

Table of Contents

1. Comparative_study results
2. Guide of exemplary cases of enterprises in implementing positive measures to employ disabled persons

Annex 1: Survey results per partner diagrams

ANNEX 2 : Survey findings per study area

ANNEX 3: Questionnaire

COMPARATIVE STUDY

1. INTRODUCTION

1. Aim of the study

According to the transnational co-operation partnership, the aim of the joint study is:

- To study the role of employers and human resource managers in the fighting against discrimination faced by the disabled people in the labour market.
- To investigate good practices in businesses promoting the employment of the target group.
- To compare the results and practices in all regions involved in the partnership and to plan new measures for the sensitization of employers.

2. The Research Questions

- ✓ To identify the profile, the work positions and the main sectors in which the disabled people appear to be employed.
- ✓ To identify the competences and skills that employed persons with disabilities have in order to participate in the labour market.
- ✓ To investigate the obstacles that the disabled people face during their working life cycle.
- ✓ To identify entrepreneurs' attitudes and patterns towards the employment of people with disabilities as well as to explore the variables that affect these attitudes.
- ✓ To identify the access of businesses to information about the special needs of the disabled people as well as the resources promoting the employment situation of the target group.
- ✓ To identify the innovative measures adopted by businesses that employ people with disabilities.

3. Methodology

The questionnaire was designed under the supervision of the coordinator of the study, which was discussed and defined in the transnational working group meetings. The questionnaire was completed by employers or senior business managers in the areas where the TELA project is implemented. Apart from Greece where the sample of 100 businesses was selected in a representative way, in the rest of the areas the sample of businesses is small and not representative. In the area of Rhineland-Palatinate, (RLP), the questionnaire was sent to 1.595 employers by Euroinfo Centre, from which only 23 responded to it. In the area of Brandenburg (BB), 19 questionnaires have been completed through personal interviews, while in Central Sweden the completed questionnaires were 25. In the case of Sweden, because of the law, the questions concerning the comparison between disabled and no disabled workers were not included in the questionnaire.

The Swedish law 1999:132 covers prohibition of discrimination of disabled persons in working life. It is not permitted, that an employer is unfair to an applicant for a job and treat him or her worse than the employer would treat anybody else without disability. An employer may not harass and applicant and neither may he violate the applicants dignity. If an employer violates these rules he will be sentenced to pay a fine.

Because of the abovementioned drawback of the samples, only the trends and good practices per area are presented. It should be noted that there is no effort to compare directly the results and to generate the data.

Secondary sources of data, National Action Plans, European surveys and other scientific working papers have been used in this study.

4. Added value of the transnational aspect of the study

From the comparison of the results are concluded differences and similarities concerning the behavior of employers against the disabled employees, as well as exchange of good practices and more effective strategies for the combat of discriminations.

Research results were used for the creation of a Guide of exemplary cases and they could be considered as input for planning, at national level, new strategies for the sensitization of employers to promote the integration of disabled people in the labour market.

5. The criteria for the definition of exemplary cases included in the Guide

The transnational working group (WG1) in the framework of TELA partnership six (6) criteria were discussed and defined concerning the definition of good practices in businesses to facilitate the employment of the disabled workers:

- Successful integrationChange of attitudes of employers or other employees through the employment of disabled people
- Cooperation between supporting institutions and businesses (coaching)
- Mentor-integration in business
- Environmental accessibility issues

- Task adaptation with particular tools

The cases reported have been selected in each area, in a different way. In particular:

- In the area of Rhineland-Palatinate (RLP) the cases reported have been prized through an institutionalised procedure, as the best businesses in the field of integration of disabled people in the labour market.
- In Greece, the concrete businesses have been proposed by the Manpower Labour Organisation.
- In Brandenburg and Central Sweden, the cases have been registered through the experience and different contacts of Organisations participating in the Tela partnership.

It would not be appropriate to say that the cases registered are the best practices in the study areas, however, they are exemplary cases; a preliminary stage in the research for detecting the best practices, contributing in the dialogue for the role of employers in the integration process of people with disabilities.

6. Members of the working group

Scientific coordinator of the survey and team coordinator of WG1: Mrs Anna Trichopoulou, European Development S.A, Proklisis, Greece.

Members of WG1, coordinating the survey in their country:

Mrs Eva Olauson, ABF Sydvästra Götaland, Praxis, Sweden

Mrs Ewa Wiklander, Kristinehamns Folkhögskola, KPS, Praxis , Sweden

Mr Dirk Momper & Mrs Silvia Garke, Enfor BB, Germany

Mr. Wolfgang Treinen, Mrs Andrea Kleinz, Mr Siegbert Esser, Enfor RLP, Germany

2. OVERVIEW OF EMPLOYMENT SITUATION AND NATIONAL POLICIES FOR PEOPLE WITH DISABILITIES IN THE STUDY COUNTRIES

The present chapter provides relevant information about the employment status of the disabled people in the European Union using the European Community Household Panel (ECHP) and the special national surveys and statistical data.

2.1. Definitions and sources

The collection of comparable statistical information to build up a clear picture of the situation of disabled people within the labour market is particularly difficult. In part this is due to the fact that most Member states do not carry out surveys on the employment situation of the disabled people. Comparison of the situation at an EU level is further complicated by the fact that each Member state has its own system for defining the disabled population. Comparing different countries, cultural differences also have to be taken into account, (European Commission, 2001).

The only available information comes from Eurostat, (European Community Household Panel). This survey contains questions concerning health and the respondent's self-assessment on the limitation of activities is used to create a general disability measure. One of the evident drawbacks of using survey data on self-reported disability is that subjective elements are introduced in the definition.

For the purpose of this study the Eurostat data and the official data included in National Action Plans are going to be used.

2.2. Disability in the European Union

According to the ECHP conducted in 1996 in 14 EU member states, (Sweden did not participate in the survey), the results show that around 14,3% of the EU population of working – age was reported to be disabled. The self-reported disability rates present an important disparity by country. Germany presents one of the highest disability rates (17,4%) while Greece one of the lowest (8,2%).

The distribution of the disabled population according age is extremely different in respect of the non disabled population; ageing and disability are positively correlated. Almost 40,0% of the disabled people of working age are 55 years or older. In Germany, the relevant percentage is 44,0% and in Greece, is 46,7%.

As for gender differences, the share of women among the disabled people slightly exceeds the share of men, (52,7%, ECHP 1996). Germany appears to have more disabled men than women, while in Greece, the difference between disabled women and men is more than 10,0%.

Disabled people, on average, have lower educational level as compared to non-disabled. Comparing Germany and Greece, great difference has been found concerning the educational level of the disabled people. So, about 70,0% of the disabled people in Greece has low educational level, while in Germany, the relevant percent is 32,9%.

2.3. The labour market position of disabled persons in the study countries

As it is concluded above, the disabled population has a disproportional share of elder, female and lower educated people; groups of, usually, high risk of social exclusion of the labour market. This means that the persons constituting the category of disabled – apart from their disability limitations to work – already have some labour market disadvantages, as compared to non – disabled.

According to ECHP data, 4 out of 10 disabled people in the European Union work. Another 5% is active in the labour market, although unemployed. Disabled are far more often inactive than non-disabled are. Approximately half of the disabled of working age are inactive, compared to 28% of the non-disabled. Disabled in the labour market are also slightly more likely to be unemployed than active non-disabled are. The unemployment rate of disabled is substantially higher in many countries, except in Greece and Italy, (European Commission, 2001, pp. 39-40).

It should be noted that information on inactive disabled is scarce. There is lack of surveys which offer information about whether inactive disabled would like to work and if they are available for working, as well as, what kind of work fits more their disability type.

The most recent data of employment situation of disabled is found in the National Action Plans of the study countries.

Greece

Most empirical studies that were conducted in Greece over the last few years show that higher rates of social exclusion are to be found among people with chronic health problems and disabilities. The National Statistical Service of Greece, (NSSG), carried out-within the framework of Labour Force Survey- a survey on people facing health problems or disabilities, in the second quarter of 2002.

The main survey conclusions are as follows:

- 8,9% of people with disabilities or health problems are unemployed; a figure lower than that of the general population, (9,6%).
- 84,0% of people with disabilities or health problems are economically inactive; a percentage much higher than that of the general population of the country (58,0%).
- About the half of the disabled employees face problems in their working environment.
- 40,0% of disabled mention that they face social exclusion, owing to insufficient income, unemployment and the inadequacy of social services, (Report with main findings of the 2002 Survey “ Individuals with disabilities” in Greece, NSSG).

Sweden

In Sweden, 10,0% of the individuals between the age of 16 – 64, mention that they have some type of disability that does not allow them to work. That means that almost half of those disabled, (47,0%), feel that their ability to work is reduced. The percentage of disabled people rises as age increases. Four (4) out of ten (10) persons between 50 and 64 year old are disabled, while two (2) out of ten (10)

persons between 16 and 29 years old are disabled. The corresponding figure for the total population is three (3) out of ten (10). Regarding sex, there are no differences between people with disabilities.

From 1996 till the last quarter of 2002, employment among people with disabilities increased by 10% as compared to the whole population, which increased by just over 3%. At the same time, employment rate for people with disabilities was 65,0%, (63,4% for women and 66,7% for men). Unemployment rate was 4,6% - 4,8% for women and 4,5% for men. 5,8% of those who stated that their working capacity was impaired, were unemployed, (6,3% for women and 5,2% for men). Among business owners, the proportion with disabilities corresponds to the average for the population, (Action Plan for Employment, 2003).

Germany

More than 8% of the population in Germany face severe disability; that is approximately 6,63 million persons, from which 3,13 million are women, (end of 1999). Furthermore, about 1,1 million persons, are active in the labour market and therefore, are able to take up a job, (October 1999). In November 2000, 175.735 severely disabled persons were unemployed, (67.972 of whom were women), corresponding to an unemployment rate of 16,7%, (Action Plan for Employment, 2003).

2.4. Active labour Market Programmes for People with Disabilities

Several categories of Active Labour Market Programmes, (ALMPs), were found in literature, each with particular target groups, criteria etc. The most common classification of ALMPs, based on the aims provided for the promotion of the employment of the disabled, (European Commission's reports, 2000 & 2001), is as follows:

- Anti-discrimination /equal opportunities (incl. Quota system)
- Intensive counselling and job search assistance
- Job subsidies
- Rehabilitation – initial training/ rehabilitation – return to work
- Sheltered employment
- Adaptation of work and the workplace
- Incentives for starting enterprises

Furthermore, each country has its mainstream employment policies, that do not refer specifically to the disabled but in which the disabled may participate.

The present chapter presents a comparative analysis of active labour measures to integrate people with disabilities into the labour market, for the study countries.

Definitions of illness and disability for employment measures

There are different definitions between the study countries.

	Greece	Germany	Sweden
Law/Measure	Law 2643/1998	Employment promoting benefits	Law on special measures for persons with work related disabilities
Definition	Limited capacities for professional occupation due to physical, intellectual or psychological disease or injury (disability rate > 50%)	Physical, mental or psychological difference and affected adversely in participation in social life. Severely: if degree >50% Equal status: if degree 30-50 and if they are not able to take up or keep a job	Person who due to functional limitation has reduced work capacity and difficulties in gaining or keeping regular employment
Assessment	Medical and occupational	Work capacity: comparison with last or similar job	Functional or work test. List of handicap categories

Source: European Foundation for the Improvement of Living and Working Conditions: Illness, disability and social inclusion, 2003.

Quota schemes

In all study countries a quota system is implemented.

In Greece, the measure concerns businesses of private and public sector with 50 employees and more. The rate is 3% for private and 4% for public sector. There is penalty for businesses that do not implement the regulation; however, its application is not sovereign.

In Germany, entrepreneurs which employ more than 16 employees are legally obligated to employ people with (severe) disabilities.

The required quota in an enterprise that occupies more than 16 employees is 5%.

The sanctions are 105 € for each vacant position.

Intensive counselling and job –search assistance

Counselling refers to programmes that assist the job search process of people with disabilities.

In Greece, it is part of the general services provided by Manpower Labour Organisation.

The program is more extensive in Germany, where a significant number of disabled and employers were assisted with intensive counselling.

In Sweden, counseling it is not regarded as a separate program but forms an essential part of other specific programs.

Sheltered employment

In Germany and Sweden, the number of sheltered places is high, (195.000 and 32.003 correspondingly), but recently has decreased in both countries. In Greece, the measure process is at an initial phase.

Subsidised employment

The subsidised employment category includes programmes for disabled people whose employment is partially subsidised. In all countries under study, one or more different forms of subsidised employment are implemented. Subsidies are provided to employers. This program consists of wage subsidies and workplace accommodation resulting from the employment of people with disabilities.

The number of people with disabilities benefiting from subsidised employment programmes is higher in Sweden, (EIM,2002, pp31).

An employer hiring a person, referred by the Employment Service, with reduced work capacity can receive financial compensation in the form of wage subsidy.

The employer, acting together with the Employment Service, the employee and the trade union organisation, shall draw up an individual plan of action. This plan of action shall include elements, which make it possible for the employee's work capacity to increase, so that the wage subsidy will not be needed in the long term. Supplementary training, worker-to-worker support and assistive devices in the workplace are examples of such elements.

As a general rule, wage subsidies are payable for up to four years.

The subsidy payable depends on two factors: **the wage cost** of the employee and the employee's **work capacity**.

Supported employment

In its original form, supported employment refers to a program with personal support, (job coach), in the labour market.

Nowadays, supported employment not only refers to personal assistance at the workplace, but also includes programmes concerning workplace adaptations.

In Greece, the main focus lies on workplace adaptations. A subsidy program for Employers for the Ergonomic Adaptation of Workplaces for disabled people is implemented.

In Sweden, workplace adaptation programmes are supplemented along with programmes concerning personal assistance, tutoring or supported employment.

In Sweden, special introductory and follow-up support - SIUS - is an individual supportive arrangement for jobseekers with occupational disabilities. This special support is provided both to the jobseeker and to the workplace by a SIUS consultant with a special knowledge of introductory methodology.

The purpose of SIUS is to provide special pre-hiring introductory support if the jobseeker is in great need of individual support for training in the duties of the job and other requirements involved in the work situation.

Before the hiring of an occupationally handicapped jobseeker, the SIUS consultant can provide special support for the introduction process. The SIUS consultant cooperates with the workplace in planning the introduction and is responsible for providing the jobseeker with individual support in accordance with a plan of action. Sometimes this can mean that the SIUS consultant should work together for a time period with the jobseeker at the duties concerned.

The support is successively decreased during the benefit period and is discontinued at the time that the jobseeker is able to perform the intended tasks unassisted. Support through a SIUS consultant is not expected to continue for more than six months. If necessary, a certain measure of follow-up support can be provided for one year from the commencement of the hiring.

The SIUS consultant contacts the employer concerning the possibility of hiring the jobseeker. After exploring possible duties and assessing the need for supportive measures, the employer, the jobseeker and the SIUS consultant make an agreement on the structure and extent of the introduction. The Employment Service decides on special introductory and follow-up support through a SIUS consultant (Arbetsförmedlingen, *Employment Office*, www.ams.se).

Support for assistive devices refer both to individual working aids allotted to a person with an occupational disability and to special devices at the workplace allotted to the employer. Support can be provided for needs appearing during the first 12 months of employment, after which a special responsibility devolves on the employer and/or the Social Insurance Office.

The purpose of support for assistive devices is to enable persons with occupational disabilities to obtain employment, to start up a business on their own, to take part in the labour market policy programmes or to take part in practical working life orientation in schools.

Incentives for starting enterprises by disabled people

One possible way of getting people with disabilities into the labour market is to enable them to start their own business. In some cases such programmes provide financial assistance and support in the start –up process.

In Greece and Germany, such programmes have only financial form.

2.5. European Employment Disability Policy and National Action Plans

The Council Directive 2000/78/EC of 27.11.2000, establishing a general framework for equal treatment in employment and occupation, constitutes a major step in the development of anti-discrimination policy. In all study countries have already been done adaptations of the existing anti-discrimination laws according the EU directive.

The Member States also adopt action plans for people with disabilities and multiple specific measures with emphasis in improving the employment of persons with disabilities.

In 2000, Sweden adopted a national action plan, which requires central government agencies to take the disability perspective into account. Sweden has the strongest mainstreaming approach. It has a Disability Committee including state secretaries from all ministries that deal with issues related to disabled persons, as well as representatives of organisations for disabled persons.

Some countries have established targets on the participation of disabled people and severely disabled people in working life; among them, Germany has set targets, (25%) and has reduced the number of severely disabled unemployed of around 24%. (Commission of the EC, com (2003) 773 final).

2.6. Comparison of the Framework of employment situation and national policies for People with disabilities in the study countries

From the comparison of the employment situation and national policies implemented for the integration of People with disabilities in the different countries participating in the project are found differences as well as similarities.

Differences have been found in definition, disability rates, age and gender distribution, educational level, employment situation of disabled people, national policies and measures implemented.

The similarities that have been found are the following:

- *As for age distribution, the majority of the disabled of working age is concentrated in the category of 55-65 years old.*
- *Disabled people have lower educational level compared to non disabled.*
- *Disabled people are far more unemployed and inactive than non disabled.*
- *In the study countries similar active labour market programs are implemented, while the difference is concerning the policy priorities, for example, Sweden is more oriented to a mainstreaming approach.*

2.7. The European Union Disability Strategy

The goal of the European Union Disability Strategy is a society open and accessible to all. The barriers need to be identified and removed. The European Union Disability Strategy has three main focuses, (European Commission, Employment and Social affairs, disability issues):

- Cooperation between the Commission and the Member States
- Mainstreaming Disability in Policy Formulation
- Full Participation of People with Disabilities

Cooperation between the Commission and the Member States

Most of the practical work of making a society accessible can be best achieved in the Member States. The subsidiarity principle applies - what can be achieved better at national level shall be done at national level. But even where the Member States are the principal actors the Commission may play a part by aiming at:

- Strengthening cooperation with and between the Member States in the disability field.
- Promoting the collection, exchange and development of comparable information and statistics and good practices.
- Raising awareness of disability issues.
- Taking account of disability issues in all policy making and legislative work of the Commission - external and internal.

A forum for exchange with the Member States is the High Level Group of Member States' Representatives on Disability which meets on a regular basis.

Awareness raising is part of the 'European Day of Disabled People' which takes place in December each year and of the National Information Days on disability issues. The year 2003 is planned to be the European Year of Disabled People.

Changing attitudes towards people with disabilities in the area of employment is a key issue. Disability aspects are included in the National Action Plans on Employment and in the National Action Plans against Poverty and Social Exclusion. Some words of interest are statistics, indicators, and accessibility.

In deciding on an EU anti-discrimination directive in November 2000 the Member States undertook to prohibit discrimination of people with disabilities and others on the labour market and in the workplace and in vocational training. Reasonable accommodation - fitting - of the workplaces to the needs of people who have disabilities is one of the major changes in this legislation.

The European Council in Nice (7-9 December 2000) welcomed the joint proclamation, by the Council, the European Parliament and the Commission, of the Charter of Fundamental Rights, combining in a single text the civil, political, economic, social and societal rights hitherto laid down in a variety of international, European or national sources.

Mainstreaming Disability in Policy Formulation

When the Commission creates or changes a policy it aims to consider the needs and rights of people with disabilities. The Commission pays particular attention to disability aspects in its socio-economic policies, programmes and projects.

The Unit for the Integration of People with Disabilities is responsible for mainstreaming disability matters within the Commission. It organises regular meetings with representatives from other Directorates-General in the context of an Interservice Disability Group. Its purpose is to raise awareness of disability matters and to facilitate and encourage co-operation on disability matters among Directorates-General.

Full Participation of People with Disabilities

The Commission considers that people with disabilities should be involved in the planning, monitoring and evaluation of changes in policies, practices and programs. The Commission's dialogue with the European Disability Forum (EDF) is an example of such practice. (The EDF is an umbrella organisation representing for example European Co-ordinating Disability NGOs and National Disability Councils).

The Commission is committed to involving the Social Partners in efforts to integrate people with disabilities into the labour market. The Social Partners adopted a Joint Declaration on the Employment of people with disabilities at a meeting of the Social Dialogue Committee on 19 May 1999.

Another example is the EQUAL initiative (2000-2006) where social partners and other key players including representatives of groups who are discriminated in relation to the labour market are involved in developing and testing out new ideas on job creation.

3. COMPARATIVE APPROACH TO THE SURVEY RESULTS IN THE STUDY AREAS

1. In Germany and Greece, the majority of the sampled businesses were established recently, (Diagram 1).
2. More than 50% of businesses in all areas of the study are activated in the field of trade and services. Only in the area Rhineland-Palatinate, an important percent of businesses are activated also in industry/manufacture, (Diagram 2). In Brandenburg and Greece, the majority of businesses are very small, (up to 10 employees), whilst the share of big businesses, (with more than 100 employees), is very limited, (Diagram 3). In Germany and especially in Brandenburg, the majority of employers questioned have received job applications from people with disabilities, whilst the less job applications appear to be received by Greek employers, (Diagram 4). The greater difference between the number of job applications received and disabled people employed was found in Brandenburg, (Diagram 5).
5. In all study areas, there is no significant difference between the number of disabled employees in the past and at the present. Consequently, the businesses that employed disabled people in the past continue to keep job positions for disabled people until now, (Diagram 6). A small percentage of businesses are employing disabled people due to obligatory legislation. The percentage is very small in Brandenburg and Greece, (Diagram 7).
7. In all study countries employers mention specific difficulties for the employment of the disabled people in businesses. Although more than 50% of the employers in Sweden and Germany do not refer difficulties and obstacles, however, in Greece, a significant percentage of employers do, (Diagram 8). These obstacles are confirmed by the answers to the question: "Have you made modifications in the working place in order to serve the disabled people?" In Greece, only 7% of the questioned have adapted their working place to suite the disabled people. Although the situation in other study countries seems to be better, only 1 out of 4 of the employers in Sweden and Germany has made such modifications, (Diagram 9).
8. The most important difficulties for the employment of people with disabilities in all study countries seem to be the following:
 - 1st: The difficulty in correspondence/performance of the disabled people in all new vacancies because of the nature of the work in combination with the type of disability.
 - 2nd: The lack of appropriate facilities for the access of the disabled people at the workplace.
 - 3rd: The difficulty of adapting the workplace to suit the disabled people needs. The stereotypes and prejudice for the disabled people seem to create difficulties for their employment in a less important degree. Likewise, the behavior and attitude of other employees (not disabled) towards their disabled colleagues seem to be not important, (Diagrams 10-12).
9. In all countries, more than 60% of the employers questioned mention that is satisfied with the performance of the disabled employees. In particular, in Greece and Sweden no employer was found to be unsatisfied. Furthermore, the highest percentage of satisfied employers was found in Sweden.
10. A significant proportion of employers, that fluctuates between 50% and 70% depending on the criterion, states that the disabled employees do not differ from the rest of employees, (with no disabilities), in relation to the qualifications, skills, abilities, professional behavior and performance. The analysis of the statements of employers, which believe that workers with disabilities differ indeed from the rest of employees, regarding the

aforementioned criteria, shows that employer's attitude is differentiated by area. Specifically, it is mostly negative regarding the skills in Brandenburg and the performance in Greece and West Germany. So, performance, (the concrete carrying out of works), seems to be a crucial aspect where discrepancies between employers with and without disabilities can emerge. On the other hand, in Greece, employer's attitude is mostly positive concerning the consistency of the disabled people at their work.

11. From the results of the research in different areas it is concluded that the increase of the incentives of employers can improve the employment situation of people with disabilities. There were found significant differences between the areas. The subsidy of vacancies seems to be an important incentive for Greek employers and employers of Brandenburg, while for Swedish employers is not. The most important incentive for Swedish companies is the subsidy for modifying the working place, in order to improve accessibility. Greek employers refer more incentives as a very important factor such as wage subsidies, tax exemptions and reduction of insurance contributions. In the area of Rhineland-Palatinate employers give priority to the subsidies for modifying the working place.
12. The analysis showed that the fact that some employers have occupied disabled people while others have not is an important factor that differentiates employers' opinions; in other words, it seems that the occupation of disabled people and the positive attitude are positively correlated. So, employers, that have occupied disabled people, have more positive attitude than employers, which have not, while appreciating disabled candidates.
13. In the hiring process of the disabled people, employers attribute importance firstly to a personal interview and secondarily, to the candidates' CV as well as to the type of disability. The possibility of wage subsidies by the Manpower Employment Organization (OAED) follows in the case of Greece, while in other regions seems to be of moderate importance. References from the collective unions representing the disabled, seem to attach moderate importance in the hiring process. Although the small percentage difference, employers seem to trust more the opinion of the collective unions of people with disabilities than that of the Employment Organizations, of the family and the social environment of disabled people.
14. Regarding the contribution of various factors in the fighting of unemployment of people with disabilities, differences have been found between the study areas. OAED, public institutions, as well as local authorities have a decisive role in reducing unemployment of the target group in Greece. Important role have also the collective unions of disabled people, the social institutions and the family, while fairly important role have enterprises. In RLP area, businesses and collective organizations representing people with disabilities have the most decisive role. In Bradenburg, local authorities, collective organizations and family seem to have the most important role.
15. Despite the application of the supported and subsidized employment programs in the study areas, it seems that there is lack of information of employers and of using the programs as well.
16. Almost all of the employers that are planning to hire personnel , they intend to hire persons with disabilities on the condition that their qualification meet the requirements of the corresponding vacancies.

General conclusions and proposals

In most countries, little or nothing is known about the employment effects of the application of the active labour measures for the promotion of the disabled to the

labour market. There is lack of participation statistics as well as lack of monitoring and evaluation studies.

The findings of the research enforce the basic ascertainment that there are various unexploited possibilities for the enterprises of the private sector for employing people with disabilities and thus, contribute to the fighting of unemployment; these possibilities are strengthened by employers' sensitiveness about issues concerning equal treatment and opportunities for the entrance of the disabled people in the labour market.

The exploitation of the underlying possibilities requires new measures and more orientation to businesses.

- Establishment of multiple incentives for supporting employment of the disabled people in the private sector as well as subsidized programs for enterprises for modifying the workplace in order to be accessible by the disabled workers, so that they can work and be promoted.
- It is necessary to close the gap between the needs of enterprises and capacities of disabled in search of employment. It requires systematic policy for balancing demand and supply based not only on the detailed description of the working position but also on the listing of the special abilities and restrictions faced by each candidate with disabilities. This presupposes not only the recording of the new vacancies from the Employment Organisations, but also the individualised support of unemployed people with disabilities before and after hiring in a job position. After care counselling of employers seem also to be necessary.
- Formation of policies, standards and programs regarding the promotion of employment of the groups of disabled people that face exclusion from the labour market most intensively, due to multiple discrimination.
- Organisation of Information campaigns focused to businesses as well as the practice of rewarding the businesses that have implemented good practices in the adaptation of disabled people in the working place.
- Establishment of special departments for businesses in relevant organizations for people with disabilities.

ANNEX 1: SURVEY RESULTS PER PARTNER - DIAGRAMS

Diagram 1: Year of business foundation

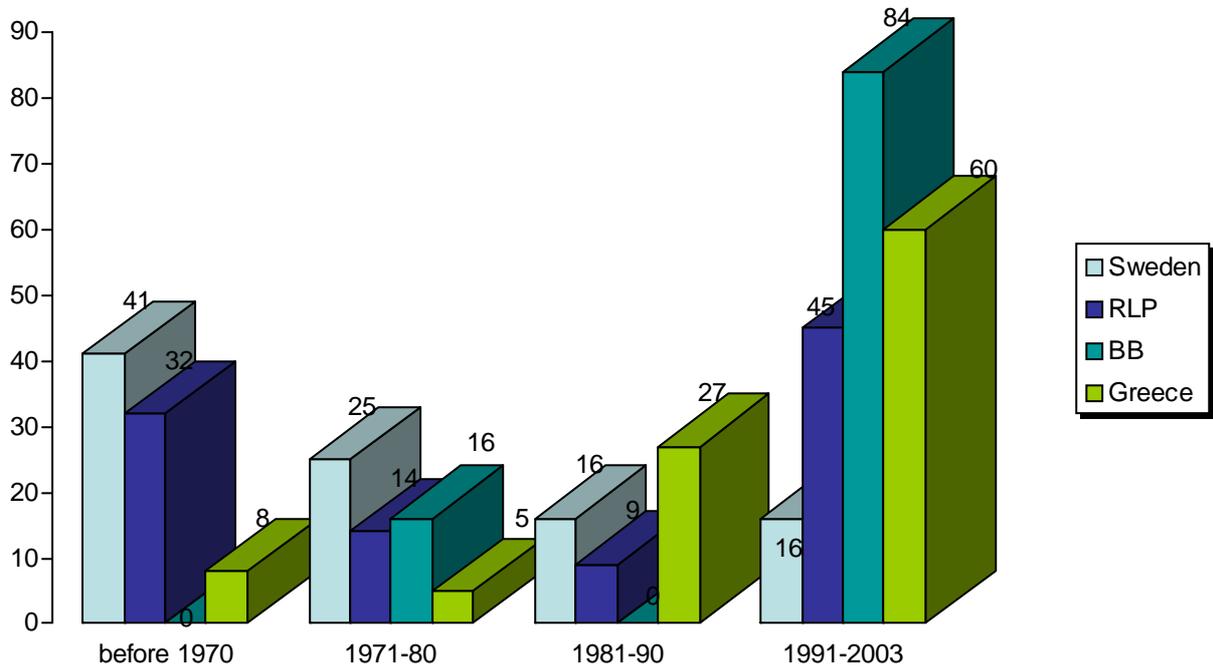


Diagram 2: Field of economic activity

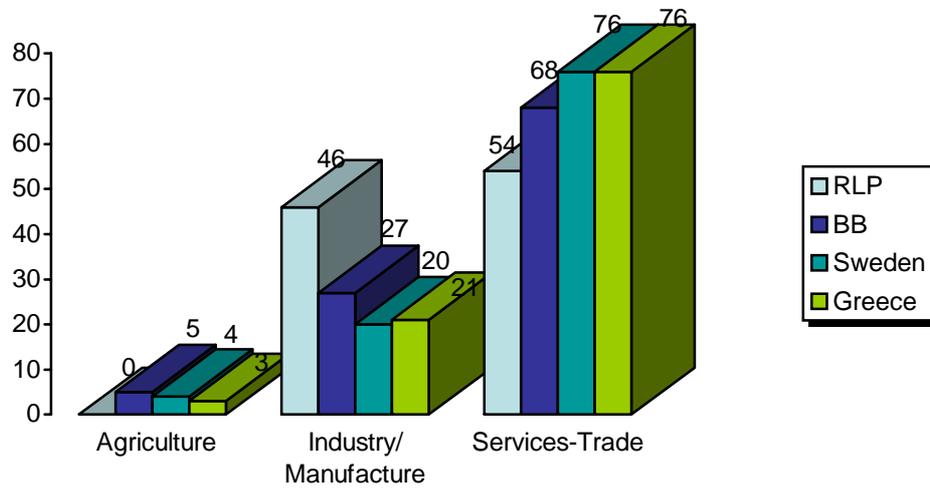


Diagram 3: Number of employees

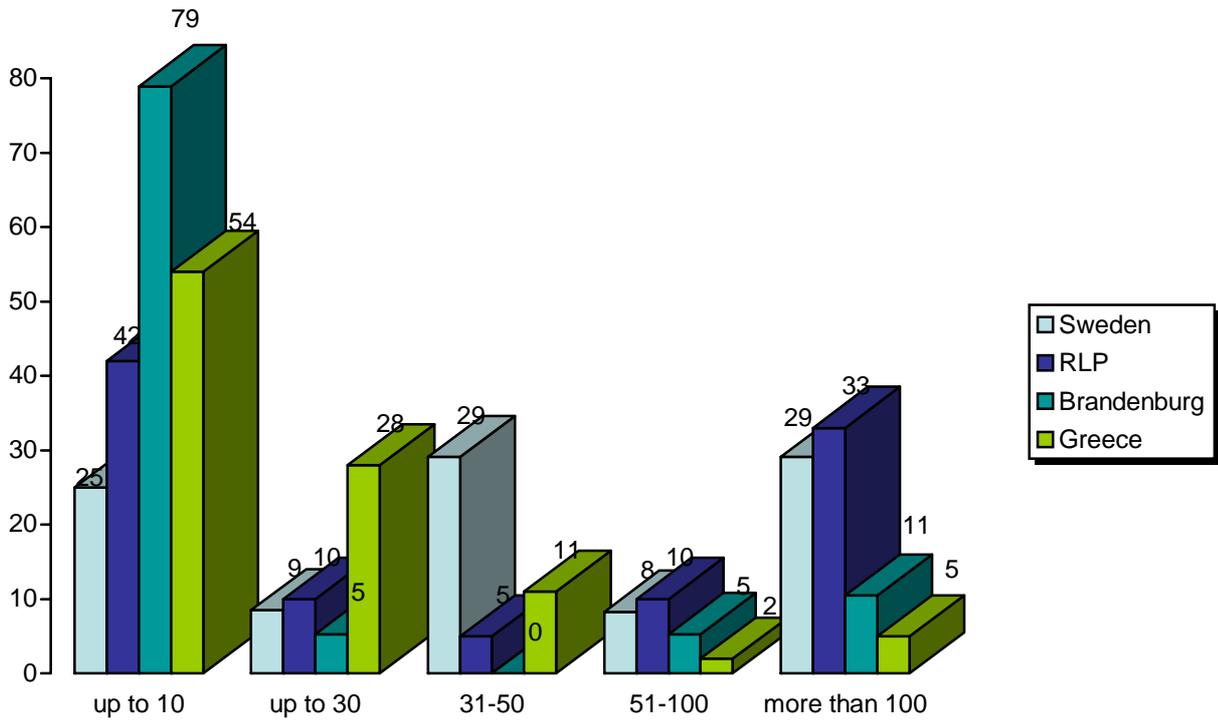


Diagram 4: Job applications from People with Disabilities

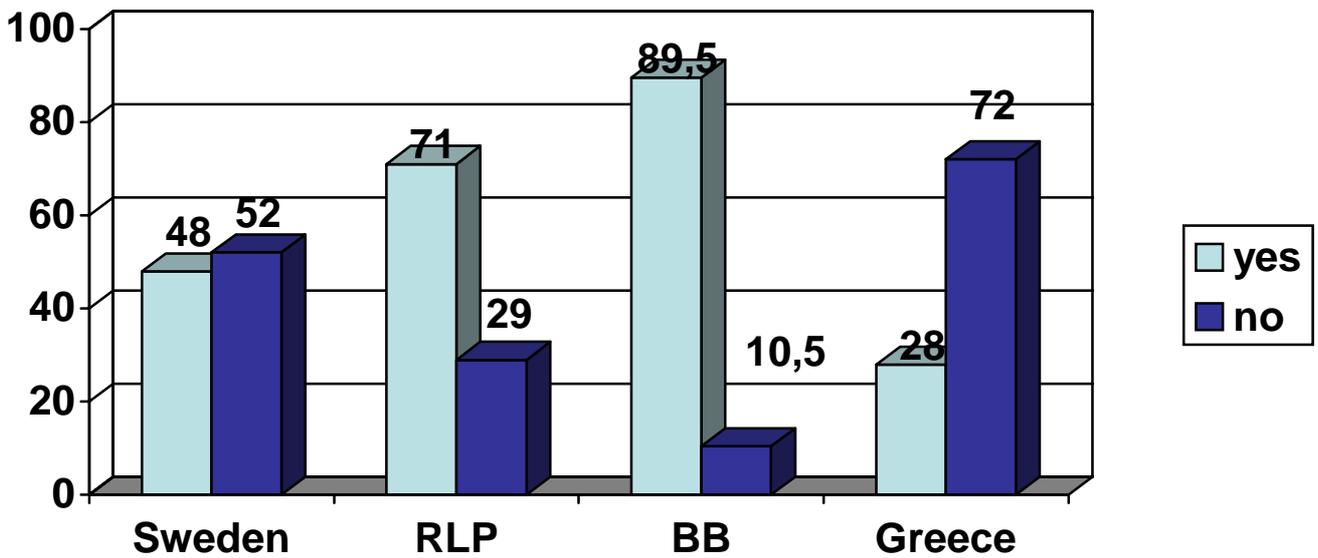


Diagram 5: Employment of disabled people

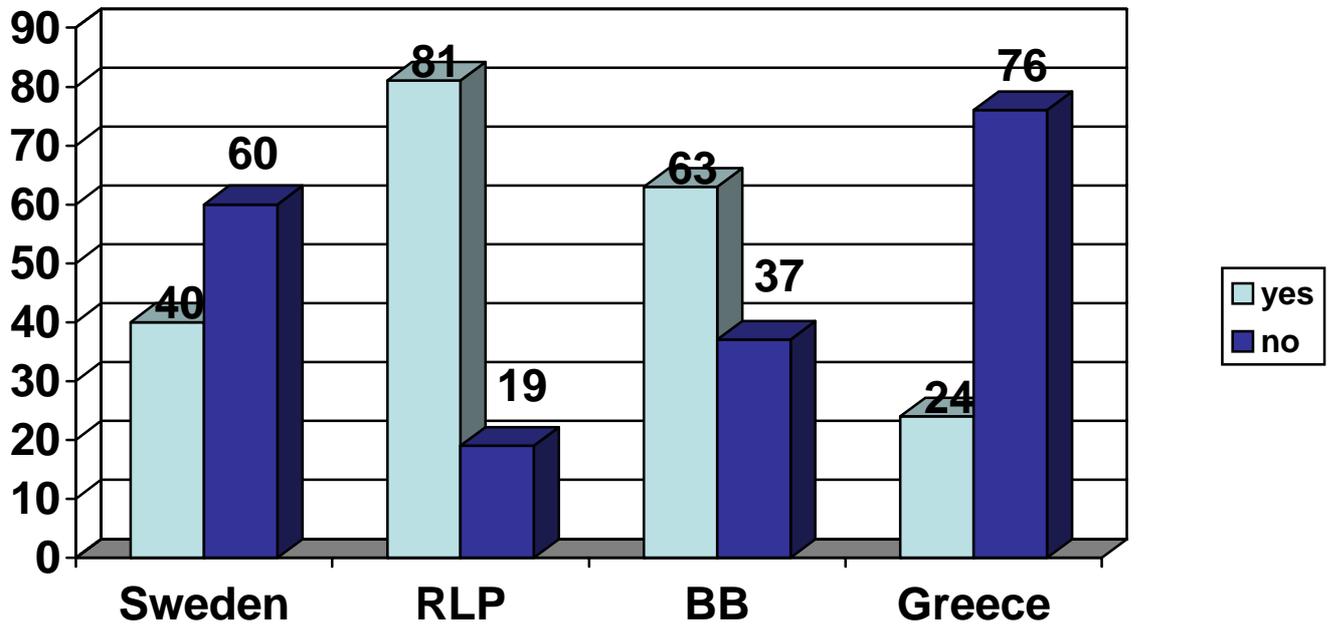


Diagram 6: Employment of people with disabilities at the moment

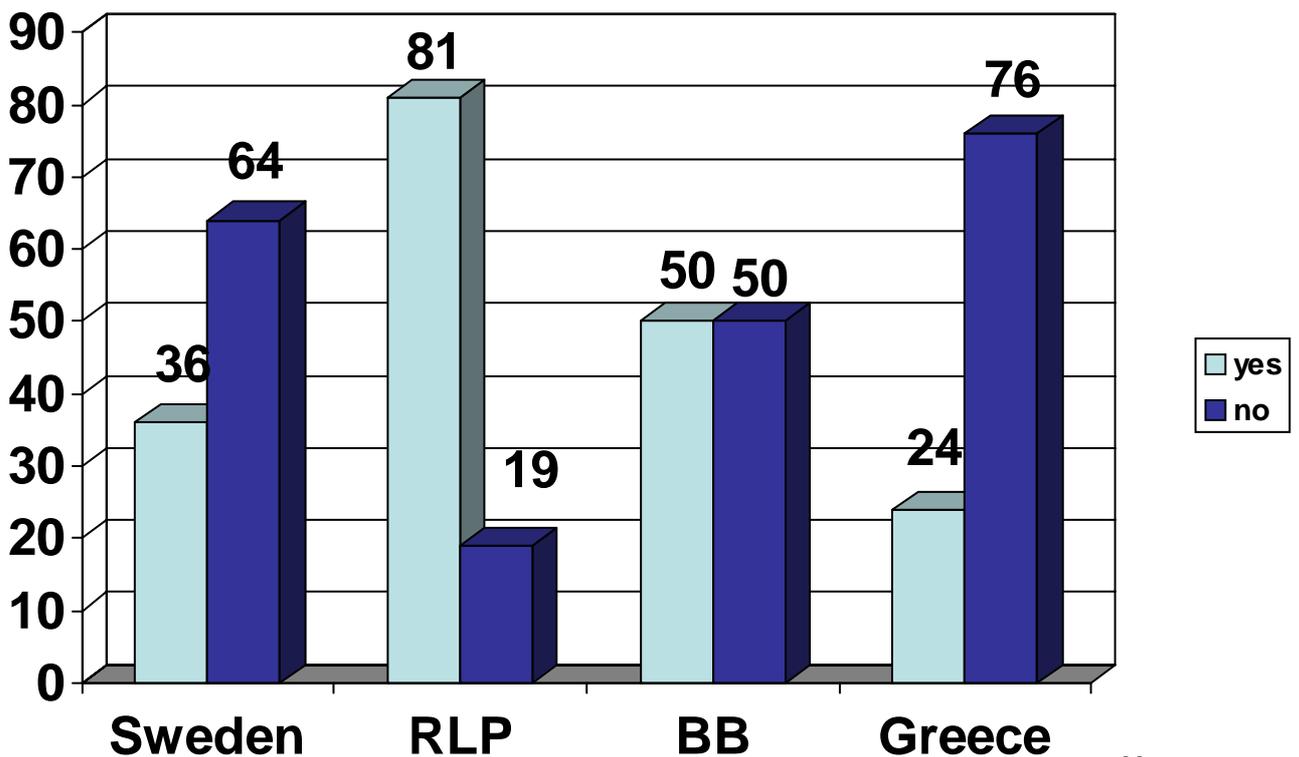


Diagram 7:Enterprises that have employed people with disabilities due to obligatory legislation

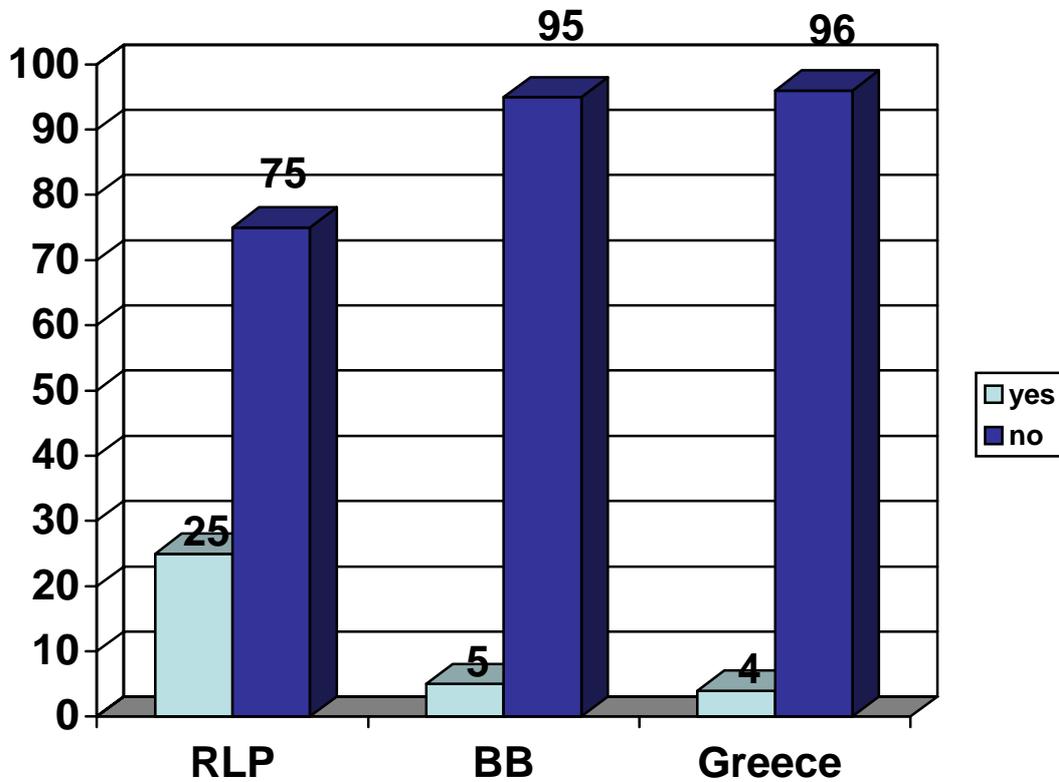


Diagram 8: Constraints for the employment of people with disabilities

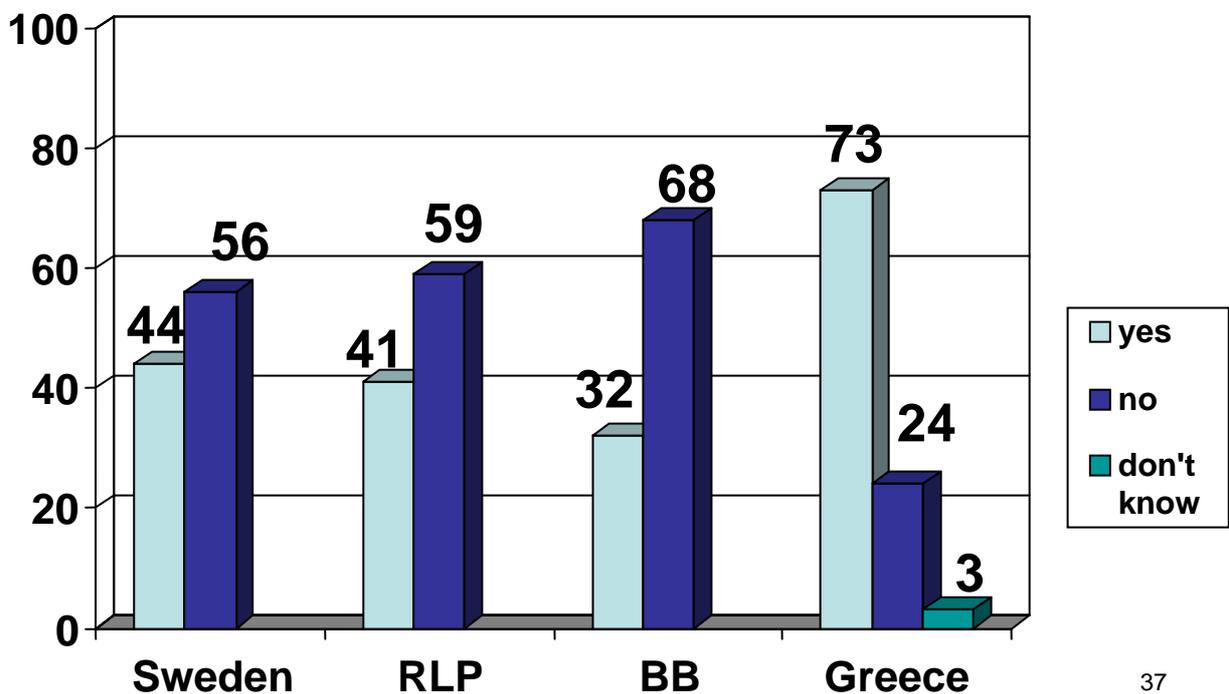


Diagram 9: Modifications at the working place

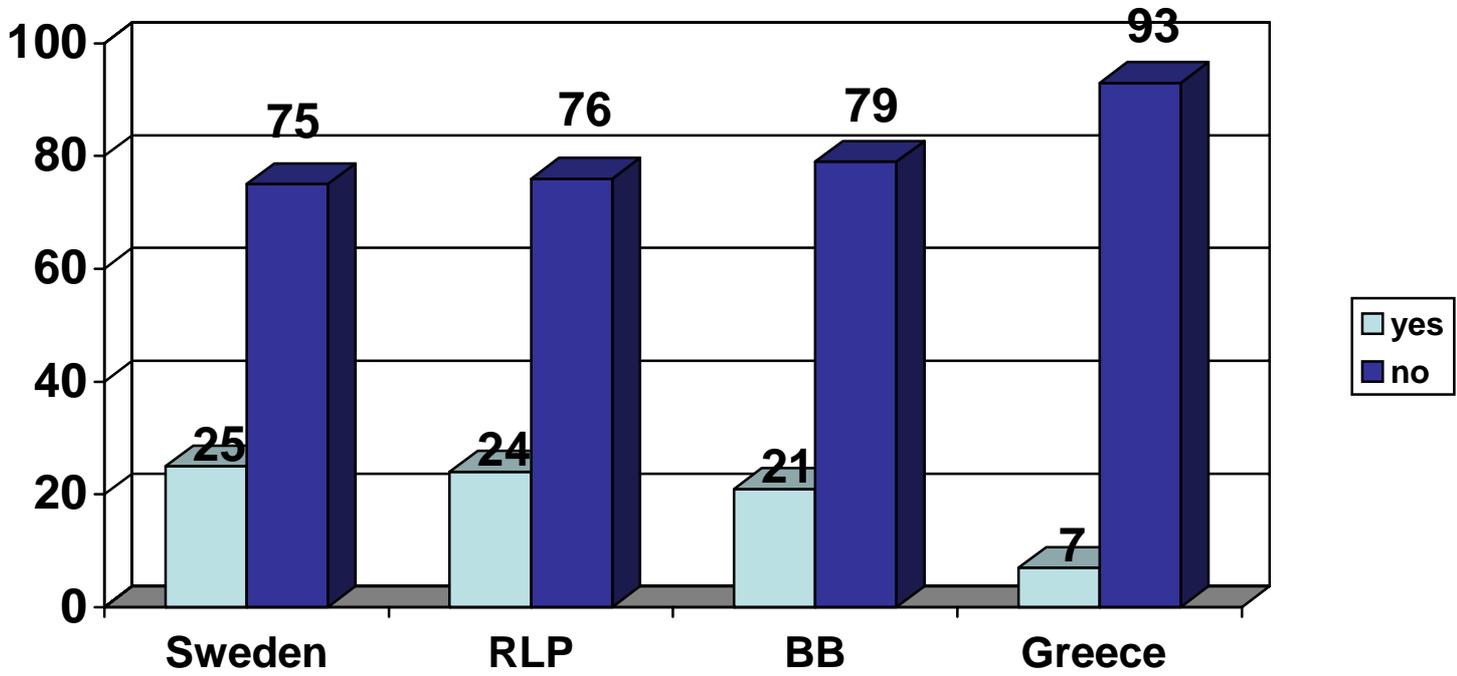


Diagram 10: Importance of factors that influence the employment situation of disabled people in West Germany - RLP area

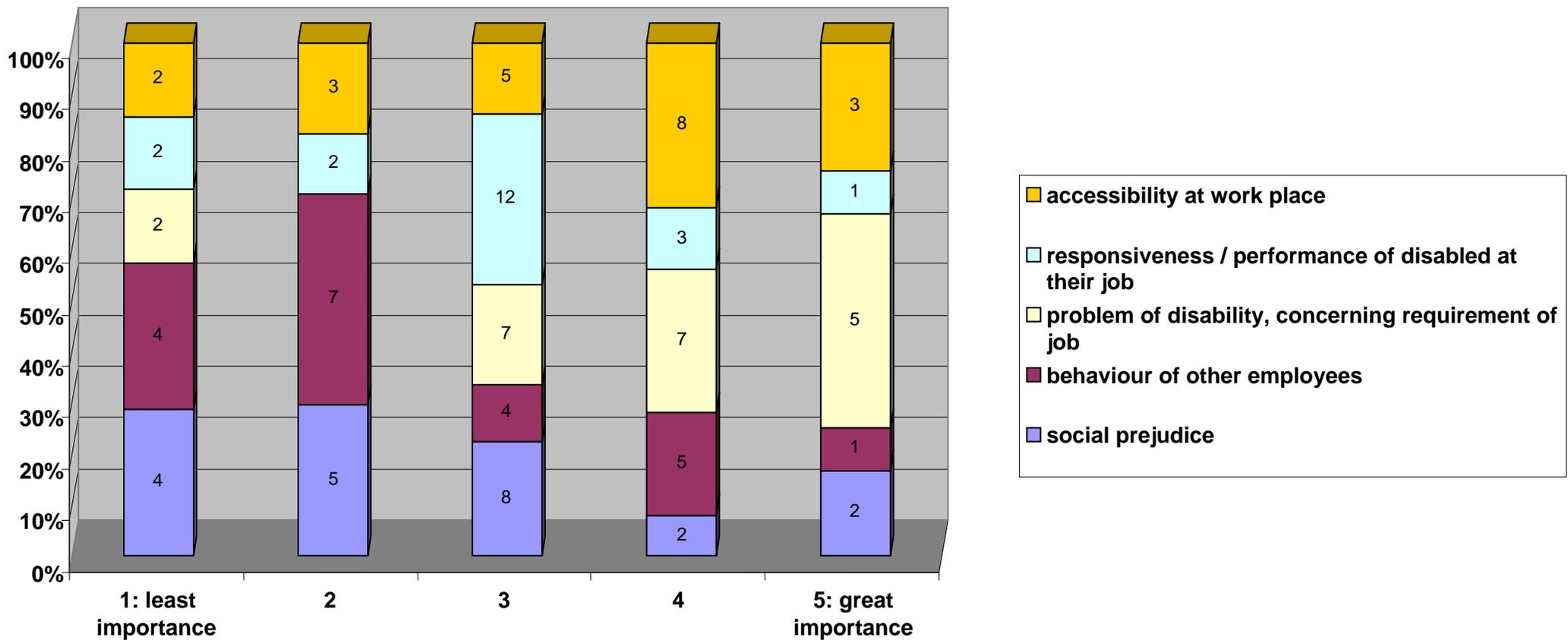


Diagram 11: Importance of factors that influence the employment situation of disabled people in Germany - Brandenburg

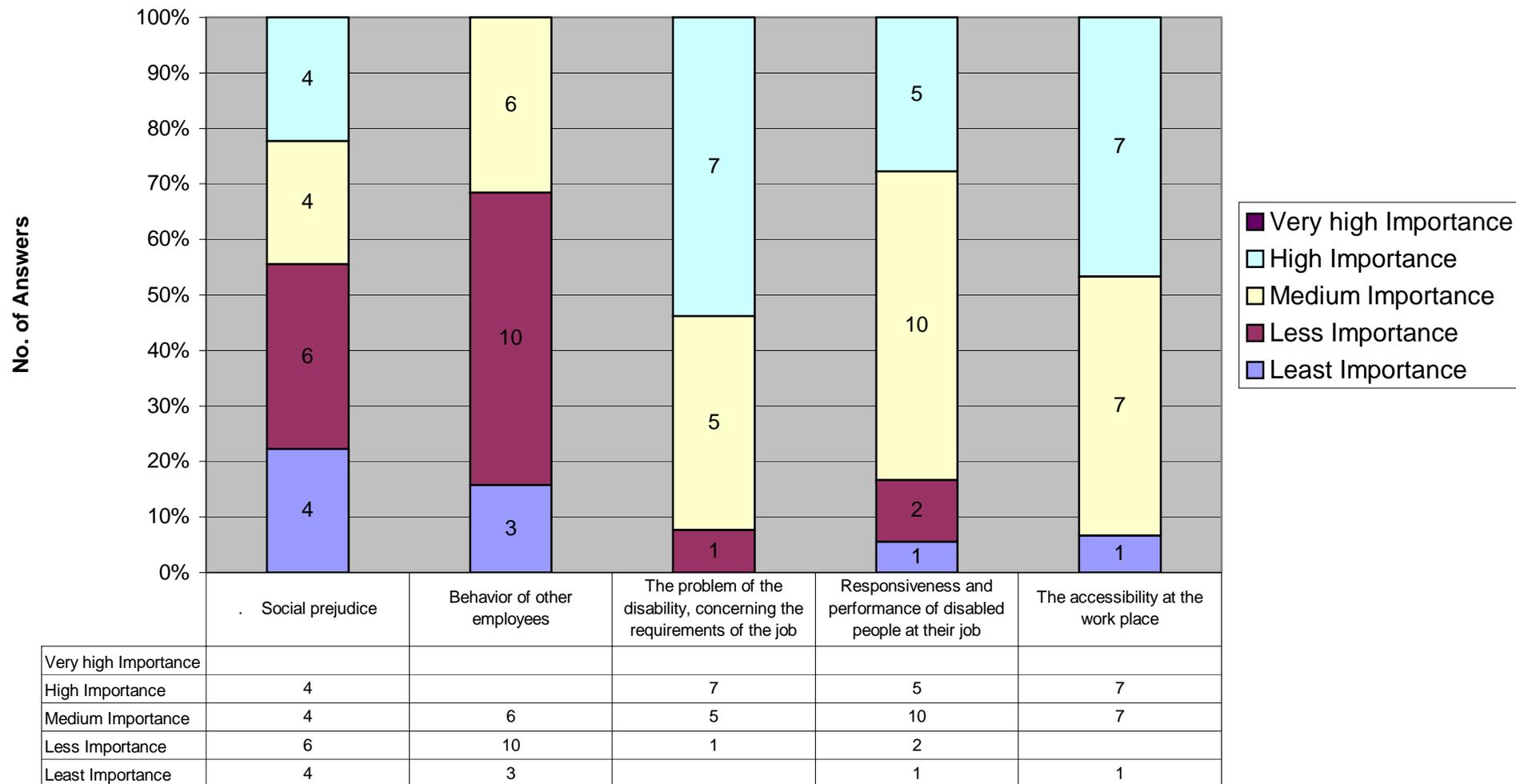


Diagram 12 : Importance of factors that influence the employment situation of disabled people in Sweden

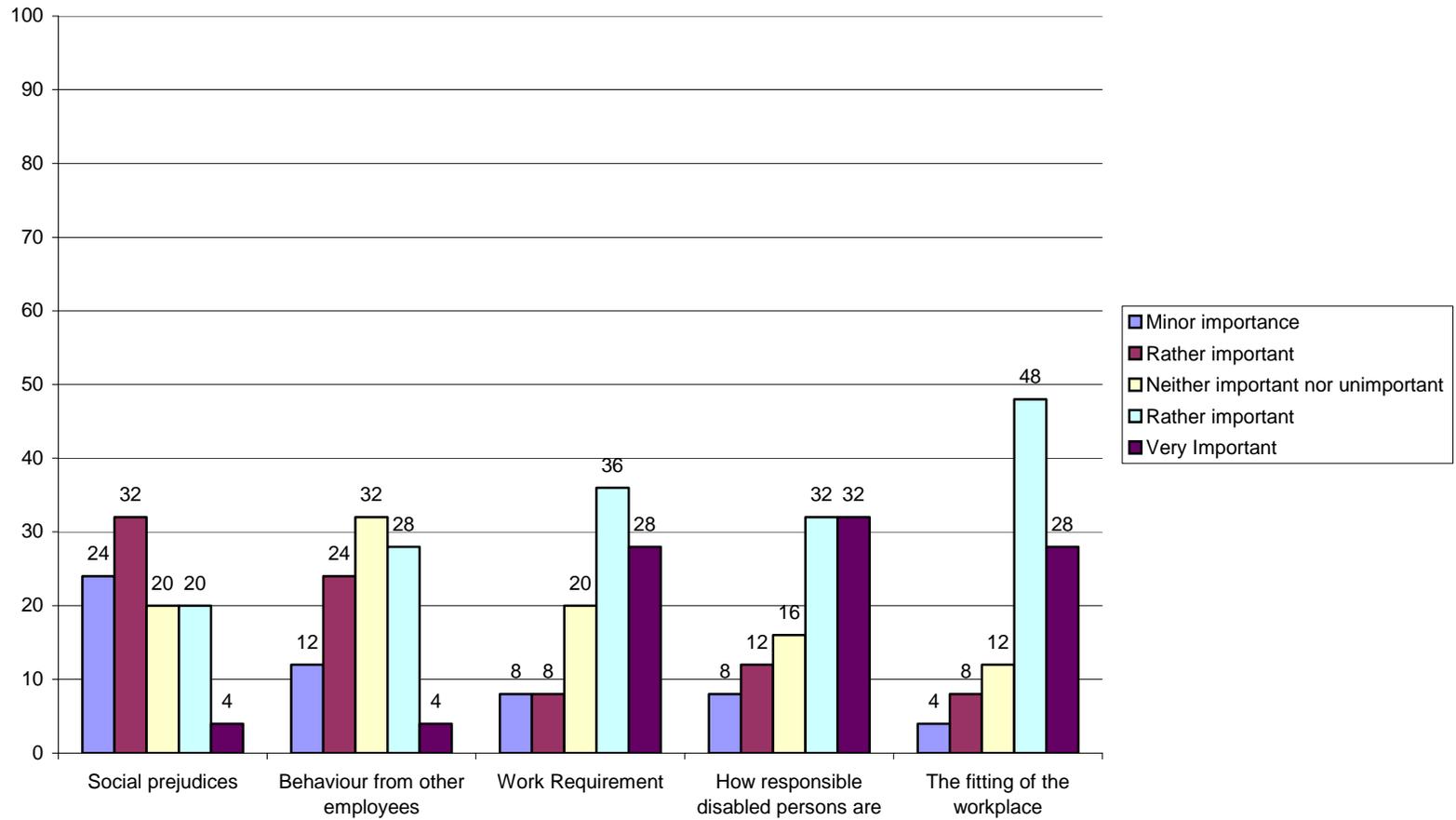


Diagram 13: Importance of factors that influence the employment situation of disabled people in Greece

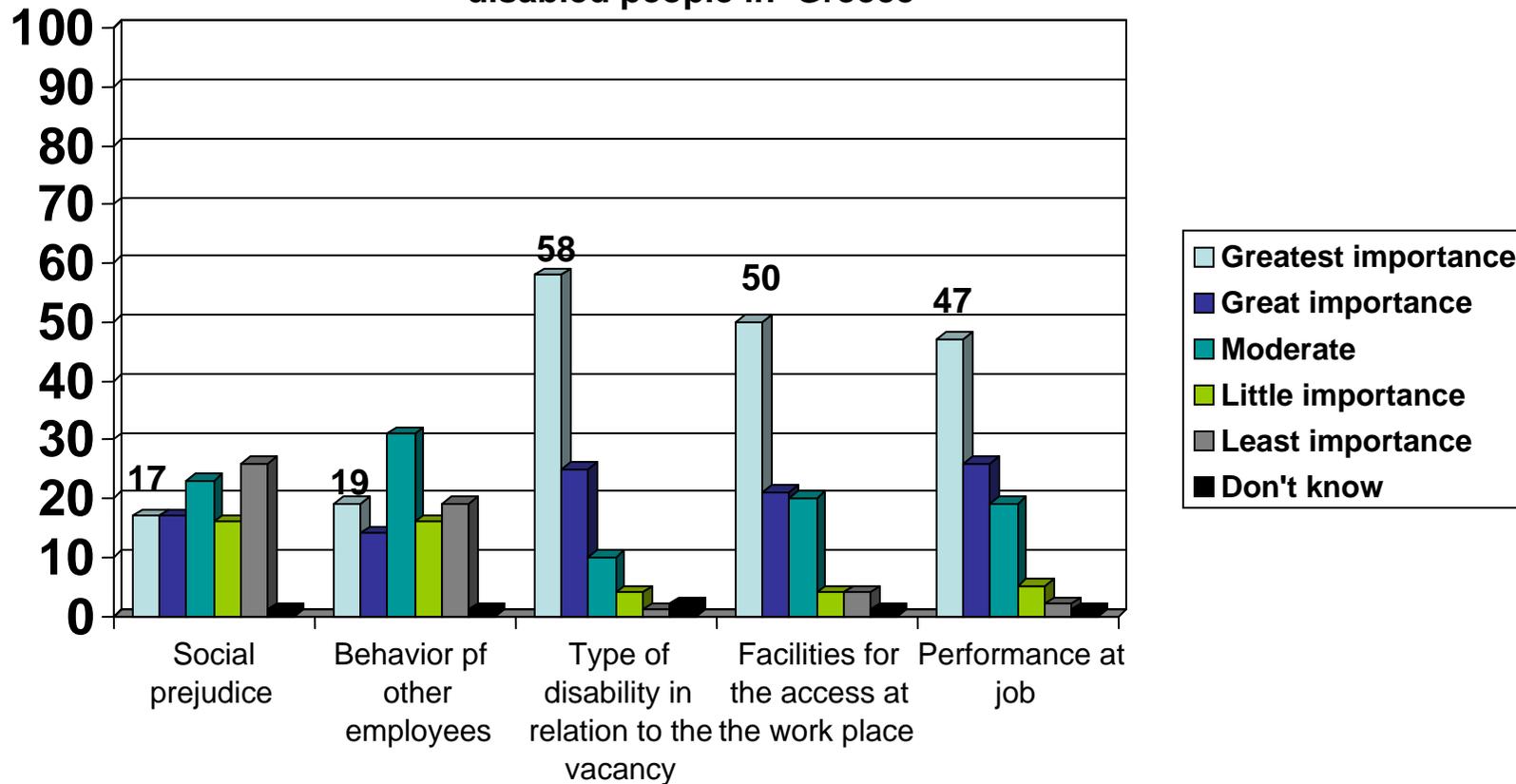


Diagram 14: Degree of employers' satisfaction with the performance of disabled employees

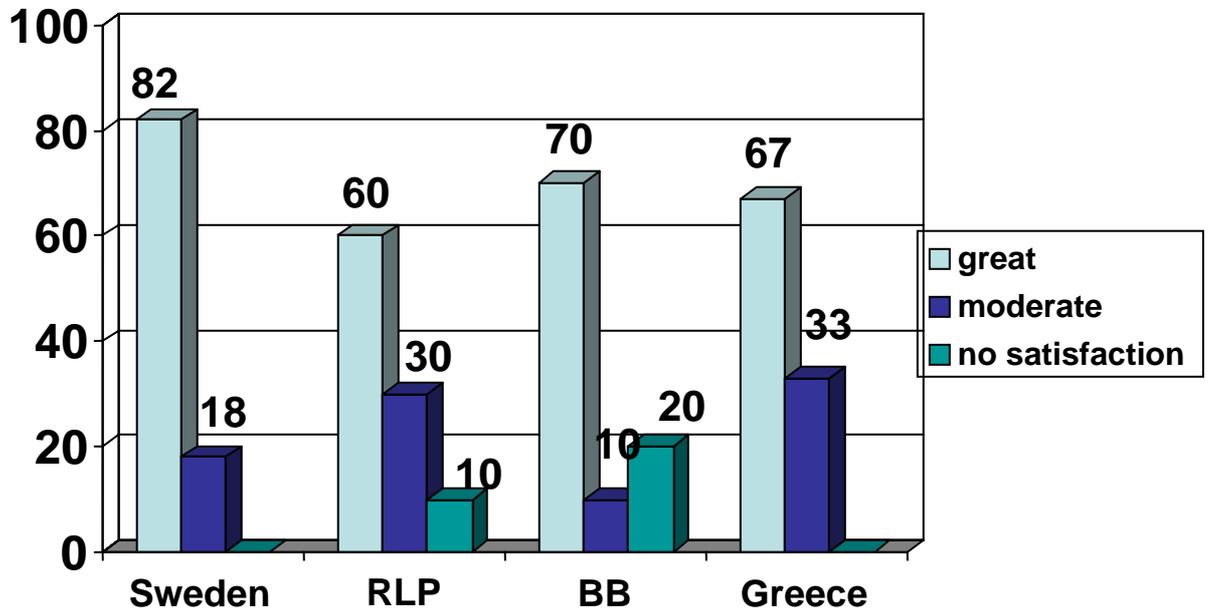


Diagram 15: Comparison of characteristics of disabled to those of not disabled workers by employers in area RLP of West Germany

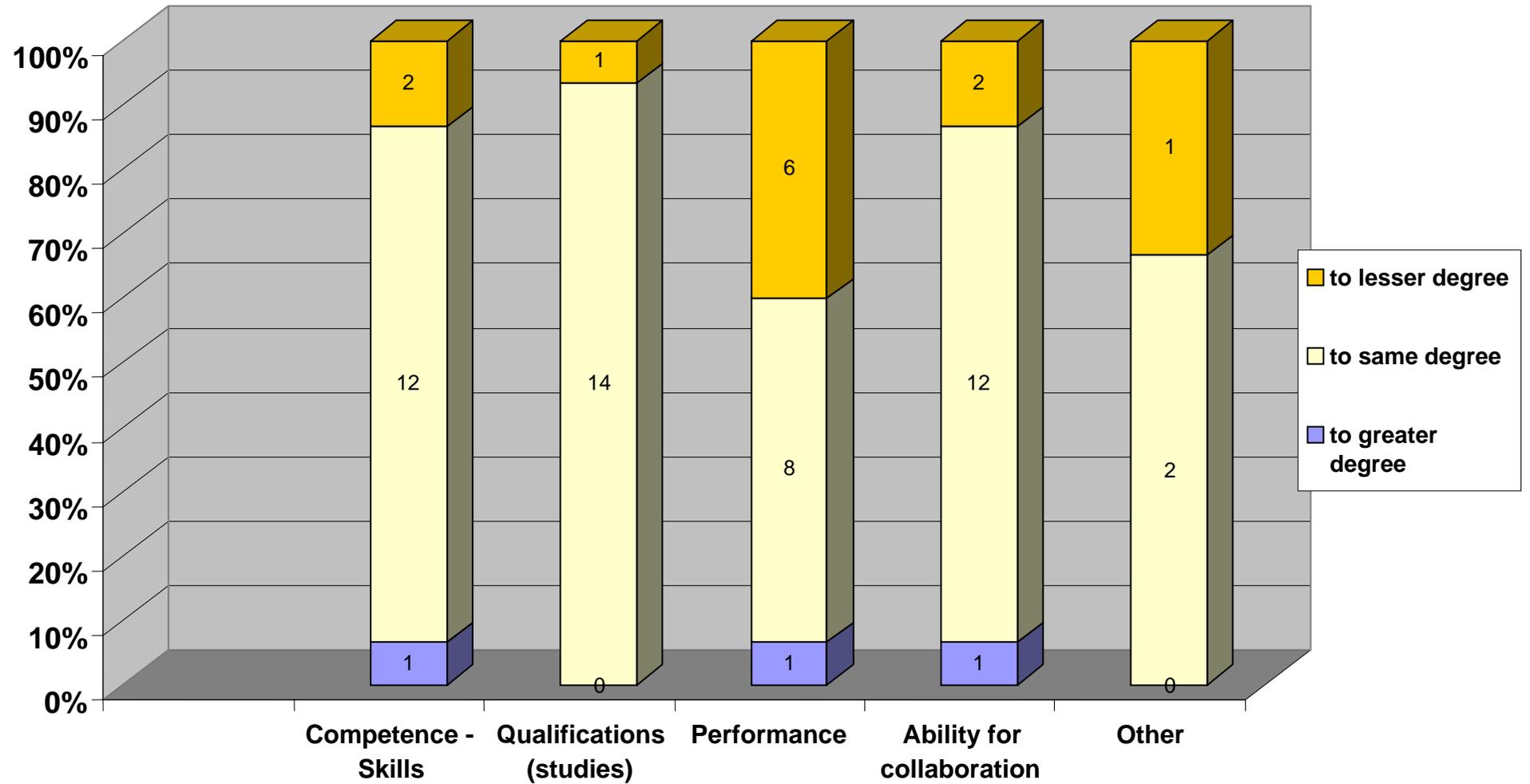
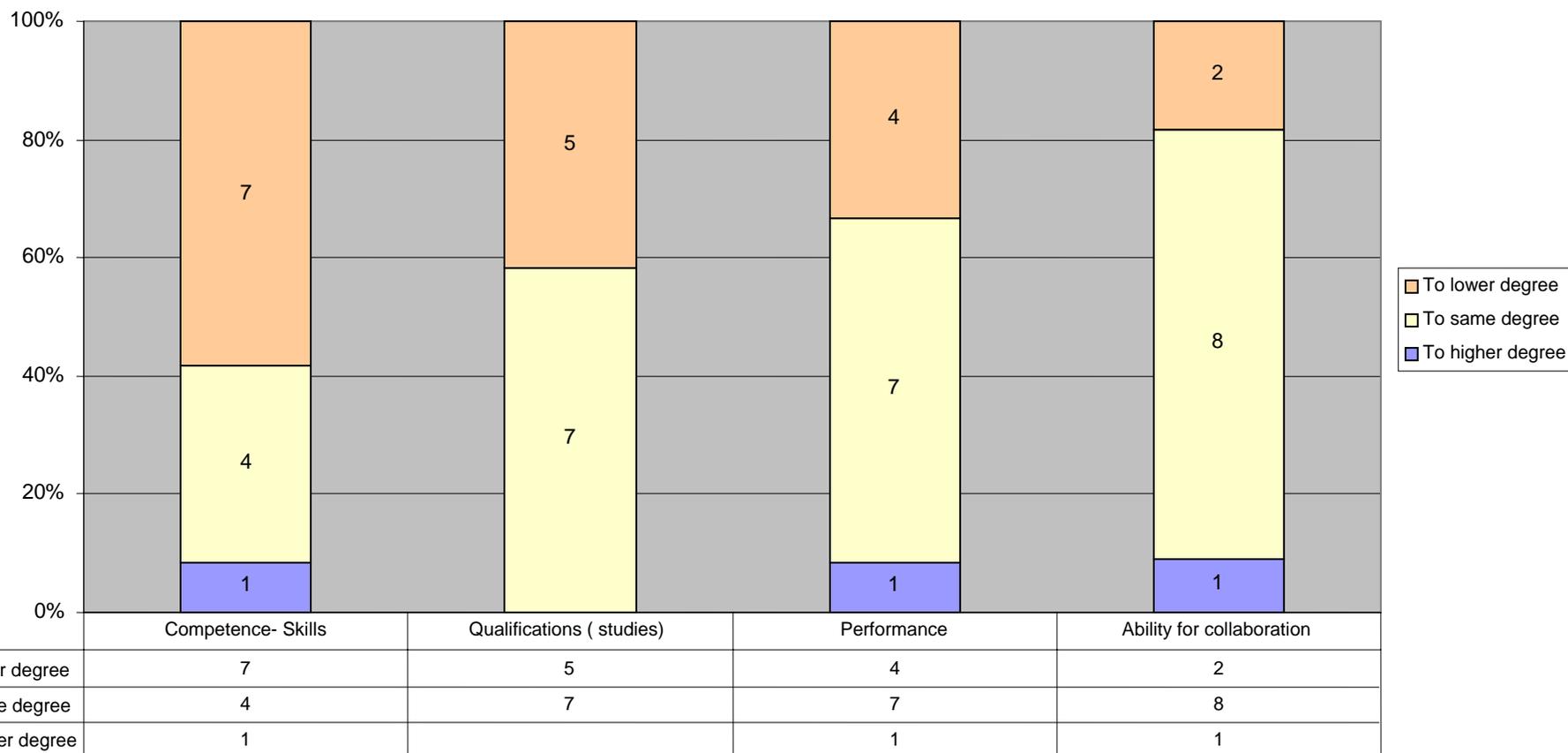
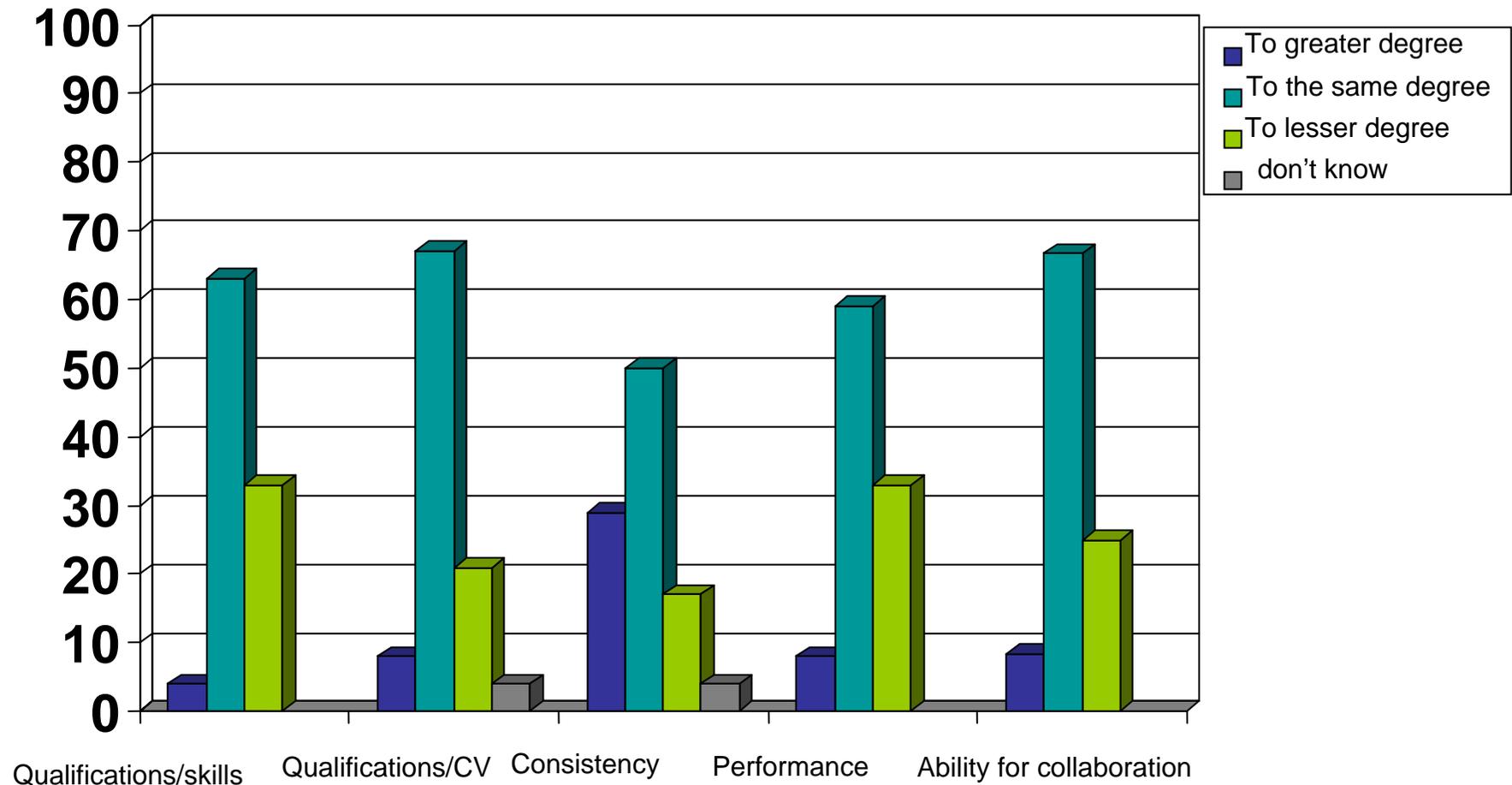


Diagram 16: Comparison of characteristics of disabled to those of not disabled workers by employers in Brandenburg - Germany



Skills

Diagram 17: Comparison of characteristics of disabled to those of not disabled workers by employers in Greece



ANNEX 2: SURVEY RESULTS AND CONCLUSIONS PER STUDY AREA

Conclusions of the study in Greece

(Carried out by Anna Trichopoulou, European Development S.A)

A. Methodology

The final sample of enterprises reaches 100, which is a representative sample regarding the place, the field of activity and the size of enterprises. 30% of these enterprises was chosen from the lists of Manpower Employment Organization of Greece, (OAED), referring to enterprises that have used subsidized programs and 70 % was randomly chosen in every prefecture.

The answers to the questionnaires were collected through personal interviewing of employers or executives by interviewers.

B. Conclusions and proposals

1. Regarding the employment of people with disabilities, one (1) out of four (4) of the enterprises of the sample had employed or are employing DP, while only 4% more than the aforementioned enterprises have received job applications from the target group. The majority of the enterprises that have employed DP, (83,3%), is still employing them. The vast majority of the enterprises that had employed or are employing DP are activated in trade and services. Finally, two (2) out of three (3) of the enterprises that are employing people with disabilities have used the subsidy program of the Manpower Employment Organization of Greece, (OAED), for the creation of new vacancies.
2. The analysis of the personal characteristics of the DP that have been occupied in the enterprises of the sample showed that the majority of them are men, at early age and at medium or high educational level. It has to be noted that none of the DP is immigrant, former drug addict or under purgation of drug addiction. These findings confirm the serious problem of multiple discrimination that women, elder people, people at lower educational level and especially economic immigrants and former drug addict face.
3. Significant proportion of employers, that fluctuates between 55,0% and 66,7% depending on the criterion, states that the disabled employees do not differ from the rest of the employees, (with no disabilities), in relation to the skills, abilities, professional behavior and performance.

The analysis of the statements of employers, which believe that the DP differ indeed from the rest of the employees, regarding the aforementioned criteria, shows that employer's attitude, regarding the disabled employees compared to the rest of the employees, is mostly negative concerning the abilities and skills, the performance and the ability for collaboration. On the other hand, employer's attitude is mostly positive concerning their consistency at their work.

4. The classification of the factors that influence positively or negatively or have no considerable effect, (neutral factors), on the hiring process used by employers, according to the importance attached, is as follows:
 - The most important factors are the abilities/skills of candidates, the educational level and the subsidy of the employment of the DP.
 - It follows the employers' social sensitivity, the age, the need for creating accessible workplace infrastructure and the attitude of employees and collaborators concerning the disabled employees.

- Employers consider that a candidate, which is a former drug addict or under purgation of drug addiction or economic immigrant, as well as the lack of accessibility at the workplace, are the most negative factors.
- According to employers' statements, the candidates' marital status and sex are considered as neutral factors.

The analysis showed that the fact that some employers have occupied DP while others have not is an important factor that differentiates employers' opinions; in other words, it seems that the occupation of DP and the positive attitude are positively correlated. So, employers, which have occupied DP, have more positive attitude than employers, which have not, while appreciating disabled candidates. The aforementioned conclusion is confirmed by the fact that this group of employers differs considerably regarding their intention to employ DP in the future; 67% states that has the intention to employ DP, while the corresponding percentage of the whole sample is 35%.

5. The obstacles, reported in higher frequency, in the employment of DP, arise in order of precedence as follows:
 - 1st: The difficulty in correspondence/performance of the DP in all new vacancies because of the nature of the work in combination with the type of disability.
 - 2nd: The lack of appropriate facilities for the access of the DP at the workplace.
 - 3rd: The difficulty of adapting the workplace to suit the DP needs.
 - 4th: The behaviour and attitude of other employees towards their disabled colleagues.
 - 5th: The stereotypes and prejudice for the DP.

The significance of the last two obstacles is confirmed by the fact that 7% only of employers have modified the workplace in order to be appropriately accessible for the DP.
6. In the hiring process of the DP, employers attribute importance firstly, to a personal interview and secondarily, to the candidates' CV. It follows the possibility of subsidy of vacancies by the Manpower Employment Organization of Greece, (OAED). References from the collective parties of the DP and the Manpower Employment Organization of Greece, (OAED), seem to attach moderate importance in the hiring process of DP. Although the small percentage difference, employers seem to trust more the opinion of the collective parties than that of the Manpower Employment Organization of Greece, (OAED). Finally, references from the family and the social environment of the DP seem to be of moderate and little importance.
7. Regarding the contribution of various factors in the fighting of DP unemployment, the Manpower Employment Organization of Greece, (OAED), public institutions, as well as Local Authorities, have a decisive role in reducing unemployment of the target group. Important role have also the collective parties of the DP, the social factors and family, while fairly important role have enterprises by selecting people from the target group.
8. Despite the application of the Wage Subsidy Program for the recruitment of persons of special social groups of the Manpower Employment Organization of Greece, (OAED), for people who need special care and especially people with disabilities for a long time period, it seems that there is lack of information of employers and of using this program as well.

75% of the sample suggests that the incentives for hiring people with disabilities should be increased.

The subsidy of vacancies, the reduction of social security contributions and tax exemptions are considered to be a stimulus for the employment of the DP. However, few employers seem to be uninterested in the above incentives. Most employers state that the subsidy of the enterprises for modifying the workplace in order to serve the DP is an important incentive as well.

At the question of whether employers are planning to hire personnel next year, 36% of them answered positively, while almost all of them stated that they intend to hire DP on the condition that their qualifications meet the requirements of the corresponding vacancies.

The findings of the research enforce the basic ascertainment that there are various unexploited possibilities for the enterprises of the private sector for employing people with disabilities and thus, contribute to the fighting of unemployment; these possibilities are strengthened by employers' sensitiveness about issues concerning equal treatment and opportunities for the entrance of the DP in the labor market. The exploitation of the underlying possibilities requires the following:

- Adaptation of institutional frame of the country according to the relative EU directives, (2000/78), by the application of relative legislation.
- Establishment of multiple incentives not only for the employment of the DP in the private sector but also for the subsidy of the enterprises for modifying the workplace in order to be accessible by the DP, so that they can work and be promoted.
- Systematic policy for balancing demand and supply of labor of the DP based not only on the detailed description and specification of the working position but also on the listing of the special abilities and restrictions faced by each candidate with disabilities. This presupposes not only the recording of new vacancies from the Manpower Employment Organization of Greece, (OAED), but also the upgrade of the role of Employment Promotion Centers, (KPA), regarding the individualized support of unemployed people with disabilities, along with the necessary training of their consultants on the various types and characteristics of disabilities.
- Organization of initiatives by the Manpower Employment Organization of Greece, (OAED), informing employers about the existing programs for the creation of new vacancies for the DP.
- Formation of policies, standards and programs about the promotion of employment regarding the groups of DP that face the exclusion from the labor market most intensively because of multiple discrimination.
- Synergy of employment, education and providence services for a holistic approach of the social and professional incorporation of the DP along with the application of measures that will facilitate the transition of the DP from family and school to the labor market.

Conclusions on the study results

carried out by "ENFOR-RLP"

(co-ordinated by Euro Info Centre Trier,

assisted by Informa Neuwied, AWO-Arbeit Neuwied)

A. Methodology

Three of the six partners of ENFOR-RLP joined together to carry out a study on the employment situation of people with disabilities in Rhineland-Palatinate, Germany. (Some companies from Hesse and North Rhine Westphalia were also interested in participating in the study. Their questionnaires were included as well). Approximately 1600 small and medium-sized enterprises of different branches were approached via e-mail and personal contacts. Out of these, 22 companies duly completed the questionnaires and sent them back to be analysed. In some cases, personal interviews were carried out with the managing directors themselves in order to assist them while filling in the questionnaires.

The study can not claim to be representative due to the limited number of responses, however, it allows to give an impression on the evaluation of the employment situation of people with disabilities as seen by managing directors of different SMEs in the chosen region.

The original questionnaire (as established by the Greek partner PROKLISI) was translated into German and only slightly adapted to local needs (for instance in question B5, the table "different types of disability" was simplified for German companies and the request for "economic immigration" or "drug-addiction" were omitted for political and cultural reasons. In general, the main aspects of the questionnaire were respected in order to have a common basis for comparing the results in Greece, Sweden and Germany.

B. Conclusions and proposals

Most of the enterprises that responded to the questionnaire are specialised in the services and trade sector, followed by the manufacturing sector (industry). One company of the crafts sector also participated in the survey.

The majority of enterprises are small enterprises with up to 10 employees (9 enterprises). 5 companies employ between 100 and 250 employees, 3 between 10 and 50 employees, 2 between 50 and 100 and 2 employ more than 500 employees. This broadly reflects the company structure of Rhineland-Palatinate where most of the companies are SMEs, especially small-sized companies with up to 50 employees.

The comments to the different questions are as follows:

"Searching for personnel, have you accepted applications of individuals with disabilities interested in the job" was answered positively by 71% of companies. 71% also answered positively on the question of *"whether they engaged and occupied individuals with disabilities"*. These relatively high figures indicate that most of the companies that answered the questionnaire were intensively engaged in employing individuals with disabilities and showed a positive attitude towards the integration of

these people. 81% of the asked companies even employed people with disabilities today. However, it must be borne in mind that many companies did not react at all to the questionnaire. It seems probable that many companies that did not return the questionnaire at all do not employ people with disabilities and do not consider it necessary to look deeper into the subject .

We can strengthen this thesis with another finding of the survey: Most of the companies that returned the questionnaire - and that employed people with disabilities to a high extent - did so for voluntary reasons. Only 25% stated that they only employed individuals with disabilities due to obligatory legislation. The fact that 60% of the interviewees were also highly satisfied with the performance of their disabled personnel underlines this positive attitude towards people with disabilities.

Comparing their personnel with disabilities with their "ordinary" personnel, entrepreneurs stated that in general both groups shared the same characteristics, especially with regard to qualifications, competence and the ability for collaboration. Interestingly, about 50% of the entrepreneurs stated that their employees with disabilities showed a lesser degree of performance than their "ordinary" colleagues. So performance (the concrete carrying out of works) seems to be a crucial aspect where discrepancies between personnel with disabilities and personnel without disabilities can emerge.

From the answers to the question *"When you are thinking of employing a person with disability, what is the importance of the following factors?"* results that it is mainly the abilities and qualifications of the candidate and his / her educational level, but also the accessibility to the work place that are considered to be highly important for the employment of a person with disabilities. The attitudes of employees and co-operators, the attitudes of the entrepreneurs as well as the use of subsidized programmes are also seen as relatively important (even though not as that important).

It has already been stated that the collection of responses to the questionnaire tends to show a positive attitude towards the employment of people with disabilities .Seen from that point of view it is not really surprising that only a minority of entrepreneurs (41%) thinks that there are difficulties and obstacles for the employment of disabled individuals in their particular enterprises.

The types of problems that emerge according to our study can be grouped in the following way:

- Accessibility to the work place (stairs, no barrier free buildings)
 - Performance of people with disabilities (slowness, missing ability to cope with stress, flexibility, internal communication)
- and
- Delayed approvals of subsidy programmes.

The fact that these aspects should not be underestimated gets clear when considering the following task of the questionnaire where companies were supposed to evaluate the importance of certain factors for the employment of disabled people. It emerged from our study that the most essential factor for entrepreneurs clearly is the responsiveness or performance of the disabled person at their work place. Second in the row is the accessibility to the work place. Here it becomes clear that companies need to pay close attention to the function the people they employ need to fulfil. This function needs to be fulfilled satisfactorily, unrespective (at least in the first instance) of the social dimensions that underlie the particular person who is doing the job.

In this context it also becomes clear that entrepreneurs base their decisions of employing a disabled person or not primarily relies on the candidate's qualifications as well as on the impressions gained during a personal interview – and naturally, on the type of disability.

The enterprises that responded to the survey were well aware of the important role they play when it comes to decreasing the unemployment of disabled people. The majority of companies see themselves as well as institutions for disabled people as main actors who play an important role in that issue. Governmental institutions are considered to have a relatively weak influence here.

Subsidy incentives – seen as governmental incentives – were also addressed in the questionnaire: 52% of our interviewees stated that they were not aware of the existence of respective programmes. Bearing in mind the “open-minded” background of our interviewees one can imagine that the companies who did not return the questionnaire – and who supposedly do not look deep into the subject generally – are not aware of these programmes neither. There seems to be a huge lack of transparency that needs to be worked upon. It should be expected that increasing the incentives of employers for the engagement of disabled individuals would enable the majority of companies to motivate them to employ disabled people. However, in our study, this result did not emerge: only 45% of our interviewees claimed that they would interpret external incentives as stimulation for the employment of people with disabilities. Here, however, the introductory remarks of this report should be kept in mind: our interviewees reportedly had employed their disabled personnel for other reasons than than the legal obligation or a governmental subsidy.

Speaking of subsidy incentives, the questionnaire also addressed the different categories of incentives that might appeal to companies. Here, it were direct subsidies and especially subsidies that aim at improving the accessibility of work places, that were considered to have a great importance for employers.

When asked whether they were willing to employ people with disabilities, almost three quarters of the interviewees reacted positively. As 81% of the interviewees already currently employed people with disabilities, we can see that they also showed a general satisfaction of their employees.

Summing up, we can say the following (intentionally expressed in hard terms):

- In times of hard competition, many entrepreneurs concentrate on other aspects than on the issue of employing disabled people. Only a few companies were willing to answer the questionnaire, and these were companies that can be considered to be “open-minded” for the issue of employing handicapped people.
- What counts when employing a person – irrespective of a potential disability – seems to be the fact that the person needs to fulfil a function in their job: that expected functioning and quality should be assured. Everything else does not seem to be that important.
- There is a huge lack of transparency with regard to subsidies. If one wants to influence employers' thinking, one could start here.
- Employers who have employed or who still employ disabled people are generally satisfied with their work.

In other terms: what emerges from our survey is the impression that a certain lack of experience or a certain lack of knowledge (with regard to the working capacities of disabled people) prevents companies to concretely think about employing people with disabilities.

Conclusions of the study results in the region of Brandenburg

(carried out by ENFOR-BB)

A. Methodology

The ENFOR-BB Part Project of the ISB (Society of Integration, Social Research and Vocational Education) has carried out a questionnaire survey on the employment situation of disabled persons in the East Brandenburg region at the border of Poland, one of the new members of the European Union. The most companies involved in this survey are situated in this region, namely in the district of the labour agency of Frankfurt/Oder. About 90 % of the contacts to these companies have been in existence before. As a rule personal interviews were carried out with the entrepreneurs or managing directors themselves. So we could assist them while filling in the questionnaires and make sure that the questionnaires were filled in.

B. Conclusions and proposals

In the region of this survey there is a lack of manufacturing business and the unemployment rate is very high (about 18 %). Furthermore there is a disproportional high number of unemployed disabled persons. So there seems to be only a small chance for people with disabilities to find a job. Therefore it is important to use every chance one can get. One chance will be to carve out niches for our beneficiaries (i.e. disabled persons) and to improve the employers commitment concerning the employment of people with disabilities.

The willingness to employ our beneficiaries significantly depends on the economic situation and order position of the respective company. The results of the survey therefore reflect more the general attitude concerning the employment of disabled persons than the current willingness of employing our beneficiaries.

The discussions with the employers revealed that the cutthroat competition in the border area puts those employers on a disadvantage that have committed themselves to employing disabled persons. „Even an enthusiast have to keep an eye on economic facts“ we often heard them saying. The commitment to the integration of disabled persons into work must not lead into bankruptcy.

The reduction of subsidies for the employment of disabled persons at present has no influence on the general attitude as a whole but of course reduces the amount of (subsidized) cases of integration.

We also learned from the discussions with employers that they are well-informed about existing programmes that subsidize the employment of disadvantaged groups. And if there are subsidized programmes in favour of other target groups available (for example for long term unemployed persons, young adults, persons of age 50 + etc.) then the chances of employment of disabled persons decrease because the prejudices against disabled persons usually are stronger than those against other fringe groups.

All contacts to companies directly connected to the survey or not have been exploited for sensitising employers to the employment of disabled persons. In order to improve employers commitment to the idea of participation of disabled persons in working life it is necessary to gain knowledge about the various barriers caused by the involved

players. This knowledge than will give us a guideline for tackling the problem of high unemployment of disabled people.

Some of the barriers we experienced in our co-operation with employers as well as in supporting our clients are the following:

Barriers caused by employers:

- Employers can be vague about the specific skills they need making it difficult to match labour market demand and supply.
- Employers are unaware of the potential business benefits of recruiting individuals from disadvantaged groups.
- There is a tendency for poor human resource planning particularly amongst SMEs who do not have the capacity for in-house HR planning.
- There are employers prejudices and lack of understanding towards employing individuals from disadvantaged groups. So people are often stereotyped by employers leading to unwillingness to offer employment if they are with a physical/mental condition as shared by our client groups with a criminal history with a history of drug use with gender disadvantage (often exacerbated for women)
- Employers and their personnel staff may have fear of disease
- Employers presume a lack of relevant skills and education and/or recent experience
- Employers shrink back from having to comply with laws on disability
- Employers hesitate to spend money for building/office modification

Barriers caused by the unemployed people with disabilities:

- There is low client self-confidence about employment and the stigma attached to being unemployed.
- There is a basic skills problem amongst disadvantaged groups.
- There is low flexibility about career change and re-skilling especially among older ex-workers and ex-employees of traditional industries.
- There is low motivation amongst disadvantaged groups to develop skills.
- There are a limited number of role models.
- Older ex-workers are used to high salaries/good conditions and may require reducing their expectations to re-enter the labour market.
- Long term unemployment: lack of confidence lack of up to date skills gaps in employment history low levels of work readiness: need to improve capacity in concentration, reliability, social integration, routine, endurance, time keeping, responsibility
- limited mobility
- fluctuating health
- mental health issues
- institutionalisation

This small survey might be the first step to gain the appropriate knowledge. Anyway it has been a step to get in contact with or to remind companies of our consultative capabilities.

The attached annex 1 contains the results of a survey of 19 small and medium-sized companies. This survey is far away from being representative but it might provide a rough impression of what is going on in this region concerning this matter.

Conclusions of the study carried out in Sweden

(SUMMARY From Eva Olausson and Ewa Wiklander – members of WG1)

All employers know that they can get wage subsidies if they employ a person with reduced work capacity. They can also get financial support for assistive devices at the workplace but somehow that does not make any difference. Today the labour-market in Sweden is very tough and even young, well educated and healthy persons find it difficult to get an employment.

The Swedish law prohibits employers from discrimination against disabled persons and the employers do not want to discriminate but they prefer employing persons that are not disabled. We have seen that if they employ one disabled person, the second is much easier to employ. We think that the reason is that their prejudices are not confirmed. If a person is ill, the employer still has to pay wages for three weeks. If the illness is of long duration or chronic, e.g. the person cannot continue to carry out the assignments he or she was employed to do, the employer has far-reaching obligations to start rehabilitation and if necessary reorganize the department or the company to make room for the person.

These things are easier in big companies and therefore small companies (less than 50 employees) are very careful when they employ someone. If they cannot find new assignments for the employee they have to give him or her notice and that is a rather complicated thing in Sweden. It is said that it is easier to get a divorce than to terminate an employment. Big companies also rely on the loyalty of the employees. If someone is ill for a some time, the colleagues will cope and somehow the most important things will be done.

In spite of what is said above we have noted that most employers are surprised that other employers share their opinions and do not want to employ disabled persons. They know that they have this opinion but they do not understand that others share their prejudice.

We also think that the employers fear that a disabled person will cause inconveniences. Most employers have no experience from disabled persons and all persons fear things that are unfamiliar. That is an explanation to the fact that if you have employed one disabled person it is easy to employ a second, in this case you know what to expect. This is strange as disabled persons are not all the same, the problems they cause or not, depend on their personality.

One thing is very clear, when you employ a disabled person that will work part time from home, the demand for scrupulous routines when it comes to information increases. Often it is necessary to inform twice and you can never really ensure that the information is the same. When you give a verbal information the extent will depend on the questions from the audience and if you have only one or two persons who get the information separately and they do not ask the same questions, the information will not be the same.

We also think that most employers want their employees where they can see them and talk to them, some kind of control.

Summarizing In conclusion:

Most employers think that disabled persons should have a fair treatment and good chance of getting a job, but they prefer to employ healthy persons. They will not really admit that they are uncertain when it comes to employing persons with disabilities because it is not acceptable in Sweden to say these things.

ANNEX 3: QUESTIONNAIRE

COMMUNITY INITIATIVE EQUAL
PROJECT "PROKLIS"
ACTION: STUDY OF THE EMPLOYMENT SITUATION OF DISABLED PEOPLE WHO
FACE VARIOUS DISCRIMINATION AND INEQUALITIES

QUESTIONNAIRE FOR ENTERPRISES

A. PROFILE OF ENTERPRISE

1. Name of Enterprise

2. Position of questioned in the enterprise :

3. Seat of enterprise :

City: Prefecture: Region Country

4. Year of foundation: 1990 – 2003
1980 – 1990
1970 – 1980
Before 1970

5. Sector of economic activity: agriculture
manufacture
services – trade (commerce)

6. Object of activity:

7. Number of occupied:

No one:
1 – 10
10 – 30
30 – 50
50 – 100
100 and more

B. EMPLOYMENT OF PERSONS WITH DISABILITIES

1. Searching for personnel, have you accepted applications of individuals with disabilities interested in the job?

YES NO

2. Have you engaged and occupied individuals with disabilities?

YES NO

IF THE ANSWER TO THE QUESTION 2 IS NEGATIVE (NO), PLEASE REPLY THE QUESTIONS OF SECTION C

3. Have you employed, individuals with disabilities, due to obligatory legislation? (Law 2643/98 for enterprises with more than 50 workers)

YES NO

This question has to be adapted to the particular legal situation of each partner – country

4. Are you employing individuals with disabilities, today?

YES NO

4(a) If YES, how many?

4(b) If YES, for how many of them does your enterprise receive subsidy from the government?

.....

5. In the case where you are employing people with disabilities today or you have employed in the past, please fill in the following table

People with disabilities	Type of disability	Education	Position in enterprise	Duration of employment	Sex	Age	Economic immigrants	Former drug users or under purgation of drug-addiction
1								
2								
3								
4								
5								

PLEASE FILL IN THE PREVIOUS TABLE, WITH THE SUITABLE CODE ANSWER FROM THE FOLLOWING CATEGORIES:

Type of disability

1. Deafness or weak hearing
2. Problems of sight
3. Blind
4. Monoplegia
5. Imiplegia
6. Triplegia
7. Paraplegia
8. Tetraplegia
9. Mentally deficient
10. Psychasthenia
11. Epilepsy
12. Hansen's disease
13. Nephropathy
14. Thalassemia
15. Hemophilia
16. Demarcating
17. Heavy physical disability (more than 67%)
18. Multiple disability
19. Diabetes
20. Other..... description of disability

Education

- | | |
|---|---|
| 1 | I did not go to school/ same classes of elementary school |
| 2 | Elementary school |
| 2 | High school |
| 3 | Senior high school (lyceum) |
| 4 | College |
| 5 | Technological studies |
| 6 | University |
| 7 | Postgraduate studies |
| 8 | Other |

Position in enterprise

- | | |
|---|---------------------------------------|
| 1 | administrative or financial executive |
| 2 | Office clerk |
| 3 | Skilled worker |
| 4 | Unskilled worker |
| 5 | Assistant personnel |
| 6 | Other |

Duration of employment

- | | |
|---|---------------|
| 1 | < 6 months |
| 2 | 6 – 12 months |
| 3 | 1 – 3 years |
| 4 | 3 – 5 years |
| 5 | > 5 years |

Sex

- | | |
|---|-------|
| 1 | Man |
| 2 | Woman |

Age

- | | |
|---|-------------|
| 1 | < 25 years |
| 2 | 26-35 years |

3 36-45 years

4 > 45 years

6. If you are employing individuals with disabilities today or you have employed in the past, are/were you satisfied with their performance?

Highly satisfied

Low satisfaction

No satisfaction at all

7. What do you think about the individuals with disabilities that you are employing or have employed in the past in comparison with other workers? Do they have the following characteristics to a greater, lesser or to the same degree?

	To greater degree	To same degree	To lesser degree
Competence- Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Qualifications (studies)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability for collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other ...Refer.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C. ATTITUDES AND OPINIONS TO THE EMPLOYMENT OF DISABLED PERSONS

1. When you are thinking of employing a person with disability, what is the importance of the following factors:

Factors	Very positive	Positive	Neither	Negative	Very negative
a. Abilities and qualifications of candidate	<input type="checkbox"/>				
b. Educational level of candidate	<input type="checkbox"/>				
c. Your attitude to the problems of disabled people	<input type="checkbox"/>				
d. The attitudes of the employees and other cooperators (customers, suppliers, etc)	<input type="checkbox"/>				
e. The accessibility to the work place	<input type="checkbox"/>				
f. Use of subsidized program	<input type="checkbox"/>				
g. Sex of individual (woman)	<input type="checkbox"/>				
h. Age of individual (young person)	<input type="checkbox"/>				
k. Economic immigrant	<input type="checkbox"/>				
l. Former drug user or under purgation of drug-addiction	<input type="checkbox"/>				
m. Marital situation (married, with children)	<input type="checkbox"/>				

2. Do you think that, there are difficulties and obstacles for the employment of disabled individuals in your enterprise?

YES NO

14.b. If yes, please refer

3. Have you made modifications in the working place in order for the disabled workers to be served?

YES NO

3(a). If yes, please mention

4. Through your experience, please evaluate the importance of the following factors for the employment of the disabled people, on a scale of 1 to 5.

(1= least importance..... 5= great importance).

		1	2	3	4	5
a. Social prejudice	<input type="checkbox"/>					
b. Behavior of other employees	<input type="checkbox"/>					
c. The problem of the disability, concerning the requirements of the job	<input type="checkbox"/>					
d. Responsiveness and performance of disabled people at their job	<input type="checkbox"/>					
e. The accessibility at the work place	<input type="checkbox"/>					

5. In the case of employment of disabled person in your enterprise, please mention the degree of priority that you would give in the following factors

		Small	Fair	Great
a. The qualifications (CV)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- | | | | | |
|----|--|--------------------------|--------------------------|--------------------------|
| b. | The personal interview
with the candidate | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. | References from
the family | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. | References from
the social environment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. | References from
institutions of
disabled people | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. | References from the
responsible government
employment department | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. | Type of disability | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. | Subsidy for employment
position | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. | Other Please, identify..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

6. For the decrease of unemployment of people with disabilities, please identify the role of the following institutions:

- | | Important | Moderately
important | Unimportant |
|---|--------------------------|--------------------------|--------------------------|
| a. Government institutions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Local government
(municipalities) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Labour Ministry | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Institutions of
disabled people | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

- | | | | |
|------------------------|--------------------------|--------------------------|--------------------------|
| e. Enterprises | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Family | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Social institutions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Other | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

7. Are you aware of the existence of programs that subsidy the employment of disabled individuals?

YES NO

8. Did you ever use any of those programs?

YES NO

8 (a) If YES, what kind of programs?.....

9. Do you think, that increasing the incentives of employers for the engagement of disabled individuals would stimulate you to employ a person with disability?

YES NO

10. Which of the following reasons has more importance for you?

Please mention the importance attached to each one from the following:

- | | Great | Little | Nowise |
|--|--------------------------|--------------------------|--------------------------|
| a. Subsidy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Tax exemptions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Reduction of insurance contributions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Subsidy to make modifications in the work place, for the improvement of accessibility | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Other | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

11. Are you planning to employ individuals for the next year?

YES NO

12. Are you willing to employ people with disabilities?

YES NO

13. If YES, in which specialities?.....

14. Would you be interested in participating in an initiative for the information and sensitization of employers and their institutions concerning issues of employment of people with disabilities?

YES NO

15. In the case that your enterprise has shown best practice in the employment of disabled persons , please describe.

We thank you for the cooperation

Date of completion of the questionnaire