pdf?fbclid=IwAR0K76ogu6\\_UWWSSuhGR7A5Bja0345uqhxwvUH1MGfc6V-p-HLuF8Yr\\_fg](https://iederin.nl/wp-content/uploads/2019/12/Schaduwrapport-VN-verdrag-Handicap.pdf?fbclid=IwAR0K76ogu6_UWWSSuhGR7A5Bja0345uqhxwvUH1MGfc6V-p-HLuF8Yr_fg).



Over the years 2010 until 2018, the risk of poverty increased in the Netherlands for all people. It increased significantly more for people with disabilities younger than 65 years of age than for people without disabilities in that same age group. The risk of poverty almost doubled for people around retirement age regardless of disability.<sup>29</sup> The average risk of poverty in the Netherlands is below the EU average.

In 2020 net disposable income increased more for households with paid work (2.2 %) than for households with a member with an unemployment or disability benefit (increase in 2020 1.3 %). The same trend occurred in previous years and is expected in 2021. Expectations for 2021 are a net disposable income increase of 0.3 % in low income benefit receiving households and 1.4 % in higher income groups.

The Netherlands Institute for social research SCP states that poverty decreased in general in the Netherlands between 2018 and 2020. This decrease in poverty did not lead to a higher level of quality of life. According to SCP objective quality of life has slightly decreased in general and is at significantly lower level for households with low income, people with lower educational level, people with a migrant status and people who experience health problems and or have a disability. This lower quality of life is attributed, among other, to uncertainty due to the large proportion of temporary contracts, on call contracts and (bogus) self-employment contracts. People with a disability have also suffered austerity measures affecting their ability to access support and care.<sup>30</sup> Additional research shows that people who have temporary contracts or low age level, lack educational opportunities and have lesser opportunities to buy their own home and start a family.

A considerable group of young people who acquired a disability at younger age are, since 2015, no longer eligible for a full disability benefit but are required to find paid work and can only receive an additional benefit on top of actually earned wages. This measure increased their chances for paid work to 38 % but reduces their ability to earn more above net minimum age level. The 62 % in this group that does not get offered a job will receive a minimum benefit that will be means tested within their household, thus increasing dependency upon household members.

Social inclusion of people with physical and intellectual disabilities has not changed significantly in the period 2008-2018 according to the general participation monitor by research agency Nivel. According to this monitor (based on interviews of a panel of people with disabilities) participation in recreation activities, living in the community using public transport, doing paid or voluntary work and contributing to clubs and associations, hardly changed.<sup>31</sup>

Access to health care and social support, affordable housing and even forming families

---

<sup>29</sup> Chapter 7, Table 14.

<sup>30</sup> *De Sociale Staat van Nederland*, (Social state of affairs Netherlands) SCP September 2020 <https://www.scp.nl/publicaties/publicaties/2020/09/10/kwaliteit-van-leven-in-onzekere-tijden.-de-sociale-staat-van-nederland-op-hoofdlijnen>.

<sup>31</sup> *Update Kerncijfers Participatie monitor 2008-2018*. Nivel, July 2020. <https://nivel.nl/sites/default/files/bestanden/1003827.pdf> and <https://www.nivel.nl/nl/publicatie/meedoen-de-samenleving-2008-2018-update-kerncijfers-participatiemonitor> and

is hindered by obligatory contributions for care,<sup>32</sup> inadequate support in navigating complicated eligibility procedures, and competence fights between different acting agencies in financing and providing long term care. The National Ombudsman warned in 2018 and 2020 that people with more severe disabilities and families with young children with disabilities are severely affected by the lack of access to long term care.<sup>33</sup>

The alternative report by NGOs of implementation of the CRPD made use of interviews in which young people with a disability state they cannot access affordable adapted rental houses. They also stated that obligatory contributions for social care and support - which are means tested within households - prevents them from initiating marriage or starting long lasting relationships with partners with a paid job. Forming a household which a partner with a paid job would result in higher obligatory contributions for care of hundreds of euros per month.<sup>34</sup>

## 4.2 Analysis of social policies relevant to the Semester

For reference, see also the 2020 [National Reform Programme](#) for Netherlands.

National policies to reduce poverty consists of two main measures:

- The first is to link the net minimum level of benefits to the level of net minimum wage. This helps maintain a minimum income for all households. People with disabilities and dependent on a benefit will have a guaranteed minimum income comparable to those who are long term unemployed. This minimum protection though is not enough to ward off relative poverty.
- The second policy measure is to stimulate all people dependent on benefits to accept paid work by increasing (via fiscal measures) the net disposable income level of all people with paid work. The result is a widening gap in net income increase between people with and without work over the years. This widening gap leads to an increased poverty level of all those who are dependent on benefits.

Although the chances of getting paid work have increased for some groups, it is clear that the majority of people with disabilities with a benefit do not succeed in acquiring a paid job. Those that do, find that their net disposable income stays at net minimum level.<sup>35</sup> Thus the policy to reduce poverty by enhancing employment of people with disabilities shows inadequate results.

---

CPB discussion paper 363 Co-payments in long term home care: do they affect the use of care: <https://www.cpb.nl/sites/default/files/omnidownload/CPB-Discussion-Paper-363-Co-payments-in-long-term-home-care.pdf>.

<sup>33</sup> *Rapport Zorgen voor burgers*. (Report worries on care for civilians) Mei 2018: <https://www.nationaleombudsman.nl/nieuws/onderzoeken/2018030-zorgen-voor-burgers-onderzoek-naar-knelpunten-bij-de-toegang-tot-zorg> and press release September 2020: <https://www.nationaleombudsman.nl/nieuws/2020/nationale-ombudsman-geen-woorden-maar-daden-nodig-bij-toegang-tot-zorg>.

<sup>34</sup> *Schaduwrapportage Verdrag inzake de rechten van personen met een handicap in Nederland* (Alternative report on implementing the CRPD Netherlands) 3 December 2019. *Alliantie VN-Verdrag Handicap* [https://iederin.nl/wp-content/uploads/2019/12/Schaduwrapport-VN-verdrag-Handicap.pdf?fbclid=IwAR0K76ogu6\\_UWWSSuhGR7A5Bja0345uqxwvUH1MGfc6V-p-HLuF8Yr\\_fg](https://iederin.nl/wp-content/uploads/2019/12/Schaduwrapport-VN-verdrag-Handicap.pdf?fbclid=IwAR0K76ogu6_UWWSSuhGR7A5Bja0345uqxwvUH1MGfc6V-p-HLuF8Yr_fg).

<sup>35</sup> *Kansrijk armoedebeleid* (Successful poverty policy), SCP June 2020.

Because there is no specific monitoring of the net income position among households with a member with a disability and the obligatory contributions people with disabilities pay for support, the need for additional measures is not addressed. Poverty diminishes opportunities for people with a disability to participate in training and education, Municipalities tend to offer reintegration support only to those that have an individual unemployment benefit. People with a disability are being made financially dependent on household members with a paid job and cannot even acquire reintegration support to try to seek financial independence.

There is a need to address the growing inequality among especially low skilled workers, not only in terms of net disposable income, but also in terms of having job security and access to social insurance. People with a disability are overrepresented among groups with lower education, lower skills and insecure job contracts and access to employee related disability benefits.

There are problems for people with disabilities in accessing long term care and social support. National Government initiated several projects and pilots to enhance access to long term care and social support as a reaction to the critique by the National ombudsman. The aim is to provide everyone in need of social support or long-term care with an independent client support worker who will help navigate care bureaucracy and complicated eligibility procedures. Although this measure helps citizens in need of support, it does not address adequately the competing financial interests and competences of financiers of social support and care according to the National Ombudsman. People with disabilities may still face the consequences and not be provided with adequate support.<sup>36</sup>

---

<sup>36</sup> Press release September 2020: <https://www.nationaleombudsman.nl/nieuws/2020/nationale-ombudsman-geen-woorden-maar-daden-nodig-bij-toegang-tot-zorg>.

## 5 Disability, education and skills – analysis of the situation and the effectiveness of policies

The UN CRPD Committee did not yet schedule an initial review of the implementation in the Netherlands.

[Article 24 UN CRPD](#) addresses Education.

The Implementation Plan<sup>37</sup> for the CRPD together with the Decree on Accessibility<sup>38</sup> serves as a national disability strategy. Both the plan and decree aim towards agreeing on voluntary action plans to be made by municipalities, employer organisations, trade unions, disabled people's organisations. No quantifiable achievement targets are included in the plan concerning education. The aim concerning education in the implementation plan is to offer 'more education' to children with disabilities who are not in school but in day care centres and to enhance cooperation between mainstream and specials schools.

The alternative report on implementation of the CRPD by NGOs notes that the number of pupils with disabilities not in any school due to a disability increases; that the number of pupils who are not accepted in any school due to their disability also increases and that pupils with a disability experience discrimination in vocational education.

### 5.1 Summary of the educational situation of persons with disabilities

The EU-SILC estimates concerning educational attainment should be treated with some caution due to variable confidence levels, but they consistently indicate disability quality gaps. Table 16 indicates early school leaving rates disaggregated by disability status. Youth with disabilities (aged 18-24) tend to leave school significantly more than non-disabled peers of the same age groups (and this is reinforced by widening the sample size to age 18-29). Table 17 shows completion rate of tertiary education disaggregated by disability and age group. Persons with disabilities (age 30-34) are less likely to complete tertiary education than their peers (and this is reinforced in the wider sample for age 30-39).

The number of early school leavers increased in 2017 and 2018 to a level of nearly 27,000 pupils. National Government set a new aim to reduce the number of early school leavers to 20,000 in 2021.<sup>39</sup> The dropout rate in (general) secondary education is 0.5 % and rose from 4.7 % to 5.1 % in vocational education and training (VET).

According to the OECD, vocational upper secondary education (MBO colleges) is of good quality with strong links to the labour market. This link is mediated through extensive work-based learning. School-to-work transition is also smoother in the

<sup>37</sup> *Implementatieplan VN Verdrag inzake personen met een handicap* (implementation plan CRPD), 13 March 2017.

<https://www.rijksoverheid.nl/documenten/convenanten/2017/03/13/implementatieplan-vn-verdrag-inzake-de-rechten-van-personen-met-een-handicap>.

<sup>38</sup> *Besluit algemene toegankelijkheid voor personen met een handicap of chronische ziekte* (Decree on Accessibility), 21 June 2017 <http://wetten.overheid.nl/BWBR0039653/2017-06-21>.

<sup>39</sup> Briefing website: <https://www.rijksoverheid.nl/onderwerpen/vsv/maximaal-20.000-voortijdig-schoolverlaters-in-2021>.

Netherlands than in most other countries. After this transition phase, it seems there are lesser opportunities to develop workers skills tough. The OECD notes that the workplace provides a potentially strong learning environment because it offers real on-the-job experience that makes it easier to acquire job-specific skills, as well as other important skills, such as problem solving, conflict management and entrepreneurship. According to the OECD this informal learning is an underutilised resource in the Netherlands.<sup>40</sup> The large proportion of temporary contracts, on call contracts and self-employed workers among people with a disability contributes to this lack of on the job learning opportunities.

Segregation of pupils with disabilities has increased. The influx of children with disabilities in schools for special education increased since 2015 while the age of leaving special education has been lowered from 20 to 18 years of age.<sup>41</sup> The proportion of children with a disability receiving support in mainstream school diminished between 2015 and 2016 from 1 % to 0.3 %.<sup>42</sup> The number of children with disabilities and complex support needs that are not accepted in any school but are being referred to day care centres increased from 4,444 children in 2015 to 6,022 children in 2018.<sup>43</sup> On top of that number around 4,000 children with special educational support needs are formal pupils in schools but effectively dropped out of schools.<sup>44</sup>

The Netherlands Institute for social research SCP states in a report that half of pupils with mild intellectual disabilities need extra support in education, including vocational education. After leaving schools at least 40 to 55 % in this group needs support on employment.<sup>45</sup>

The Dutch educational system is becoming more segregated not only by disability, but also by migrant status, gender and parents' educational attainment. Migrant children, especially boys, are overrepresented in special schools. Differences between schools have the largest impact on pupils' performance of all OECD countries and are closely linked to the different tracks offered. The gap between the average performance of pupils at schools with a low versus high concentration of pupils with a migrant background is the second largest in the EU. This implies that the achievement of individual pupils is closely linked to their school choice. The parental choice system

<sup>40</sup> OECD Skills Strategy Diagnostic Report Netherlands 2017  
<https://www.oecd-ilibrary.org/docserver/9789264287655-en.pdf?expires=1600931571&id=id&accname=guest&checksum=DB4602BABF58E551C3C8FEE4D228ABC8>.

<sup>41</sup> *Trends in passend onderwijs 2011- 2019 DUO Informatieproducten* (Trends in education for pupils with disabilities), dr Susan Borggreve, dr Bo de Lange 24 August 2020.  
<https://www.rijksoverheid.nl/onderwerpen/passend-onderwijs/documenten/rapporten/2020/09/10/duo-ip-trends-in-passend-onderwijs-2011-2019>.

<sup>42</sup> ARK Mey 2017. *Rapport Resultaten verantwoordingsonderzoek 2016 bij het Ministerie van Onderwijs, Cultuur en Wetenschap*. Report accountability budget Ministry of Education, Culture and Science).  
<https://www.rekenkamer.nl/onderwerpen/passend-onderwijs/documenten/rapporten/2017/05/17/resultaten-verantwoordingsonderzoek-2016-bij-het-ministerie-van-onderwijs-cultuur-en-wetenschap>.

<sup>43</sup> Ingrado 2020. Benchmark VSV kompas.

<sup>44</sup> <http://www.autipassendonderwijsutrecht.nl/themas/thuiszitters>.

<sup>45</sup> *Meedoen gaat niet vanzelf* (Participation does not occur on its own) SCP, September 2020.  
<https://www.scp.nl/actueel/nieuws/2020/09/01/meer-meedoen>.

contributes to creating more segregated schools and strengthens the effects of residential separation.<sup>46</sup>

## 5.2 Analysis of education policies relevant to the Semester

The policies to reduce early school leaving consists of agreements between national Government, municipalities and secondary and vocational schools to cooperate on a regional basis. The regional cooperation is made compulsory for municipalities and schools. Schools and municipalities are required to make regional plans to finance and offer coaching for potential early school leavers, to set up special classes, provide mentoring, reduce sickness among pupils, provide on the job learning opportunities and to provide support to families of pupils who are at risk of dropping out of school. Focus will be on the transition phase from secondary education, including special schools, to basic vocational education.

Additional budget of EUR 80 million has been made available for regional cooperation on preventing early school leaving. School will receive an additional budget of EUR 17 million total on the condition they effectively reduce the number of early school leavers.<sup>47</sup> An additional budget of EUR 214 million has been made available as of 2021 to help pupils from secondary special education to follow additional vocational training.<sup>48</sup> An amendment to the Act on Education and Vocational Education in June 2018 made cooperation between schools and municipalities to combat early school leaving compulsory

These policies aim at reducing drop out numbers and help enter young pupils with a disability to enter vocational education and a transition to the labour market. The success in this field has already been good. According to OECD, vocational upper secondary education (MBO colleges) is of good quality with strong links to the labour market.<sup>49</sup> Pupils with disabilities in special schools are supported and succeed in entering basic vocational education. Vocational colleges cooperate with special schools and provide their courses within these special schools. Projects to provide more coaching while doing internships for pupils with disabilities are funded with ESF funds. These measures continue to help young people with disabilities to find employment.

Special schools, vocational colleges and municipalities do not succeed in offering these opportunities to all pupils with a disability but select entry on the basis of severity of disability and support needs. Vocational colleges select pupils on literacy and math's skills for most courses above entry level and exclude those that do not meet their requirement. DPO's of parents of children with disabilities complained that their

---

<sup>46</sup> OECD Education at a glance 2020.

<sup>47</sup> <https://www.rijksoverheid.nl/onderwerpen/vsv/minder-voortijdig-schoolverlaters>.

<sup>48</sup> Report by national association of care providers VGN: <https://www.vgn.nl/documenten/notitie-prinsjesdag-2020-vgnpdf>.

<sup>49</sup> OECD Skills Strategy Diagnostic Report Netherlands, 2017 <https://www.oecd-ilibrary.org/docserver/9789264287655-en.pdf?expires=1600931571&id=id&accname=guest&checksum=DB4602BABF58E551C3C8FEE4D228ABC8>.



children drop out or are refused entry because they cannot get adequate individual support in vocational colleges.<sup>50</sup>

Municipalities are required to provide support for young people without a qualification for the labour market until they reach their 23rd birthday. Municipalities struggle to find budget in order to provide necessary support, especially to those with intense support needs. Municipalities exempt pupils with more severe disabilities from the legal duty to get a basic qualification to avoid the cost of support.

The increasing influx of children with disabilities in primary and secondary special schools shall be addressed by measures yet to be announced. An important part of the new policies will be to extend opportunities for special and mainstream schools to cooperate together and to find ways of providing more opportunity to provide (medical) care and support within schools so children with more severe support needs do not have to be referred to day care centres.

---

<sup>50</sup> Report by DPO's Balans en Nederlandse vereniging voor Autisme, September 2018. *Studeren op het mbo met een beperking. Zorgelijke ervaringen uit de praktijk* (Studying at vocational colleges, worrisome experiences). [https://autisme.nl/media/296484/dossier\\_mbo\\_2018.pdf](https://autisme.nl/media/296484/dossier_mbo_2018.pdf).

## 6 Investment priorities in relation to disability

### 6.1 Updates on use of existing EU funds (to 2020)

Of the total ESIF budgets for the Netherlands for the period 2014-2020, EUR 510 million comes out of the European Social Fund (ESF). Of this ESF budget 71 % is spend on active inclusion,<sup>51</sup> to enhance labour participation for groups who have a low participation rate, including people with disabilities. Of the participants in ESF project, nearly 70 % were people applying for assistance in seeking work by municipalities. Around 32 % of this group were young people with disabilities graduating from special schools and special vocational schools. Of the young people participating in ESF-projects after leaving special schools, 27 % found paid work immediately afterwards. Most projects provide internships and additional support such as job coaching, training for specific jobs and help with applying for jobs.<sup>52</sup>

The funding based on the ESF programme was in 2018 depleted. No new applications were accepted after 2018.

An example of a special vocational college who together with the municipality has for some years now a programme to provide support during internships, providing job coaching and help in finding employers willing to hire their former students with a disability is the *Praktijkcollege*<sup>53</sup> in Rotterdam. The school acknowledges the contribution of ESF in financing this programme. The school had hired job coaches, has a programme to work together with employers in the region and supports students in transition from school, to work. All special vocational colleges and special schools work together with municipalities in applying for ESF-funding for this kind of support as a regular offer to their students.

### 6.2 Priorities for future investment (after 2020)

The focus of projects financed with ESF funds has been almost exclusively on helping young people with disabilities leaving special schools and vocational colleges to enter labour market. Projects provided support during internships, job coaching, training for jobs during the transition phase from schools to jobs.

A future priority could be to enhance employability for people with disabilities after entering the labour market by providing more structural opportunities to develop their skills, improve literacy and to create opportunities to seek qualifications for jobs in upcoming sectors of the economy.

Another priority could be to explore innovative ways to create jobs that are more 'carved up' to suit the specific capabilities of people with disabilities. Employers who are willing to hire employees with a disability tend to offer jobs that are suited for the average worker. Carving up jobs does not mean that jobs are necessarily made

<sup>51</sup> *Voortgangsbrief* ESF 2017. 29 January 2018, Letter to Parliament on progress ESF by the minister of Social Affairs and Employment, <https://www.rijksoverheid.nl/documenten/kamerstukken/2018/01/29/voortgangsbrief-europees-sociaal-fonds-esf-2017>.

<sup>52</sup> Factsheet ESF projects <https://www.cbs.nl/nl-nl/achtergrond/2016/24/factsheet-esf-in-nederland>.

<sup>53</sup> Webpages HPC Het Praktijkcollege Rotterdam <https://www.hpc-centrum.nl/over-de-school/esf>.



simpler or require less skills; carving up could also mean creating different work circumstances that suit both specific individual needs and are at the same time productive enough for the employer to pay full wage.

Addressing the segregation in the Dutch labour force could also be a future priority. Dutch workers tend to be highly educated and skilled, yet 1.7 million workers are low skilled among which are many with cognitive disabilities. A priority could be to improve literacy skills by investing in quality of basic education to people with disabilities.

CSR1 refers to 'tackling the existing shortages of health workers' and 'stepping up the deployment of relevant e-Health tools'. Considering the higher rate of unmet medical needs for people with disabilities it is important that their needs are addressed in any such investment.

Similarly, CSR2 refers in general to the need to 'Mitigate the employment and social impact of the crisis'. Given the evidence of disproportionate labour market precarity and poverty risk among people with disabilities it is essential that their needs are targeted explicitly.

Finally, CSR3 calls for 'Focus investment on the green and digital transition, in particular on digital skills development, sustainable infrastructure'. In these areas it will be vital to ensure that such investment explicitly requires provision for accessibility, in line with Article 9 UN CRPD and the corresponding obligations of EU structural funds and public procurement rules.

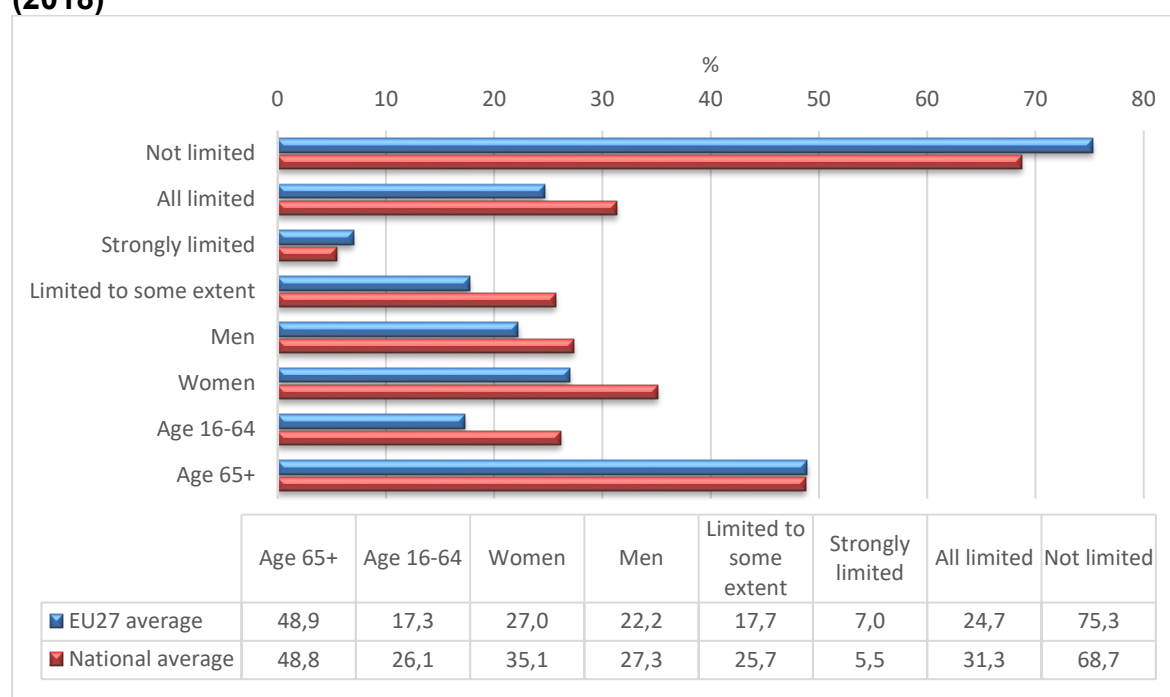
## 7 Annex: disability data relevant to the Semester

See also disability data published in the Eurostat database<sup>54</sup> and statistical reports.<sup>55</sup>

Unless specified, the summary statistics are drawn from the most recent EU-SILC data available to researchers from Eurostat. The EU-SILC sample includes people living in private households and does not include people living in institutions (congregative households). The sampling methods vary somewhat in each country.

The proxy used to identify people with disabilities (impairments) is whether ‘for at least the past six months’ the respondent reports that they have been ‘limited because of a health problem in activities people usually do’.<sup>56</sup>

**Table 1: Self-reported ‘activity limitations’ as a proxy for impairment/disability (2018)**



Source: EU-SILC 2018 Release 2020 version 1

In subsequent tables, these data are used to indicate ‘disability’ equality gaps and trends relevant to the analytical chapters – for the labour market, social policies and healthcare, and education – by comparing outcomes for persons who report and do

<sup>54</sup> Eurostat health Database, <https://ec.europa.eu/eurostat/web/health/data/database>.

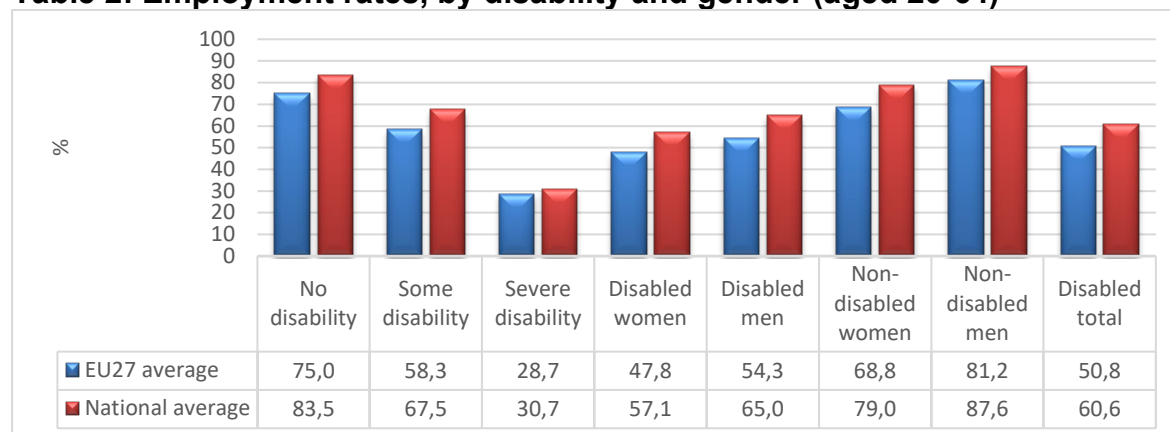
<sup>55</sup> Eurostat (2019) *Disability Statistics* [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Disability\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Disability_statistics).

<sup>56</sup> The SILC survey questions are contained in the Minimum European Health Module (MEHM) [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Special:WhatLinksHere/Glossary:Minimum\\_European\\_Health\\_Module\\_\(MEHM\)](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Special:WhatLinksHere/Glossary:Minimum_European_Health_Module_(MEHM)).

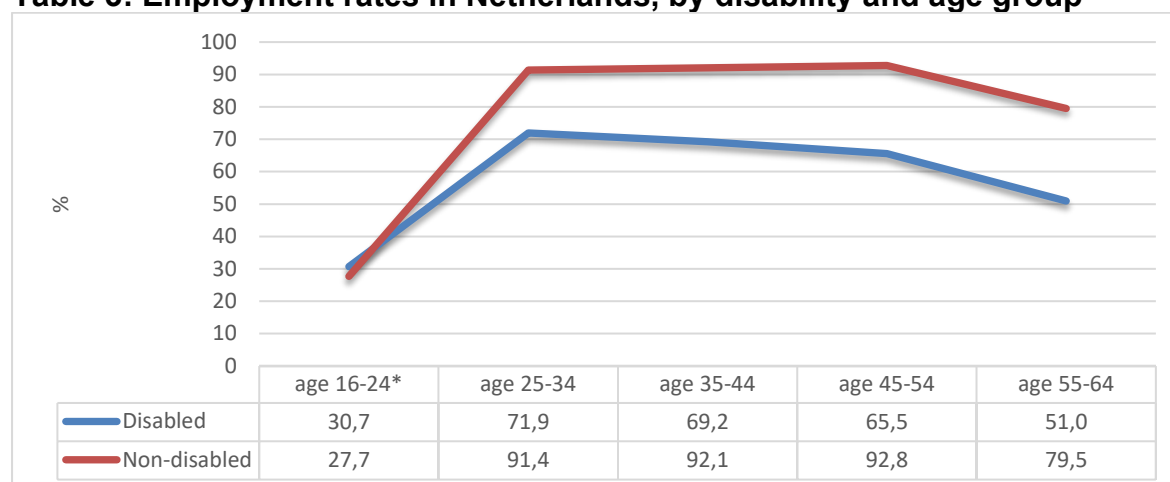
not report 'activity limitations'.<sup>57</sup> National estimates for Netherlands are compared with EU27 mean averages for the most recent year.<sup>58</sup>

## 7.1 EU data relevant to disability and the labour market (2018)

**Table 2: Employment rates, by disability and gender (aged 20-64)**



**Table 3: Employment rates in Netherlands, by disability and age group**



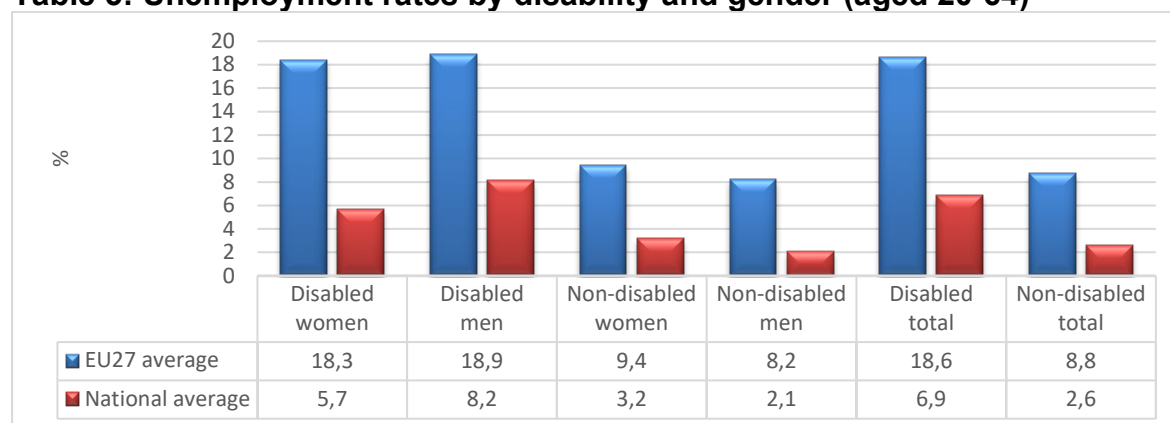
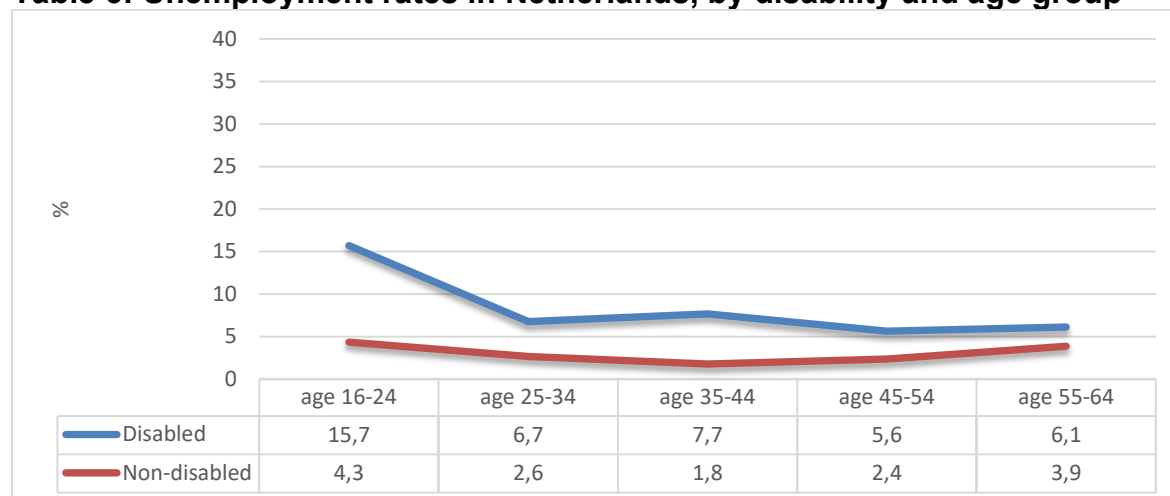
<sup>57</sup> This methodology was developed in the annual statistical reports of ANED, available at <http://www.disability-europe.net/theme/statistical-indicators>.

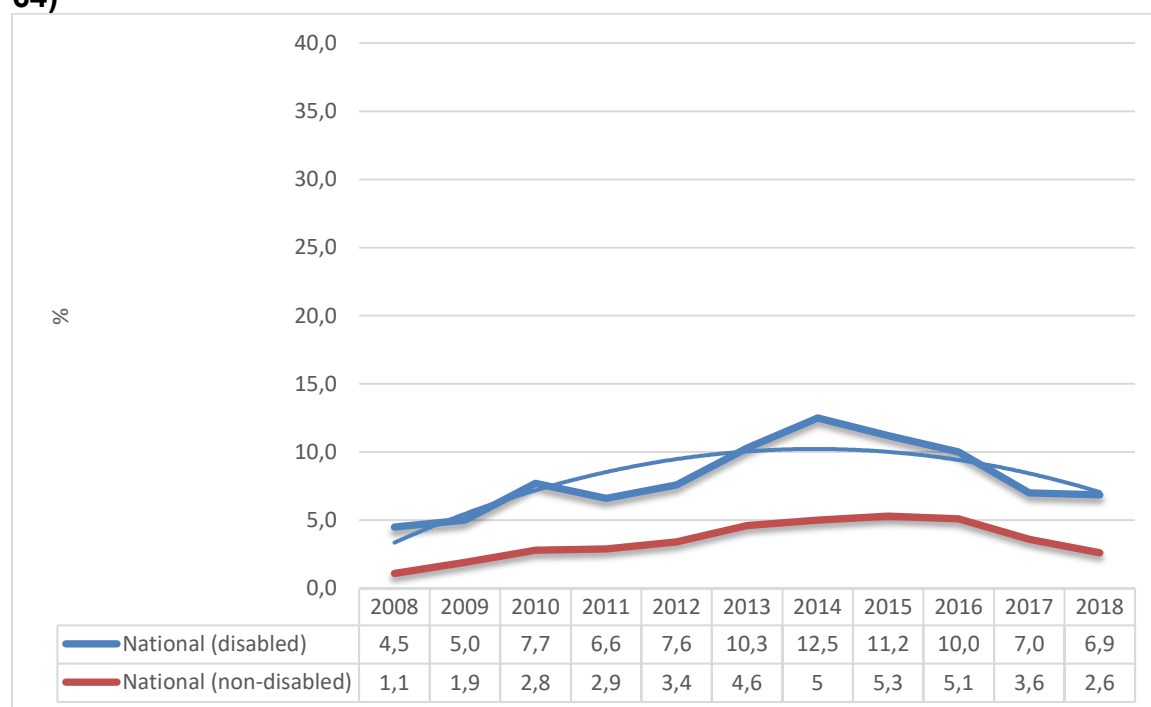
<sup>58</sup> The exit of the United Kingdom from the EU changes the EU average. Averages were also affected in 2015 by a discontinuity in the German disability data due to a definitional change.

**Table 4: National trends in employment rates, by disability status (aged 20-64)**


Source: EU-SILC 2018 Release 2020 version 1 (and preceding UDBs)

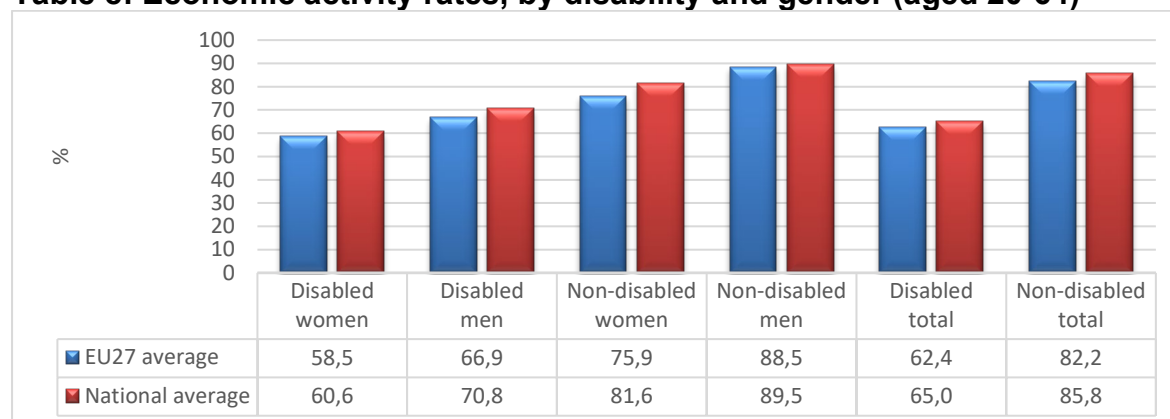
### 7.1.1 Unemployment

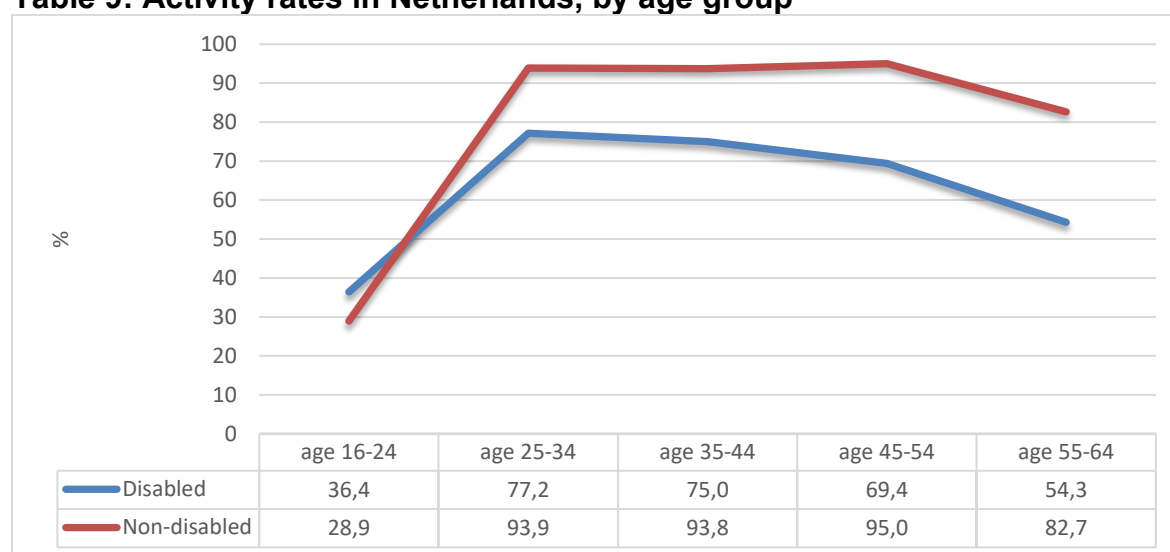
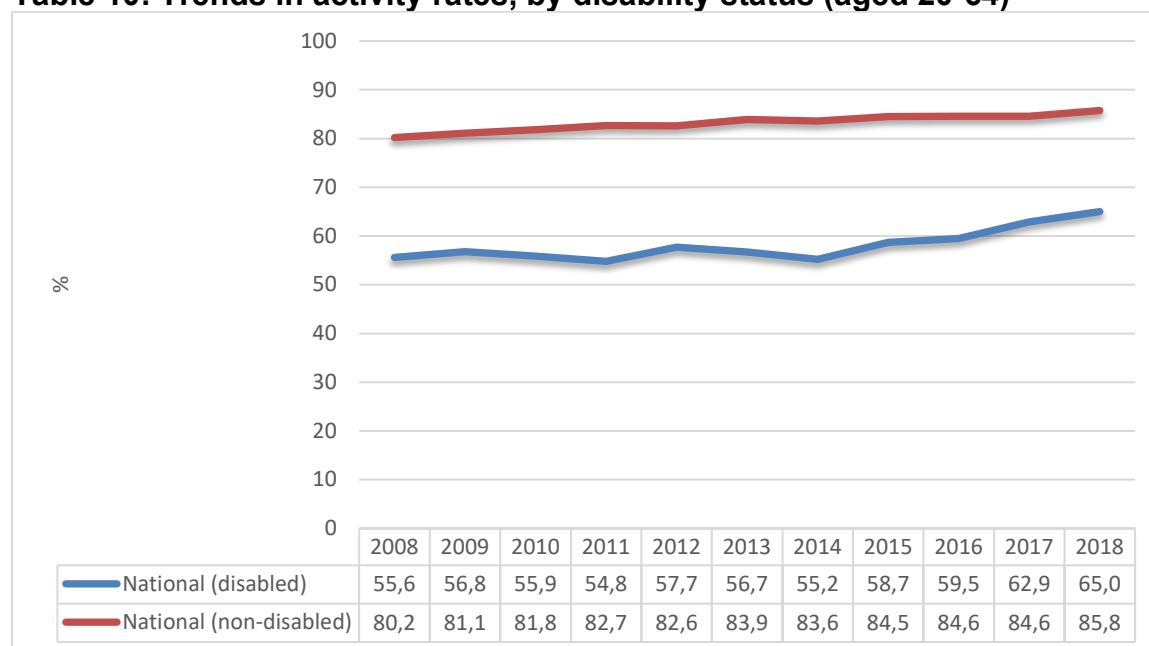
**Table 5: Unemployment rates by disability and gender (aged 20-64)**

**Table 6: Unemployment rates in Netherlands, by disability and age group**


**Table 7: National trends in unemployment rate, by disability status (aged 20-64)**

Source: EU-SILC 2018 Release 2020 version 1 (and preceding UDBs)

### 7.1.2 Economic activity

**Table 8: Economic activity rates, by disability and gender (aged 20-64)**

**Table 9: Activity rates in Netherlands, by age group****Table 10: Trends in activity rates, by disability status (aged 20-64)**

Source: EU-SILC 2018 Release 2020 version 1 (and preceding UDBs)

### 7.1.3 Alternative sources of labour market data in Netherlands

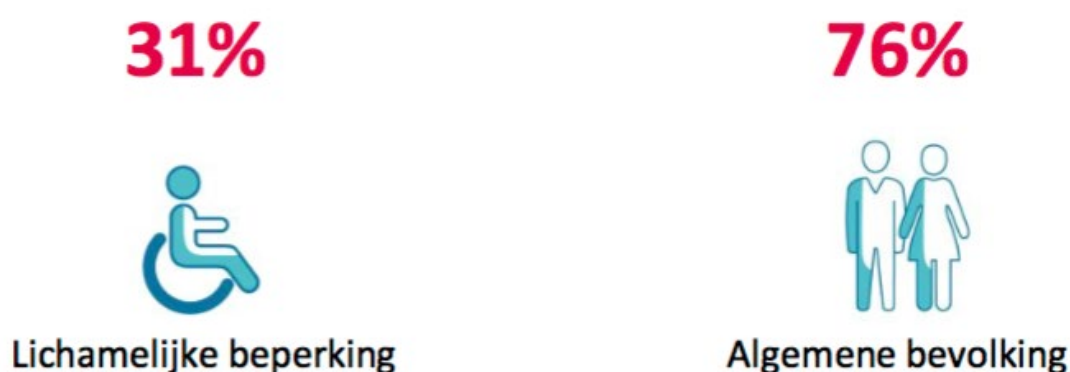
Disability data is not included in the core European Labour Force Survey but labour market indicators for Netherlands were disaggregated from ad modules conducted in 2001 and 2011. These can be found in the Eurostat disability database.<sup>59</sup>

The Netherlands has a National Labour Force Survey, conducted by the Central Bureau of Statistics (CBS). The method used in this survey excludes many people with disabilities since it requests a sample of people to fill in online forms. If these forms are not sent in, people are interviewed by telephone or in person. The surveys exclude explicitly people living in residential settings. They will not receive requests to

<sup>59</sup> Eurostat Health Database, <https://ec.europa.eu/eurostat/web/health/data/database>.

fill in online forms. This excludes over a hundred thousand people who live in residential settings. If people with intellectual disabilities or mental health problems live independently, they might be included in this survey. Interviewers are not allowed to make provisions to engage people who have difficulty in reading, writing and understanding. Interviewers who meet with persons who have difficulty understanding the standard questions will exclude these persons (according to a spokesperson for CBS). People working in sheltered workshops are also excluded from the Labour Force Survey. The available data on disabilities in the Labour Force Survey includes only people who are considered available for mainstream labour market and who identify themselves as having a physical disability or chronic illness.<sup>60</sup>

**Figure 1: Participation rate in paid labour among people with physical disabilities, compared to participation rate among general population**

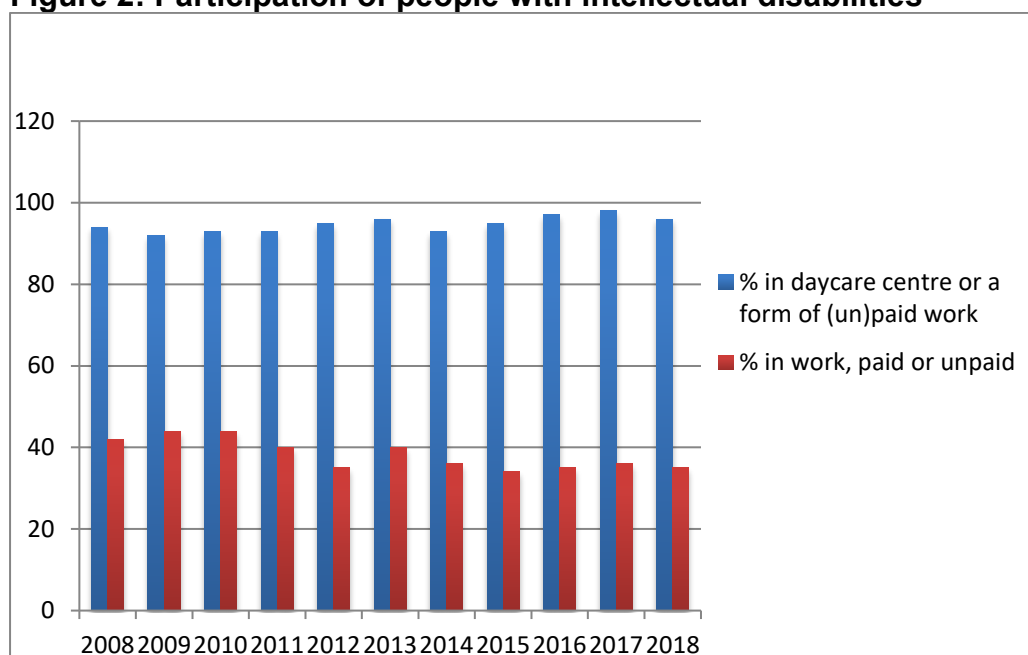


Source: Nivel research Agency<sup>61</sup>

<sup>60</sup> National Labour Force Survey Netherlands: Participation of People with Physical Disabilities <http://statline.cbs.nl/StatWeb/publication/?DM=SLNL&PA=70985NED&D1=a&D2=a&D3=1-2&D4=0&D5=a&HDR=T,G2&STB=G1,G3,G4&VW=T>.

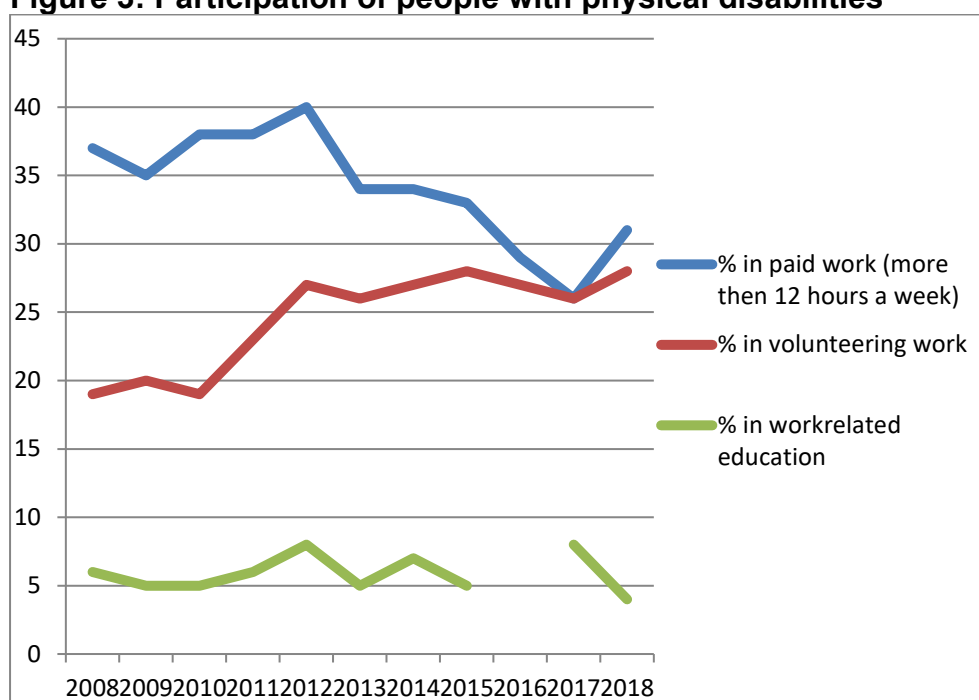
<sup>61</sup> *Verdiepingsstudie Participatiemonitor. Werken met een beperking. Arbeidsomstandigheden van mensen met een lichamelijke beperking* (In Depth study Participation Monitor. Working with a disability. Work environment for people with a physical disability and Nivel kerncijfers participatie (Core data participation), Knapen, Haarmann, Grosscurt & Boeije, 2020. <https://nivel.nl/sites/default/files/bestanden/1003802.pdf> and <https://www.nivel.nl/nl/publicatie/meedoen-de-samenleving-2008-2018-update-kerncijfers-participatiemonitor>.

**Figure 2: Participation of people with intellectual disabilities**



Source: Nivel Update Participatiemonitor<sup>62</sup>

**Figure 3: Participation of people with physical disabilities**



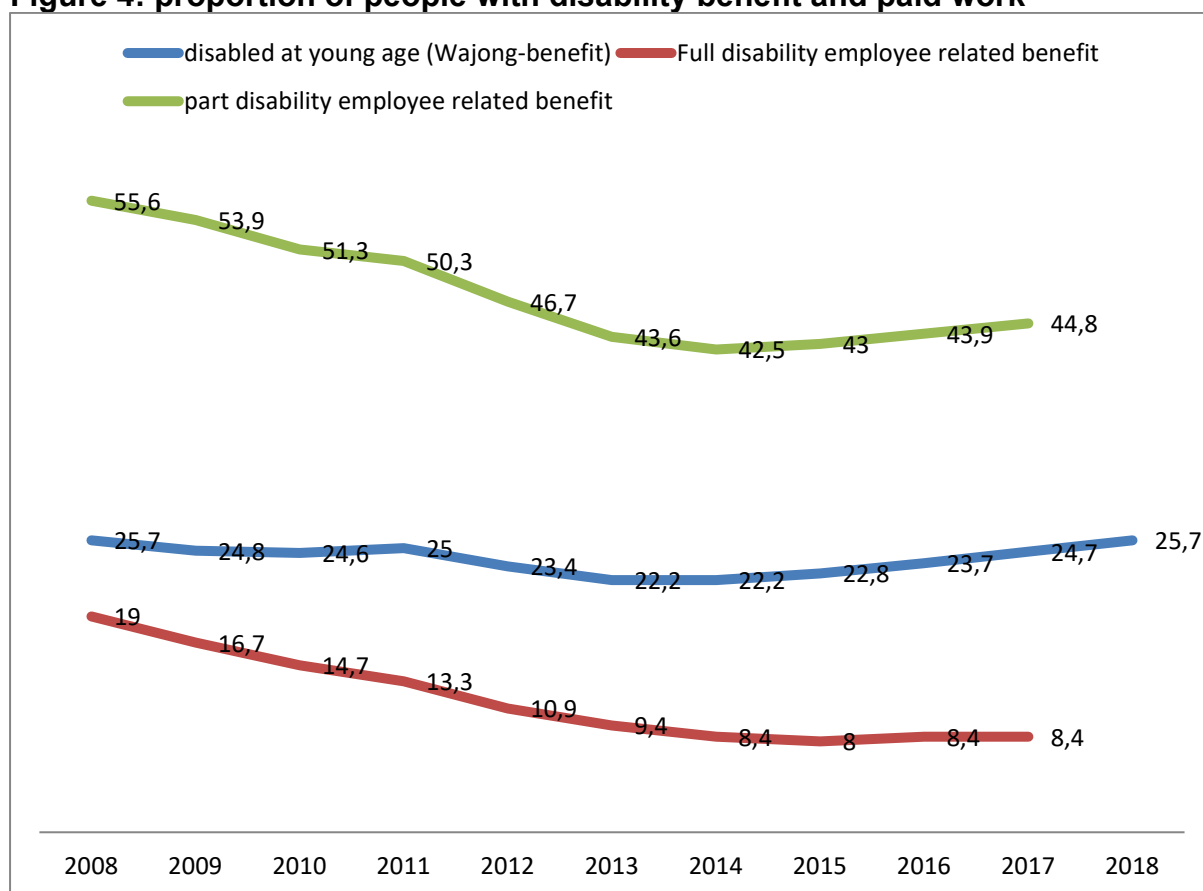
Source: Nivel Update Participatiemonitor<sup>63</sup>

<sup>62</sup> Knapen, J., Haarmann, A., Grosscurt, R., Boeije, H. *Meedoen in de samenleving 2008 - 2018: Update kerncijfers Participatiemonitor* (participation in society, update core data Participation Monitor) Utrecht: Nivel, 2020.

<sup>63</sup> Knapen, J., Haarmann, A., Grosscurt, R., Boeije, H. *Meedoen in de samenleving 2008 - 2018: (Update kerncijfers Participatiemonitor,)* Utrecht: Nivel, 2020.



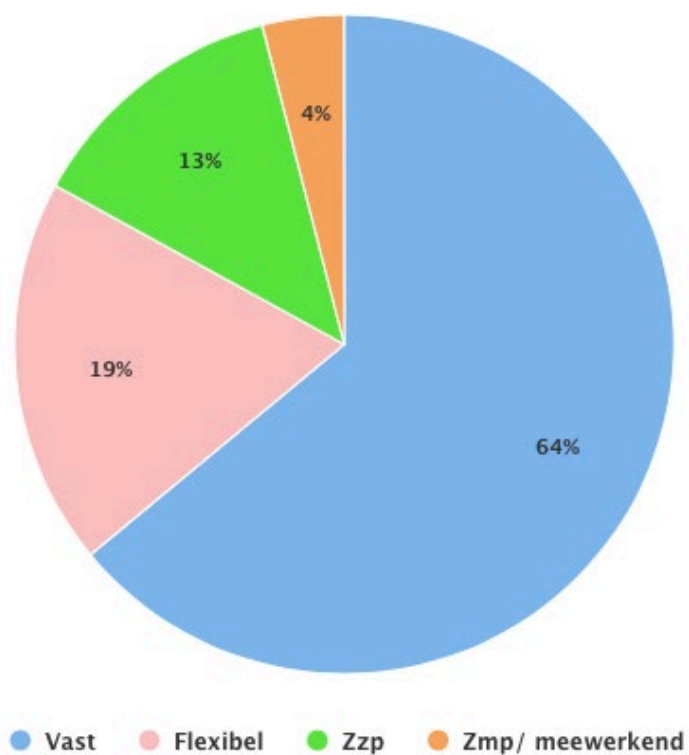
**Figure 4: proportion of people with disability benefit and paid work**



Source: Participation Monitor UWV 2018<sup>64</sup>

<sup>64</sup> <https://www.uwv.nl/overuwv/kennis-cijfers-en-onderzoek/kennis-onderzoeken/uwv-monitor-arbeidsparticipatie-2018.aspx>.

**Figure 5: Proportion of temporary, on call contracts and self-employment contracts in 2020**

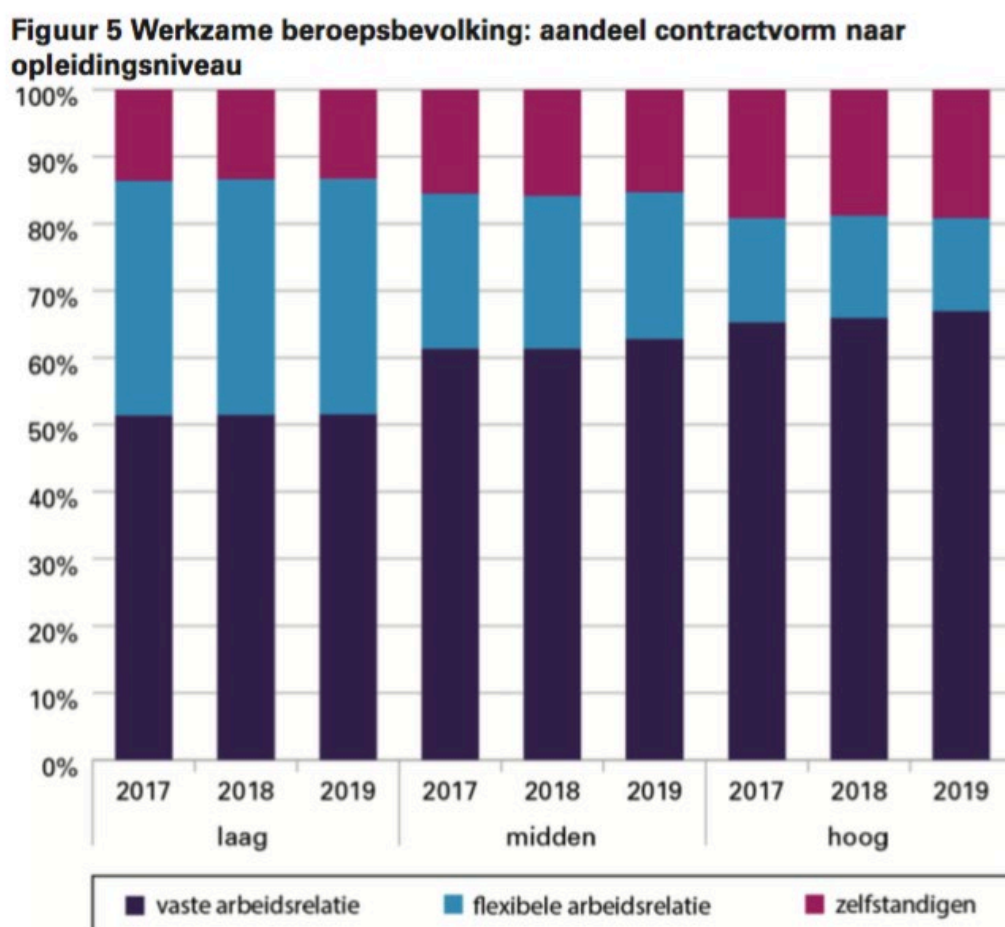


---

Source: *Flexbarometer*<sup>65</sup>

<sup>65</sup> <http://www.flexbarometer.nl/verhouding-vast-flex-zelfstandig>.

**Figure 6: Proportion of temporary, on call contracts and self-employment contracts according to educational level**

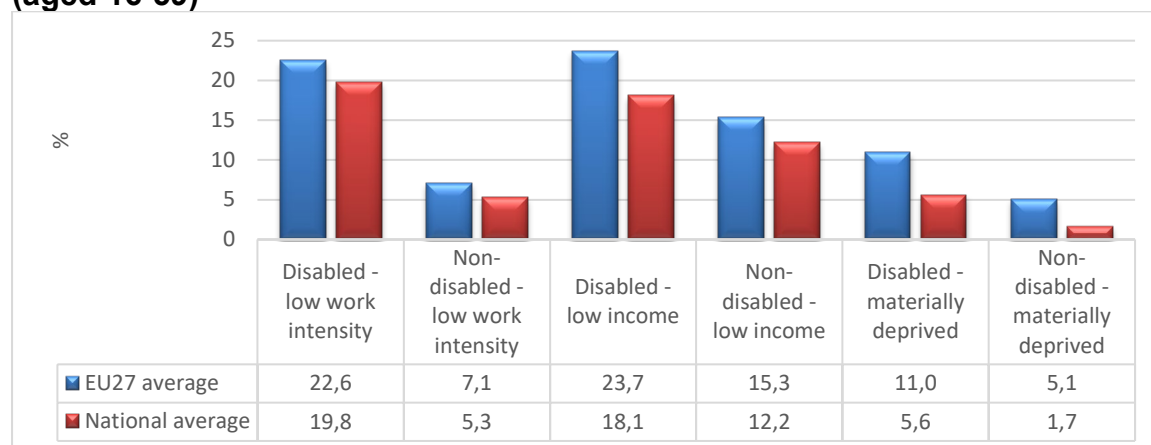


Bron: CBS, Statline

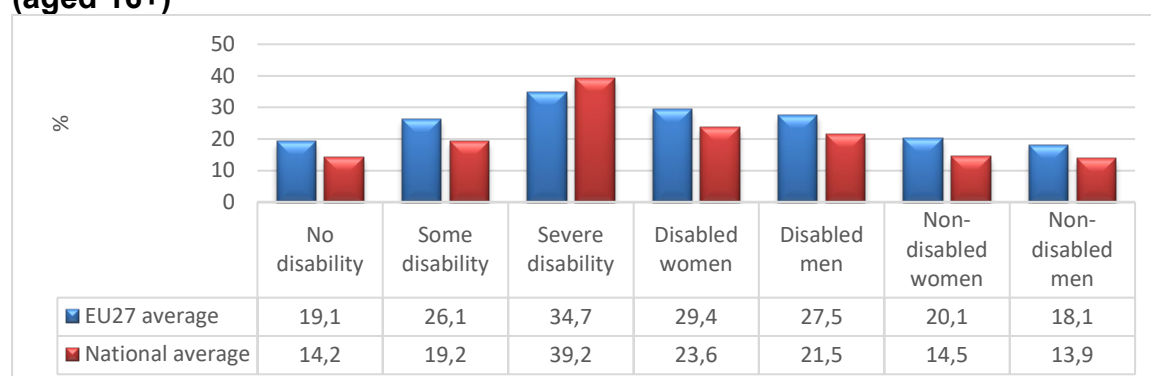
Source: Netherlands Statistics CBS.

## 7.2 EU data relevant to disability, social policies and healthcare (2018)

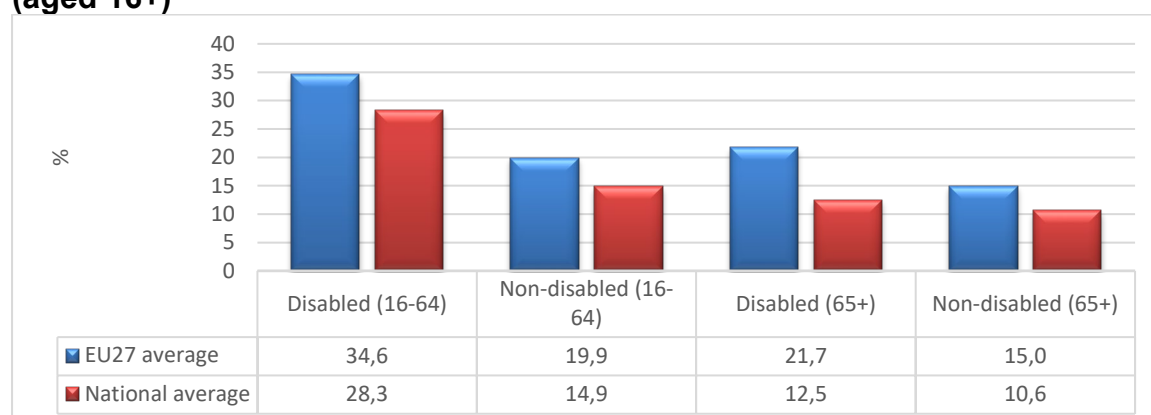
**Table 11: People at risk of poverty or social exclusion, by disability and risk (aged 16-59)**



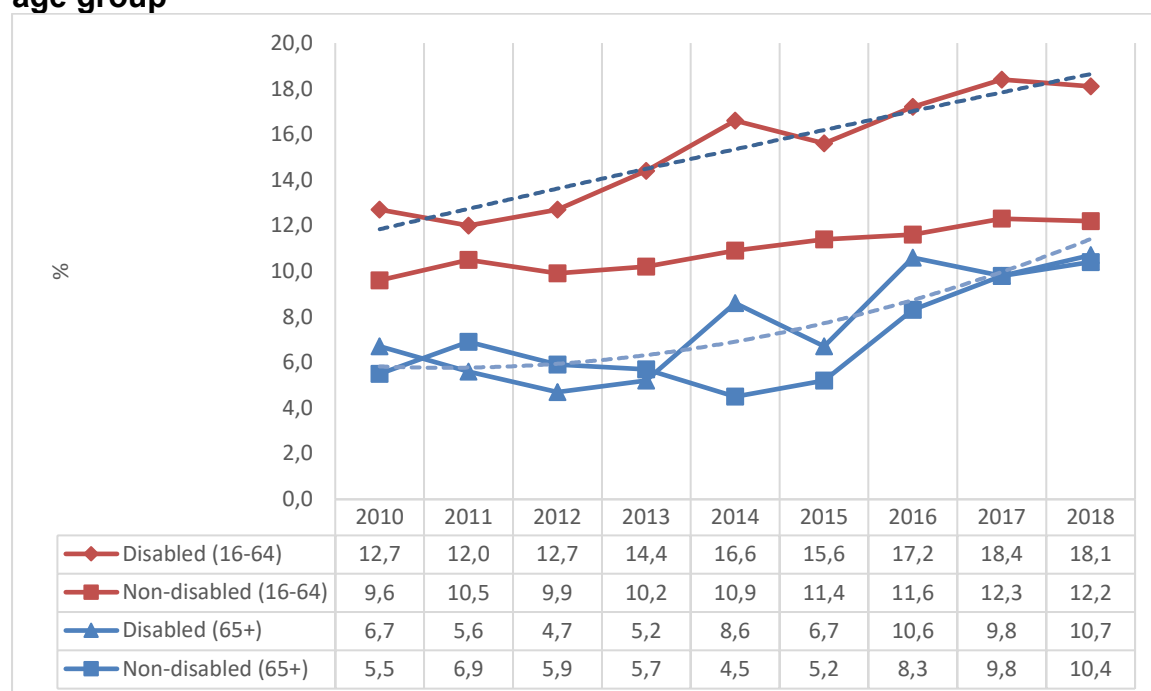
**Table 12: People at risk of poverty or social exclusion, by disability and gender (aged 16+)**



**Table 13: Overall risk of household poverty or exclusion by disability and age (aged 16+)**

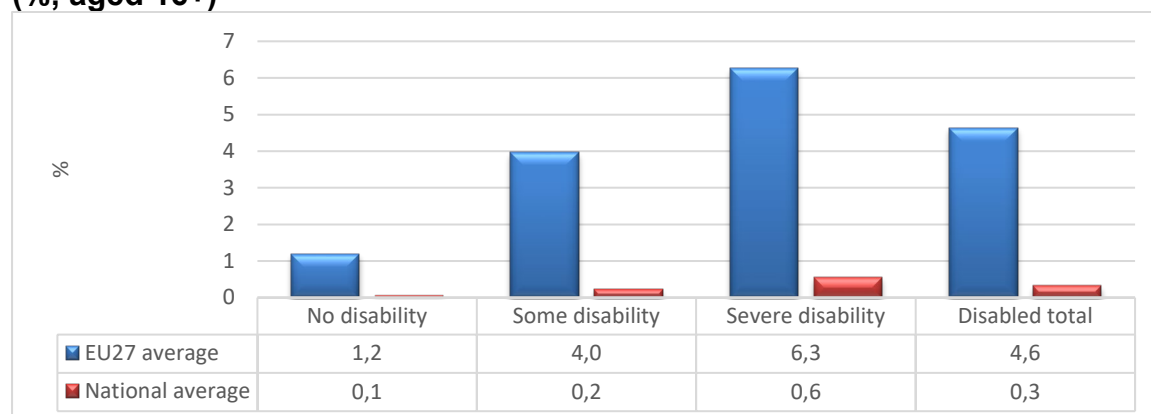


Source: EU-SILC 2018 Release 2020 version 1 (and previous UDB)

**Table 14: Trends in the risk of poverty after social transfers, by disability and age group**

Source: Eurostat Health Database [[hlth\\_dpe020](#)] - People at risk of poverty

Note: this table shows national trends in financial poverty risk, rather than the general AROPE indicator (which is not as comparable between age groups due to the effect of paid employment); the survey does not distinguish 'activity limitation' for children under 16.

**Table 15: Self-reported unmet needs for medical examination, 3-year average (% , aged 16+)**

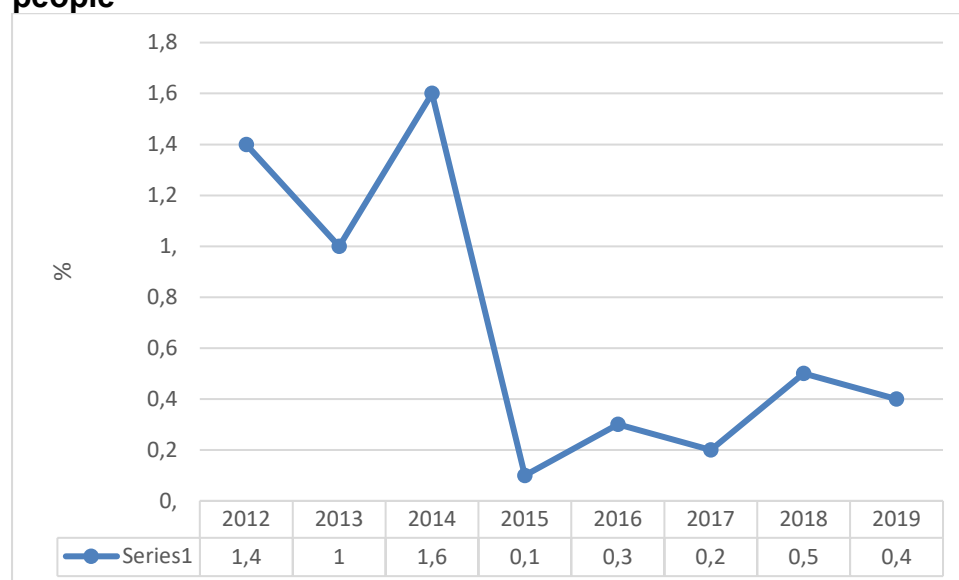
Source: Eurostat Health Database [[hlth\\_dh030](#)] – 'Too expensive or too far to travel or waiting list'

Note: due to large variations an average of three years is indicated. EU mean averages are also skewed by high values in a minority of countries within disability groups but median averages for the total disability and no disability groups in 2018 are consistent with the 3-year mean values.

### 7.2.1 Alternative sources of poverty or health care data in Netherlands

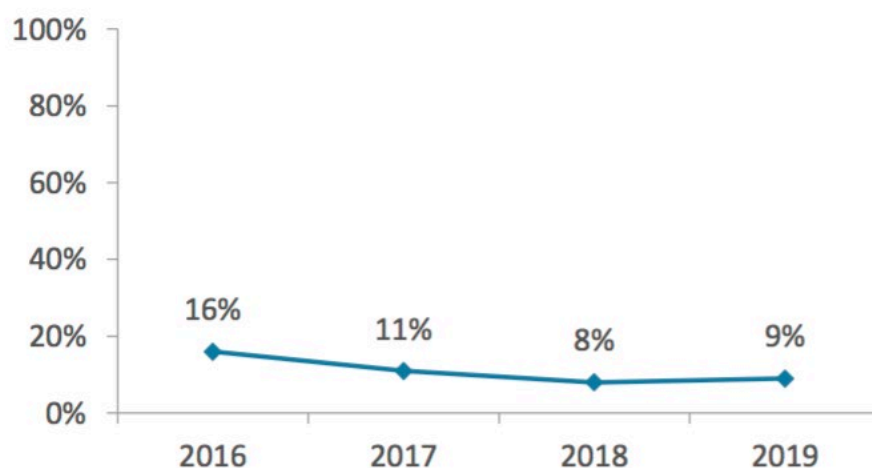
The EU-SILC data provides a comprehensive and reliable source concerning poverty or social exclusion rates. In addition to the summary tables presented so far, the Eurostat disability database also contains breakdowns concerning disability and poverty before and after social transfers, as well as in-work-poverty.<sup>66</sup>

**Figure 7: Self-reported unmet needs for medical examination among disabled people**



Source: Eurostat [HLTH\_DH030]

**Figure 8: Percentage of people who forgo medical care because of the costs**



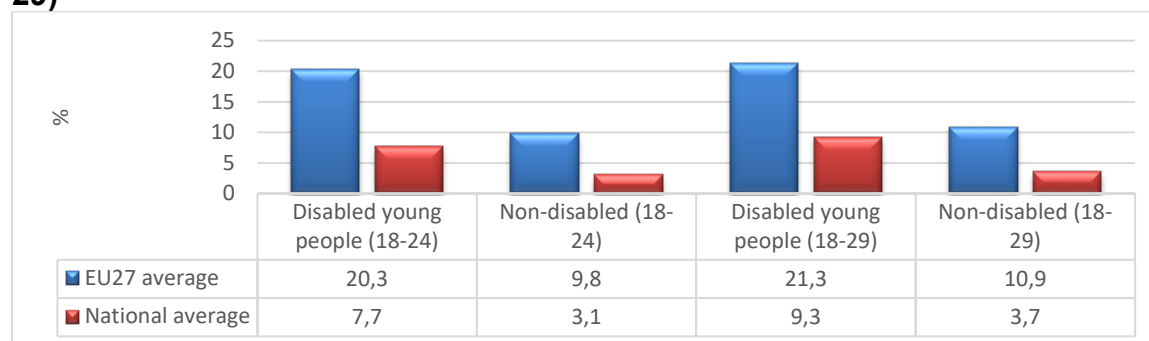
Source: Nivel 2020<sup>67</sup>

<sup>66</sup> Eurostat Health Database, <https://ec.europa.eu/eurostat/web/health/data/database>.

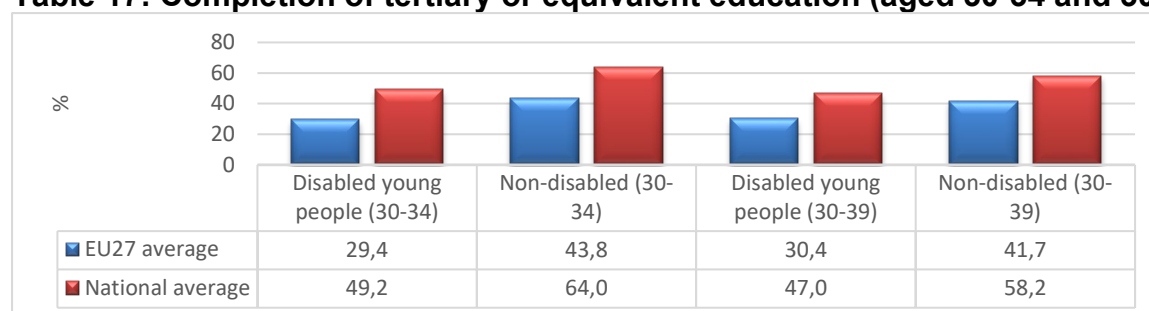
<sup>67</sup> Meijer, M., Brabers, A., Victoor, A., & De Jong, J. (2020). Fact sheet. *Negen procent van de mensen ziet af van zorg vanwege de kosten. Er is sprake van een daling in de periode 2016-2019.* (factsheet. Nine percent of people forego medical care because of the costs). Utrecht, Nivel, 2020.

### 7.3 EU data relevant to disability and education

**Table 16: Early school leaving rates, by disability status (aged 18-24 and 18-29)<sup>68</sup>**



**Table 17: Completion of tertiary or equivalent education (aged 30-34 and 30-39)**



Source: EU-SILC 2018 Release 2020 version 1 (and preceding UDBs)

Note: Confidence intervals for the disability group are large and reliability low (due to the small sample size in the target age group). An average of several years may be needed to establish trends or to compare breakdowns by gender.

#### 7.3.1 Alternative sources of education data in Netherlands

Disability data is not included in the core European Labour Force Survey, but education and training indicators were disaggregated from ad hoc modules conducted in 2001 and 2011. These can be found in the Eurostat disability database.<sup>69</sup> Similar caution is needed with this data.

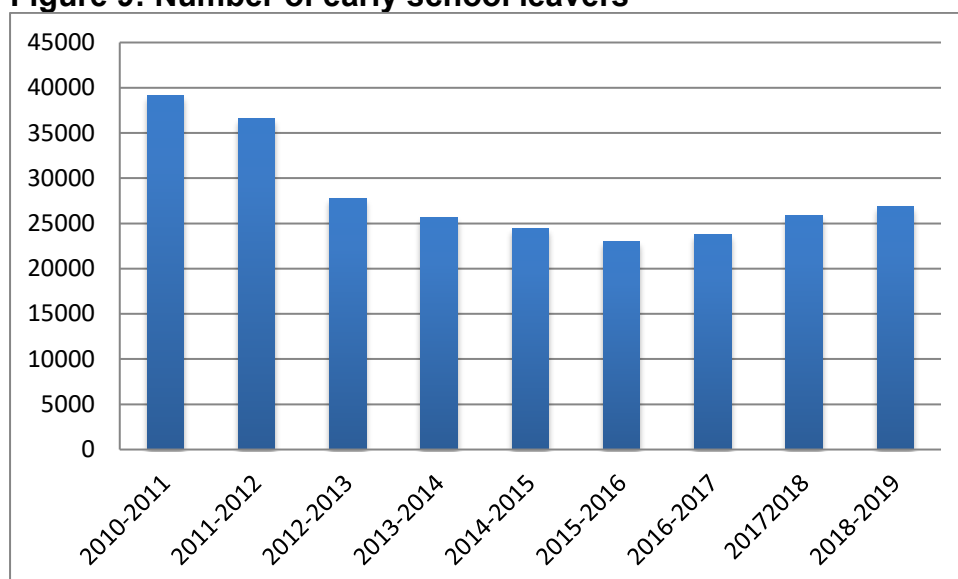
Some administrative data is also provided in the European Agency's Statistics on Inclusive Education (EASIE), concerning the population of enrolled students identified with special educational needs in Netherlands.<sup>70</sup>

<https://www.nivel.nl/nl/publicatie/feitenblad-negen-procent-van-de-mensen-ziet-af-van-zorg-vanwege-de-kosten-er-sprake-van>.

<sup>68</sup> There was a change from ISCED 1997 to ISCED 2011 qualification definitions in 2014 although some Member States continued to use the older definition after this time.

<sup>69</sup> Eurostat Health Database, <https://ec.europa.eu/eurostat/web/health/data/database>.

<sup>70</sup> European Agency for Special Needs and Inclusive Education, *Statistics on Inclusive Education*, <https://www.european-agency.org/data/data-tables-background-information>.

**Figure 9: Number of early school leavers**

Source: Government data on early school leaving<sup>71</sup>

A consistent good success can be noted for students who are enrolled in specific special schools for vocational education, called *Praktijkscholen*. Only students with an IQ range between 55 and 80 can be enrolled. They are considered not able to do successful exams in regular secondary education, but are prepared for relatively simple jobs in the labour market. Of all the students in these schools, 30 % do succeed in gaining a diploma and more than 40 % gets enrolled in regular secondary vocational colleges to be further educated for a regular qualification on the labour market.<sup>72</sup>

<sup>71</sup> Data published by National Government on early school leaving.

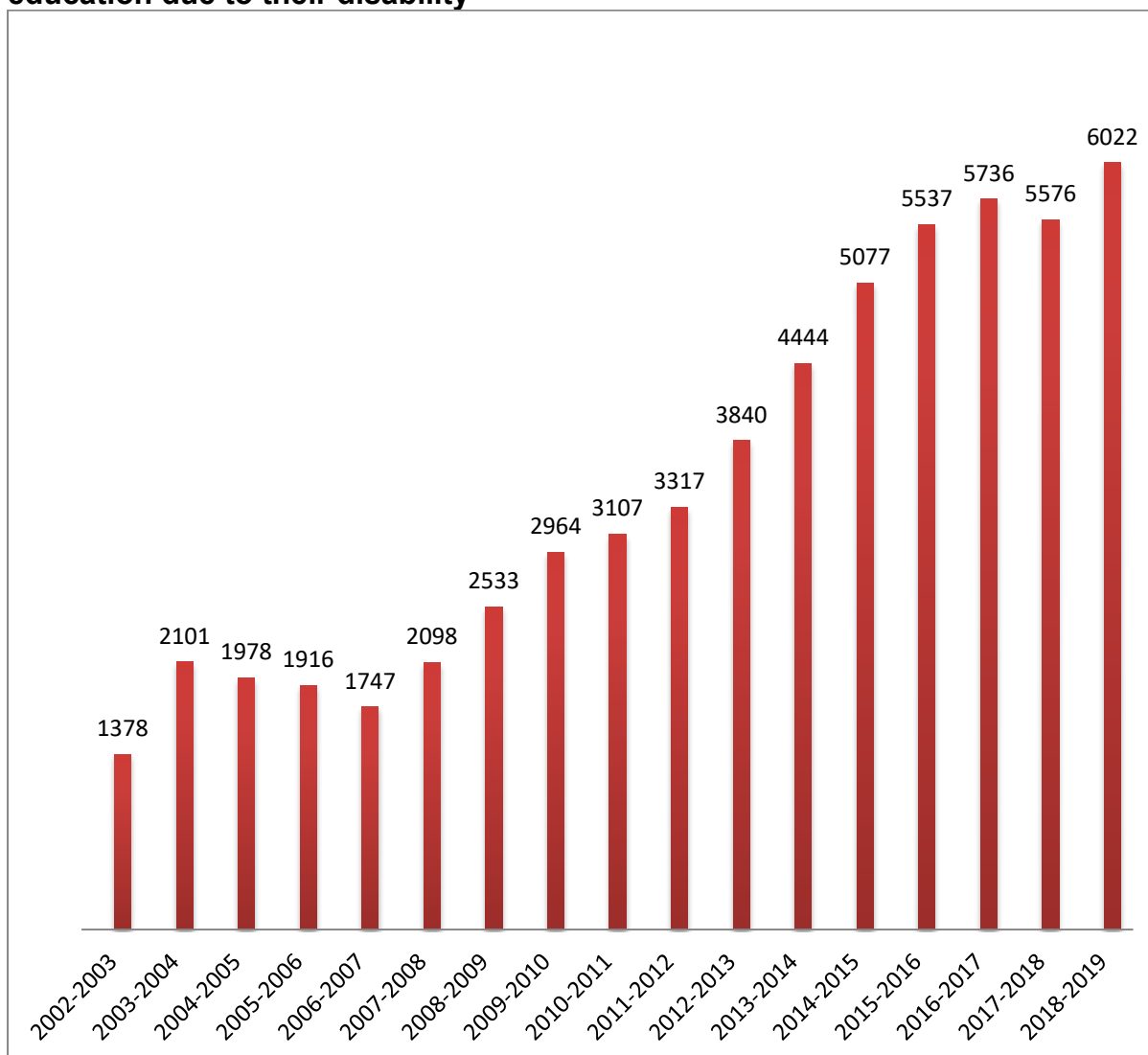
<https://www.rijksoverheid.nl/onderwerpen/vsv/minder-voortijdig-schoolverlaters>.

<sup>72</sup> *Doorstroom van praktijkonderwijs naar mbo. Studie naar cijfers, achtergronden en wettelijk kader.* (Throughflow from *Praktijk onderwijs* to vocational education. Study on data, background and legislation.) Kennis, R., Eimers, T., Woude, S. van der, KBA Nijmegen 2018.

<https://www.kbanijmegen.nl/doc/pdf/Doorstroom-van-praktijkonderwijs-naar-mbo.pdf>.



**Figure 10: Number of children in compulsory school age exempted from education due to their disability**



Source: Ingrado, organisation of civil servants concerned with compulsory education

## GETTING IN TOUCH WITH THE EU

### In person

All over the European Union there are hundreds of Europe Direct information centres. You can find the address of the centre nearest you at: [https://europa.eu/european-union/contact\\_en](https://europa.eu/european-union/contact_en).

### On the phone or by email

Europe Direct is a service that answers your questions about the European Union. You can contact this service:

- by freephone: 00 800 6 7 8 9 10 11 (certain operators may charge for these calls),
- at the following standard number: +32 22999696, or
- by email via: [https://europa.eu/european-union/contact\\_en](https://europa.eu/european-union/contact_en).

## FINDING INFORMATION ABOUT THE EU

### Online

Information about the European Union in all the official languages of the [EU is available on the Europa website at: https://europa.eu/european-union/index\\_en](https://europa.eu/european-union/index_en).

### EU publications

You can download or order free and priced EU publications from: <https://publications.europa.eu/en/publications>. Multiple copies of free publications may be obtained by contacting Europe Direct or your local information centre (see [https://europa.eu/european-union/contact\\_en](https://europa.eu/european-union/contact_en)).

### EU law and related documents

For access to legal information from the EU, including all EU law since 1951 in all the official language versions, go to EUR-Lex at: <http://eur-lex.europa.eu>.

### Open data from the EU

The EU Open Data Portal (<http://data.europa.eu/euodp/en>) provides access to datasets from the EU. Data can be downloaded and reused for free, for both commercial and non-commercial purposes.

