

Labour market initiatives for people with disabilities



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Government Offices
of Sweden



The Government is working to promote a labour market where there is a place for everyone, and no one is excluded. Under the work-first principle, everyone should be able to participate to the extent that they are able, and everyone is needed. This also means that people with disabilities, regardless of age and background, participate fully in the life of the community.

Often, the obstacles that stand between employment and unemployment for people with disabilities are to be found in negative attitudes, prejudices and ignorance. To ensure that more people with disabilities can find and keep a job, we need to develop and streamline the many forms of support that the Swedish Public Employment Service can offer. But we also have to inform about and combat the negative attitudes we encounter.

Hillevi Engström
Minister for Employment

In addition to the general labour market measures, a large number of labour market measures and programmes are specifically aimed at jobseekers with disabilities.

If needed, these people can be entitled to both vocational rehabilitation and/or special assistance in the form of subsidised employment or other support. This may include assistive devices in the workplace, a personal assistant, a special support person (a SIUS consultant), measures for people with impaired sight and hearing, and special support to start a business.

Jobseekers with disabilities may also be offered subsidised employment in the form of wage subsidies, public sheltered employment, and security and development employment. The individual's work capacity determines the size of the wage subsidy. In certain cases, provider allowances are also paid.

Wage subsidies

The aim of wage subsidies is to support people in their development towards a regular job. Wage subsidies may be granted for a maximum of four years and are subject to the Employment Protection Act. When the provider is a public organisation, a provider allowance may also be paid.

Development employment

The aim of development employment is to offer individuals an opportunity to try to develop their work capacity through work and development initiatives. Development employment may last for a period of 12 months with a possibility of extension. The provider may receive an allowance in addition to wage subsidies.

Public sheltered employment

Public sheltered employment aims to promote rehabilitation of the individual, develop and enhance work capacity and improve

opportunities of finding a regular job. The target group consists of people with (socio-medical) disabilities and abusers. Providers may be public employers.

Although public sheltered employment is not time-limited, it is not intended to be a lifelong measure.

Security employment

The aim of security employment is to offer individuals an opportunity to try to develop their work capacity through work and a range of development initiatives. The target group consists of people with disabilities whose needs cannot be met in any other way. Security employment has no duration limit and is subject to the Employment Protection Act. The provider may receive an allowance in addition to wage subsidies.

Samhall

The target group may also be offered employment at Samhall AB, whose aim is to produce goods and services in demand and, by doing so, create meaningful and stimulating work for people with disabilities.

In this case, the target group consists of people with disabilities whose needs cannot be met in any other way. There is no duration limit for employment at Samhall.

Assistive devices

Assistive devices in the workplace can be excellent tools, and are often all that is needed in a new job. This may entail adapting the workplace or acquiring a particular product, and support may be given to both the employer and the employee.

Employers and employees may each receive support of up to SEK 100 000. If support is in the form of technology-based assistive devices, or if there are exceptional grounds, a higher amount may be paid. For employment with wage subsidies, public sheltered employment, and development and security

employment, this support can be paid as long as wage subsidies are paid.

Personal assistance

An employee may sometimes need to ask a colleague for help with certain tasks. In these cases, the employer may receive a contribution to offset any extra costs.

Employers may also receive compensation if they take on a young person with disabilities for practical vocational orientation and if they are providers of labour market programmes. Self-employed people may also receive this support.

Support for a personal assistant may amount to a maximum of SEK 60 000 per year. For entrepreneurs with disabilities that cause major communication difficulties, support of up to SEK 120 000 per year may be paid.

Individual support from an SIUS consultant

If a person needs a great deal of individual support to learn to perform their work tasks, employers can receive personal introduction assistance from a specially trained employment officer, known as a special introduction and follow-up support consultant (SIUS consultant). This support is gradually decreased over the support period and will end completely when the person is able to perform their tasks independently. Support from an SIUS consultant is not expected to last longer than six months. Follow-up support can be provided for up to one year from the commencement of employment.

Trainee programmes in the state sector

The Swedish Public Employment Service has been instructed to gradually implement trainee programmes in the state sector for people with disabilities. Public employers should set an example.



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