

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

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### Background:

The [Academic Network of European Disability experts](#) (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network will support the future development of the EU Disability Action Plan and practical implementation of the United Nations Convention on the Rights of Disabled People.

This country report has been prepared as input for the *Thematic report on the implementation of EU Employment Strategy in European countries with reference to equality for disabled people*. The purpose of the report ([Terms of Reference](#)) is to review national implementation of the European Employment Strategy from a disability equality perspective, and to provide the Commission with useful evidence in support of disability policy mainstreaming. More specifically, the report will review implementation of EU Employment Strategy and the PROGRESS initiative with reference to policy implementation evidence from European countries, including the strategies addressed in the EU Disability Action Plan (such as flexicurity and supported employment).

## PART ONE: GENERAL EVIDENCE

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

As far as the German-speaking academic discourse is concerned, Austrian university research so far has only rudimentarily dealt with participation and inclusion in working life of people with disabilities. Furthermore, Austrian research seems to be lacking (see the references for a detailed list) a critical academic discourse about the effects of supporting measures for people with disabilities, especially when compared to the situation in other European countries. This is especially true for those people with the most severe forms of disability. One of the main reasons might be that there is only one research department within all of the Austrian universities (Vienna, Graz, Salzburg, Klagenfurt and Innsbruck) - the research unit of vocational rehabilitation at the Department of Inclusive and Special Needs Education at the University of Vienna - which deals explicitly with this subject. The research unit was introduced in 2002 with currently one post-doc and two project researchers. As far as research about various aspects of the employment situation of people with disabilities is concerned, there have been numerous studies and evaluations financed, mainly by public and political bodies both on a regional and national level (also see the list of references) conducted mainly by non university based research organisations with a thematic emphasis on employment related studies. The existing research can be classified as follows:

1. **Studies, Evaluations & descriptive accounts focusing on the effects of specialised service provisions on the overall labour market situation for people with disabilities from a national/federal perspective**
  - Within the national government report of the "Situation of people with disabilities in Austria" ("Bericht der Bundesregierung über die Lage der behinderten Menschen in

Österreich“) we find a large descriptive section concerning the Austrian system of vocational integration and support programmes geared to employment for people with disabilities (BMSGK 2003:

URL: [www.bmsk.gv.at/cms/site/attachments/5/3/2/CH0055/CMS1057914735913/behindertenbericht310703b1.pdf](http://www.bmsk.gv.at/cms/site/attachments/5/3/2/CH0055/CMS1057914735913/behindertenbericht310703b1.pdf) . A new report is supposed to be published this year (2008).

- In a policy evaluation combined with expert interviews and focus groups about the effects and future perspectives of the various support measures for young people with disabilities the authors (Heckl, Dorr & Sheikh et al. 2004: URL: [www.abif.at/deutsch/download/Files/13\\_Endbericht\\_Jugendliche\\_Internet.pdf](http://www.abif.at/deutsch/download/Files/13_Endbericht_Jugendliche_Internet.pdf) ) propose a concept for a permeable support structure focused on sustainable effects, in contrast to the actual short termed and fragmented system of vocational integration. Furthermore, they recommend more research about the long term effects of integration measures.
- Another study evaluated the “employment offensive of the Austrian government” (Beschäftigungsoffensive für Menschen mit Behinderung) in its first two years of existence (2001-2002). Within the “employment offensive” an additional approx. 78 million € were spent each year for active employment focused on supporting measures for people with disabilities. The start of the “employment offensive” marked the beginning of various new support measures such as Clearing in 2001. The evaluation comprised methods of quantitative data analysis, secondary statistical analysis, structured forms of inquiry (questionnaire, panels/Expert interviews) and policy analysis (Horak, Schmid et. Al. 2003 URL: [www.bmsk.gv.at/cms/site/attachments/0/3/4/CH0119/CMS1060072249954/jahresbericht\\_2001-2002.pdf](http://www.bmsk.gv.at/cms/site/attachments/0/3/4/CH0119/CMS1060072249954/jahresbericht_2001-2002.pdf) ). One of the key obstacles was seen in the inconsistency of the various definitions of disability used by the different funding bodies to regulate access and eligibility to their services. Furthermore, the “employment offensive” was evaluated in a (yet) unpublished study between the years 2004-2006 (Lechner, Riesenfelder et. Al 2008).
- In a study made by the “Institute for the Study of Labor”, the impact of the Austrian Employment Act – especially the effects of the official “SeverelyDisabled” (“Begünstigter Behinderter”) status on the employment prospects of people with disabilities – was analysed via secondary statistical analysis (Humer, Wuellrich & Zweimüller 2007). A sample was used comparing workers before and after the acquisition of the legal disability status. It could be shown that the status brought only an improvement for workers who were already holding a job at the time of assignment, but that the labour market situation of job seekers who wanted to enter the labour market became worse. This special “insider-outsider problem” was already mentioned in several other research reports about the employment situation of people with disabilities (f.e. Badelt / Österle 2001).

## 2. Evaluation-based research on special vocational support measures for people with a disability from a national perspective.

- An evaluation of the “Arbeitsassistentz” programme – the Austrian version of “Supported Employment” was conducted in 1999 as the year of reference for data acquisition. The evaluation was structured as an “activating formative evaluation” and employed various, primarily quantitative methods, together with 20 “Case Studies” and a questionnaire that was returned by 539 companies.

- The “Clearing” programme – a support measure at the transition from school-work interface, which was introduced in 2001 through funds from the “employment offensive”, was evaluated using a questionnaire that was sent to the Clearing personnel, structured interviews with the managers of Clearing services, secondary statistical analysis of the funding bodies` data, structured telephone interviews with 220 users of the Clearing programme as well a respective control group (38 youths who had not attended the programme), as well as ten “Case Studies” (Lechner, Riesenfelder, Wetzl et al. 2006, URL: <http://www.bmsk.gv.at/cms/site/downloads.html?channel=CH0053> ). To investigate the overall effects of the clearing programme, “follow up”-data from the social insurance agency, the Public Employment Service and the Federal Welfare Office were analyzed to determine time slices for different employment episodes (f.e. Out of Labour, Employment, Unemployment, Qualification, etc.). Even though direct effects could not be proven, it was shown that a high proportion of youths could reach “employment-near status”. Another important result of the study showed the amount of support measures young people were going through after completing the Clearing programme. About 18% were undergoing three or more follow up measures (see also Flieger 1999 for a qualitative account)<sup>1</sup>.
- Another Evaluation concerned the “Integrative Vocational Training” measure (Integrative Berufsausbildung IBA: URL: [www.bmwa.gv.at/NR/rdonlyres/6FD3E4C8-6BB4-45ED-9930-117251908129/0/IntegrativeBerufsausbildungEndbericht.pdf](http://www.bmwa.gv.at/NR/rdonlyres/6FD3E4C8-6BB4-45ED-9930-117251908129/0/IntegrativeBerufsausbildungEndbericht.pdf) ), which was introduced in 2003 after it was piloted in an EQUAL partnership. The evaluation comprised a document analysis, secondary statistical data analysis, a questionnaire that was sent to support personnel and the companies providing the apprenticeship positions, expert interviews and workshops with key stakeholders (Heckl, Dorr, Dörflinger et al. 2006). Due to the coming into effect of the IBA measure by 2003, the evaluation could not focus on the effects of this measure, which was intended to close the qualification gap for people with disabilities. Another evaluation carried out by the same research institute (KMU – see the list of references) currently in progress is supposed to provide more insights, especially as the funds for the IBA programme were only designated until the end of 2008.
- A structural analysis and evaluation of the possibilities of the new conceptualisation of the „Integrative companies” (Integrative Betriebe) was published in 2003. The Integrative companies were formerly called “sheltered employment workshops” (Geschützte Werkstätten) and represent the “Employment Model” of Austria’s dual model of sheltered employment (see below for more details). Within the integrative companies, about 1.500 people with disabilities are employed (approx. 60% male & 40% female , which corresponds with the sex distribution in most of the employment related support programmes), with a majority of people with physical disabilities. The quota of transition into the general labour market with 3% is relatively low, especially as it is a stated goal of these companies. Within the report a new modular based structure is proposed, which in an adapted form was implemented following the report – with a three module structure (qualification, employment & provision of services) (Badelt, Horak et. Al. 2003, URL: <https://broschuerenservice.bmsg.gv.at/PubAttachments/IB->

<sup>1</sup> Flieger, Petra (1999): Dann mach ich halt die nächste Maßnahme – eine kritische Analyse von Projekten zur Integration auf den Arbeitsmarkt („Then I will just do the next measure” – a critical analysis of projects for the vocational integration on the labour market). <http://bidok.uibk.ac.at/library/flieger-massnahme.html>

[Neuordnung Langfassung.pdf](#) ). Still there is no statistical evidence yet that the new structure has led to an increase in labour market transitions.

- At the department of Sociology at the University of Linz a research project within the framework of the Disability Studies is currently being carried out about possible potentials of the “Personal Assistance” support model (Bacher et al., URL: <http://www.persoeliche-assistenz.net/forschung/index.htm> ).

### **3. Studies focusing on the employment situation of diverse disability groups**

Studies about the employment situation of people from diverse disability groups are largely missing in Austria, with two exceptions:

- Two qualitative studies focused on the life and employment situation of people with sensory impairments in Vienna – blind and highly visually impaired women (Witt-Löw 2004) and deaf women (Breitner 2005).

### **4. Studies focusing on regional aspects of either disability related issues or regional evaluations of support programmes:**

Several non-academic research institutes evaluated regional aspects of support programmes for people with disabilities, with many research reports being produced in course of the EQUAL programme mainly by non university based research organisations (see the list of references).

### **5. Cross Country research and policy reviews mainly focussing on the transition from school-work**

- Two cross country research reviews (policy analysis) commissioned by the OECD were produced comparing the support measures in the transition period from school to work in Austria, Germany and Switzerland (Wetzel & Wetzel 2002; Fasching & Felkendorff 2008).

### **6. Research reviews and studies about quality issues in the employment of people with disabilities**

Since about 2001 quality aspects of support programmes for vocational integration were subject to several research reports (Fasching 2004; Koenig 2007).

As mentioned before, most of the indicated studies were commissioned by official governmental bodies, either on a national or on a regional level, with the usual lack of academic methodological and theoretical rigour, which can be for the most part attributed to resource and time constraints as well as strict specifications made by the funding authorities. Independent critical academic research is so far practically non-existing. Even though there have been several studies conducted within the last years they were either focusing on diverse support measures or were largely descriptive in nature. Further research needs can be located in various fields, amongst others:

- Largely missing are studies about the sustainable effects of a vocational support system which is as fragmented as it is the Case in Austria.
- One of the main difficulties encountered in studies trying to analyze and compare the Austrian situation are the diverse definitions of disability and competence interfaces between the main “players” in the field that still co-exist. What is most urgently needed in Austria is therefore to establish a valid and sufficiently explanatory data basis which takes into consideration the specific situations of

diverse disability groups and related support needs. Without this data base, specific problem situations of diverse groups of people with disabilities can not be adequately analyzed.

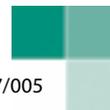
- Currently there is a high level of intransparency about who really uses the support services and to whom access it denied for various reasons. Providers of service are obliged to enter a personal judgement about the affiliation to a certain disability category in a central web based data portal, without the existence of clear guidelines. This especially becomes a problem with regards to people with intellectual disabilities, who are divided into two groups, namely those with a learning disability and those with mental retardation (the term is still in use). As research has shown in Germany, for example (Doose 2007)<sup>2</sup>, there has been a shift in the target groups of support services towards people who can be integrated more easily and faster. Access to services for people with higher support needs (for whom the services were actually designed) is often denied (Koenig & Pinetz 2008)<sup>3</sup>. Political representatives seem to be very reluctant in taking a closer look as long as the support programmes produce high output quotas. Research is needed to determine whether a similar target group shift has occurred in Austria and which people with which support needs are actually able to use the support services.
- An employment sector that so far has not been subject to any comparative research is the federal system of sheltered workshops and occupational therapy facilities. This seems especially important as each province is operating its own system with separate legislation and different possibilities for people with severe disabilities.
- Qualitative Research about the (self-perceived) effects of diverse support programmes and career development processes mainly does not exist. One exception is a new qualitative research report about the situation of women with disabilities in Salzburg, which is currently in the process of being published (Buchinger & Gschwandtner 2008).

In the above mentioned research department at the University of Vienna, the first ever academic research project in Austria about the employment situation for people with intellectual disabilities – funded by the Austrian Research fund – is currently in progress. The main aim of this research project is to determine self-perceived “experiences of participation in the vocational biography of people with an intellectual disability”, covering both the transitional period from school to work as well as different forms of participation in working life in a qualitative participatory and long-term research setting. Furthermore, the research team aims at setting up a valid data base considering the employment and support situation of people with intellectual disabilities in Austria (Project Abstract:

URL: <http://www.fwf.ac.at/en/abstracts/abstract.asp?L=E&PROJ=P20021> ).

<sup>2</sup> Doose, S. (2007): *Unterstützte Beschäftigung: Berufliche Integration auf lange Sicht: Theorie, Methodik und Nachhaltigkeit der Unterstützung von Menschen mit Lernschwierigkeiten durch Integrationsfachdienste und Werkstätten für behinderte Menschen auf dem allgemeinen Arbeitsmarkt*. Marburg: Lebenshilfe Verlag

<sup>3</sup> Pinetz, Petra & Koenig, Oliver (2008): *Berufliche Teilhabemöglichkeiten von Menschen mit einer so genannten geistigen Behinderung in Österreich*. In: Benkmann Rainer (Hrsg.): *Inklusion im Kleinen und Großen. Regionale und internationale Perspektiven*. Bad Heilbrunn: Verlag Julius Klinkhardt,



## 1.2 Employment statistics and trends (key points)

According to the European mainstreaming strategy, disability politics in Austria is organised as a cross subject field of politics, with competences and regulations both on federal and regional levels. This becomes especially evident in the policies regarding vocational integration of people with disabilities, with responsibilities residing at the Public Employment Service (Arbeitsmarktservice: AMS: URL: <http://www.ams.at/>) under the authority of the Federal Ministry of Economics and Labour (Bundesministerium für Wirtschaft und Arbeit: BMWA: URL: <http://www.bmwa.gv.at/EN/default.htm>), the Federal Social Welfare Office (Bundesamt für Soziales und Behindertenwesen: BASB: URL: <http://www.basb.bmsg.gv.at/>) under the authority of the Federal Ministry of Social Affairs and Consumer Protection (Bundesministerium für Soziales und Konsumentenschutz: BMSK: URL: <http://www.bmsk.gv.at/cms/siteEN/>), as well as the respective Social Departments of the nine Austrian provinces (Bundesländer).

Statistical data about the employment and support situation of people with disabilities with a significant explanatory power in Austria is hard to obtain, as most of the administrative authorities have different definitions of disability depending on the regulations of access to the diverse forms of services or benefits they are managing. The most important statistical indicator about the employment situation of people with disabilities is the amount of “benefited/registered disabled” (“Begünstigte Behinderte”) people. The amount of “benefited/registered disabled” is published every year by the Federal Welfare Office in its annual report (together with the main statistical indicators of service access and approved financial benefits), though usually with a considerable time delay. Still it is possible to access this information more quickly through direct contact with the Federal Welfare Office.

Date of Reference 1.1.	<b>„Benefited/registered disabled“ Overall</b>
1980	<b>44.662</b>
1985	<b>44.144</b>
1990	<b>43.023</b>
1995	<b>63.292</b>
2000	<b>77.812</b>
2004	<b>89.709</b>
2005	<b>91.086</b>
2006	<b>92.284</b>
2007	<b>93.596</b>
<a href="#">Source: BMSK</a>	

There has been a steady increase in the amount of people with disabilities who acquired the status of a “benefited/registered disabled” person, with the particulate problematic implications as highlighted in the research section above (Humer, Wuellrich & Zweimüller 2007). There are several possible explanations for this increase, most obviously the general European demographic development trends with a steadily aging population and the increase of age and work related forms of disability, but possibly also an increased awareness

for disabilities in the professional sector, especially as companies with an employment obligation have set up internal “recruitment strategies” to fulfil their employment obligation and avoid the penalty fee (“Ausgleichtaxe”), which is set at 206€ at the moment). Another statistical data source is the monthly unemployment statistic that is produced by the AMS (AMS Statistical data, URL: <http://iambweb.ams.or.at/ambweb/AmbwebServlet?trn=startabout>), though with a different definition of disability that is applied (see below).

The only available data about the employment rate for people with disabilities would be the statistical data about the employment status of the registered disabled persons, which is also published annually.

<b>Employed and not employed „Benefited/registered disabled“ person between 1980-2006</b>					
<b>Date of reference 01.12</b>	<b>„Benefited/registered as disabled“ Overall</b>	<b>„Benefited/registered Disabled“ in employment</b>			<b>Not employed</b>
		<b>At Companies with an employment obligation (&gt; 25 employees)</b>	<b>At Companies without an employment obligation (&lt; 25 employees)</b>	<b>With Independent businesses</b>	
1980	45.632	29.002	3.626	3.354	9.650
1985	37.276	24.068	3.134	1.692	8.382
1990	45.245	27.173	4.061	2.477	11.534
1995	65.817	36.712	5.222	3.043	20.835
2000	80.813	43.419	8.007	3.166	26.221
2004	91.387	45.594	10.168	3.729	31.896
2005	92.526	46.906	9.743	3.773	32.104
2006	93.830	48.208	9.705	3.841	32.076

Source: BMSK

In 2006, as we see from above statistic 93.830 “benefited/registered disabled” persons, 57.913 were employed, 3.841 were working in independent businesses and 32.076 were not employed. The main confusion when trying to analyze the employment situation of people with disabilities is the broader definition of disability and statistic by the Public Employment Service. Besides the affiliation to either the group of “benefited/registered disabled” or people who have a disability status based of a “federal disability law” (“Landesbehindertengesetz”) the AMS judges disability independently to the extent when a chronic disease or disability leads to a difficulty in acquiring a job. In certain provinces members of the AMS seem to assign a disability status more easily than others, especially in times of special support programmes (“Sonderprogramme”) for people with disabilities, as it was the case in 2006/2007 with an increase in the funding for companies of Integrative Vocational Training. Thus in 2007 the AMS reported 31.392 (which meant an increase in

2.334 people from 2006) unemployed people with disabilities, from which only 3.916 were “benefited/registered disabled”. Within the current data situation assumptions whether or not the remaining 28.221 “Benefited/registered Disabled” in 2006 were at that time not seeking employment (for which reason whatsoever) remain speculative and can not legitimately be answered with the current data situation.

Even though the last decade has seen an improvement in the labour market situation of people with disabilities (probably also as an effect of increased active support measures succeeding the implementation of the “employment offensive”), the employment situation in Austria (which overall has improved in the last years) of people with disabilities has become worse when measured as a percentage of the overall unemployment statistic.

<b>Percentage of unemployed people with disabilities in relation to the overall unemployed population</b>				
2003	2004	2005	2006	2007
12,70%	11,80%	11,30%	12,10%	15,25%
Source: AMS				

- Disabled women and men?

International research clearly has identified that women with disabilities are confronted with a double discrimination especially when it comes to employment. The EU directives of gender mainstreaming certainly had an impact, at least on a macro political level were target objectives are clearly geared towards a higher participation rate of women in vocational support programmes. Especially during the EQUAL programme several measures and guidelines directed towards women were produced, so far with little measurable effects. For example, the coordinating agency who was in charge of the implementation of Gender Mainstreaming measures in the ESF programme is no longer operating, a fate shared by many innovative EQUAL projects in Austria. The participation rate of women in vocational support programmes as well as the amount of women with a “Benefited/registered disabled” status is approx. at 40%. As mentioned before, a new qualitative study about the employment situation of disabled women in Salzburg is about to be published (Buchinger & Gschwendtner 2008, URL: [http://www.salzburg.gv.at/frau\\_behinderung](http://www.salzburg.gv.at/frau_behinderung)) .

<b>„Benefited/Registered Disabled“ after sex 1980 - 2007</b>			
<b>Date of reference 1.1.</b>	<b>„Benefited Disabled“</b>		
	<b>Overall</b>	<b>Women</b>	<b>Men</b>
1980	45.536	5.077	40.459
1985	44.697	8.523	36.174
1990	43.147	12.861	30.286
1995	63.363	22.232	41.131
2000	77.839	28.565	49.274
2005	91.102	35.373	55.729
2006	92.306	36.186	56.120
2007	93.624	36.994	56.630
Source: BMSK			

- Young people and older people?

Within the governments “employment offensive” and the EQUAL programme both groups – young people at the transitional period school-work, and older people with disabilities were identified as two of the most important target groups for vocational support programmes. On a statistical level we have two sources;

- First of all the statistical data by the Federal Welfare Office about the age distribution of those officially registered as disabled. The statistic below shows a steady increase per ascending age with the peak reached in the age-group of 51-55 and a following decrease.
- A second source would be the statistical data about the amount of pupils with a Special Educational Needs status (SEN) (“Sonderpädagogischer Förderbedarf” SPF). Austria faces the situation of a decreasing number of pupils and a steadily increasing amount of pupils being attributed with a SEN. The SEN on the other hand is one of the needed eligibility criteria for accessing post school support programmes, with the Clearing measure already starting during the last years of school. In the year 2005 3.374 young people were attending the Clearing programme. Still the amount of those officially registered as disabled until the age of 30 remains relatively low, probably because of the negative employment effects associated with this status. An explanation for the decrease after the age of 55 are the growing numbers of disability related to early retirements as indicated in the OECD study in 2003<sup>4</sup>.

<b>„Benefited Disabled per Age, 1<sup>st</sup> Jan. 2007</b>		
<b>Completed age at the date of reference</b>	<b>„Benefited Disabled“</b>	
	<b>Overall</b>	<b>in %</b>
until 17	109	0,12%
18 until 20	504	0,54%
21 until 25	2.259	2,41%
26 until 30	3.703	3,96%
31 until 35	6.203	6,63%
36 until 40	10.597	11,32%
41 until 45	15.025	16,05%
46 until 50	18.234	19,48%
51 until 55	19.430	20,75%
56 until 60	13.666	14,60%
61 until 65	3.155	3,37%
66 and older	739	0,79%
<b>Overall</b>	<b>93.624</b>	<b>100%</b>
<a href="#">Source: BMSK</a>		

<sup>4</sup> OECD (2003): From Disability to Ability – An international comparison. Frankfurt / New York: Campus

- People with different kinds of impairments/disability?

The available data does not distinguish different kinds of disability. Currently only the degree of disability classified in the eligibility application process to acquire the “benefited/registered disabled” status after a solely medical assessment procedure is regularly being evaluated.

Date of reference 1.1.	Degree of disability							„Benefited Disabled“ Overall
	30 & 40 %	50 %	60 %	70 %	80 %	90 %	100 %	
2007	168	43.088	19.480	14.998	8.447	2.147	5.268	<b>93.596</b>

Until 1999 the AMS reported on different kinds of disability. In 1999 32.286 (88%) people reported as being unemployed had physical disabilities, 5.914 (15%) had a psychic disability, 1.173 (3%) had an intellectual disability and 451 (1%) had a sensory disability.

The BASB reported in 2004 the following numbers based on the access to different support measures, 34% had a physical disability, 27% had a so called social-emotional disadvantages, 16% had a psychic disability, 15% were people with a learning or intellectual disability and 8% had sensory disabilities (Source: <http://www.arbeitundbehinderung.at> ).

- People who were disabled from birth or later in life?

The available data does not differentiate if the persons were disabled from birth or later in life.

One disability group faced with one of the biggest structural discriminations in the Austrian rehabilitation system are people with intellectual and/or severe multiple disabilities (usually acquired by birth). As mentioned before, disability policy regulations in Austria are mainly divided into national and federal competences, with all employment related policies residing in the national competence. Within the General Social Security Law (“Allgemeines Sozialversicherungsgesetz” ASVG) in § 273 we find the definition of “**incapability of work**” (“Arbeitsunfähigkeit”) as a consequence of disability and/or other forms of disease/ailment which is set at a work performance level of 50% compared to a non-disabled employee or worker. Actually intended as a protection mechanism for acquired forms of disability over the life course and especially those acquired during (and due to) working life, this paragraph forms the basis of the separation of people with disability in either being capable or not capable to work and thus following the separation in either national or federal competences.

The second criterion to be eligible of work related forms of support is to obtain the status of a “benefited/registered disabled” (Begünstigter Behinderter) governed within the Disabled Persons Employment Act (“Bundesbehinderteneinstellungsgesetz”). To obtain this status, the person needs to be assigned a degree of disability of at least 50% after a primarily medical assessment procedure (which still largely corresponds to a “medical model of disability”). The

appropriate guideline regulation originates from 1957 (minimally amended in 1999), at that time focusing on war-related forms of physical disability. Diverse forms of intellectual disability are not classified within this guideline, thus leaving it to the disposal of the doctor doing the medical assessment. Thus in order to be legally able to work and to qualify for employment related benefits, a person with a disability needs to have a work performance of at least 50% and a degree of disability of at least 50%. This can lead to the curious case of a person with an intellectual disability with an attributed degree of disability of “only” 30% but not reaching the needed work performance barrier. Employability – as it is obviously understood in Austrian law - being one of the main columns of the European employment strategy deteriorates to a mere individual and deficit oriented construct. Especially when regarding the employment related rights declared in the UN Convention this, in the author’s opinion, clearly indicates a discriminatory legal status. By now the only available perspective for most people with intellectual disabilities are different forms of (non-employment) sheltered workshops or occupational therapy facilities. The Austrian system of sheltered workshops (other than the numerically much smaller sheltered employment sector – see below) is organised by the federal states (Länder) and either regulated under the “federal disability laws” (“Landesbehindertengesetz”) (In Vorarlberg, Lower-Austria, Upper-Austria, Salzburg, Styria, Tyrolia and Vienna), or the “federal Social Service laws” (Landessozialhilfegesetz) (In Burgenland and Carinthia). Several states have recently published new, more innovative “federal disability laws” (f.e. Styria in 2004 & Vorarlberg in 2006) leaving more freedom for decentralised forms of employment and support for people with severe disabilities. Other states (f.e. Vienna, Lower Austria) are currently undergoing changes, with different forms of (non transparent) participation (generally only representatives of large NGOs) in the policy development process being employed. In the national report on Social Protection and Social Inclusion (Inclusion being translated with Integration – Bericht zum Sozialschutz und zur sozialen Eingliederung) it is mentioned that many states now strive for increased employment-related opportunities for users of sheltered workshop facilities. But from a closely observing perspective it must be said, that there are currently no signs of a greater standardization of federal disability policies or an increase in the employment possibilities (with the states of Vorarlberg and to a lesser extend Carinthia and Styria as exceptions). What most of the regional sheltered workshop systems have in common is that users of sheltered workshops (about 17.000) face many facets of unequal treatment in an international comparison (Koenig 2008)<sup>5</sup>:

- They have no independent social security,
- They are not subject to employment protection laws,
- They have no legal representation,
- They are not eligible for retirement,
- They do not receive wages (most states pay therapeutic “pocket money” in between approx. 20 and 50 € per month).

<sup>5</sup> Koenig, O. (2007): Europäische Modelle eines institutionalisierten Ersatzarbeitsmarktes zwischen Entwicklung und Bewahrung. Erscheint in Biewer, G./ Luciak, M./ Schwinge, M. (Hrsg.): Begegnung und Differenz. Menschen – Länder – Kulturen. Bad Heilbrunn: Klinkhardt Verlag

- Disabled people who are migrants or from ethnic minorities?

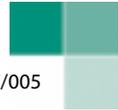
The situation of people with disabilities from ethnic minorities has so far not been subject to explicit research, though there is evidence that certain ethnic minorities groups are overrepresented in specific support structures especially in urban areas with a high proportion of people with migrant backgrounds. Especially in special education schools and classes pupils from Turkey and former Yugoslavia are significantly overrepresented (Luciak 2008)<sup>6</sup>. Within support programmes such as the Integrative Vocational Training we see again a high percentage of young people from ethnic minorities but mostly placed in off-the job training sites. It can be said that young people from ethnic minorities are more likely to receive the negatively attributed SEN status within their school career with the respective negative implications for post school employment prospects. There are currently no research results that would allow to attribute this fact to for example insufficient language training programmes, therefore indicating another area of needed research.

### 1.3 Laws and policies (key points)

Probably the biggest impact on the Austrian system of vocational integration and employment related support for people with disabilities was the introduction of the “Employment offensive of the Austrian government” in 2001, through which an additional approx. 78 Million € were (and are) being spent each year for additional employment related supporting measures. Several new support measures such as Clearing in 2001, Arbeitsassistentz for young people in 2001, the Integrative Vocational training (IBA) in 2003 and Personal Assistance at work in 2004 were introduced with this new funds. In course of the implementation of the “employment offensive” the Austrian Government steadily widened their definition of disability as to whom access to support services is being granted, as can be illustrated in the target group definition of the IBA. One of the four groups eligible for support through this programme are “persons from which, in the course of a vocational orientation measure or a not successful placement attempt in a regular apprenticeship, can – solely because of reasons located within the person – be expected that within a foreseeable time period no regular apprenticeship can be found.” (§ 8b (4) Z. 4 BAG). This definition must be seen in the light of the government’s plan to provide every young person with an adequate qualification, though in most cases in out-of the job training sites run by NGOs. Most of the young people gaining access in the IBA under this paragraph are again youth from ethnic minorities. As a consequence, this widening of the target group definition has led to increased “Creaming Effect”, for which accurate data (see above) still don’t exist. Another reason for this observed “Creaming Effect” can also be traced to the steadily increasing quota obligations the Federal Welfare Office has been prescribing towards the service providers. Quality of vocational support services is so far predominantly measured by mere output quotas.

People with disabilities – as long as they are considered as “capable of working” - are in general treated as an equal group with one separate piece of legislation the Disabled Persons Employment Act (DEA) (“Bundesbehinderteneinstellungsgesetz”) in which the

<sup>6</sup> Luciak, Mikael (2008) Education of ethnic minorities and migrants in Austria. In: Wan, G. (Ed.) The Education of Diverse Populations: A Global Perspective. The Netherlands: Springer Science and Business Media  
<http://www.springer.com/dal/home/generic/search/results?SGWID=1-40109-22-173794403-0>



employment of people with disability is additionally regulated. The most important regulations within the DEA are amongst other:

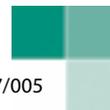
- Employment obligation of companies with more than 25 employees/workers (per 25 employees one “Benefited/registered disabled” Person must be employed).
- The regulations concerning the penalty tax (Ausgleichstaxe) – a tax (at the moment set at 206€) which must be paid by companies for each obliged position that is not filled.
- The Utilization of the penalty tax fund (Ausgleichstaxfonds) with which f.e. employment related support measures are being funded.
- The Definition and regulation about the application procedure to acquire the official disabled status.
- The associated additional rights for this status (f.e. enlarged dismissal protection).
- The regulations concerning the “Integrative companies” (Integrative Betriebe) – the wage employment part of Austrians Sheltered Employment sector.

From all support programmes only the “Arbeitsassistentz” is explicitly mentioned in the DEA in § 6d, though - as it is the case with all support measure – without deriving an individual’s legal claim.

In 2006 an Antidiscrimination Law (National law on equal treatment of disabled people – Bundesbehindertengleichstellungsgesetz) was passed which succeeded a year long struggle of disability rights activists from the Austrian Independent Living Movement. After the implementation, through which several discriminatory passages in pieces of legislation were replaced, there is still disappointment that the Law in its current form does not meet the set expectations from the Independen Living Movement. For example, one of the two main intervention mechanisms – the alliance right to file an action (Verbandsklagerecht) can only be utilized by one organisation – the ÖÄR (Austrian working Group on Rehabilitation), which so far has not in one single case made use of its right to file an action.

The employment situation of people with disabilities is part of the Austria’s Implementation Report of the National Reform programme (2007), with a short descriptive passage about the support measure funded by the Federal Welfare Office and the Public Employment Service. In terms of reform needs, the report shortly introduces two newly planned measures – a new consultancy service for companies and the “Disability flexicurity” pilot project, a model of non-profit employee leasing.

In the ongoing ratification process of the UN Convention the “National disability Law” (Bundesbehindertengesetz) – a law governing the different competences on national and federal level – is about to be expanded with a paragraph indicating the controlling of the compliance with the rights stated in the UN Convention. For this purpose a Monitoring Board is supposed to be set up. As by now the Austrian government assumes that no bigger changes will be needed to meet the standards set in the Convention, especially as in the (not yet) finished German translation of the Convention the key term INCLUSION will probably be replaced by Integration with the consequential different political and structural implications.



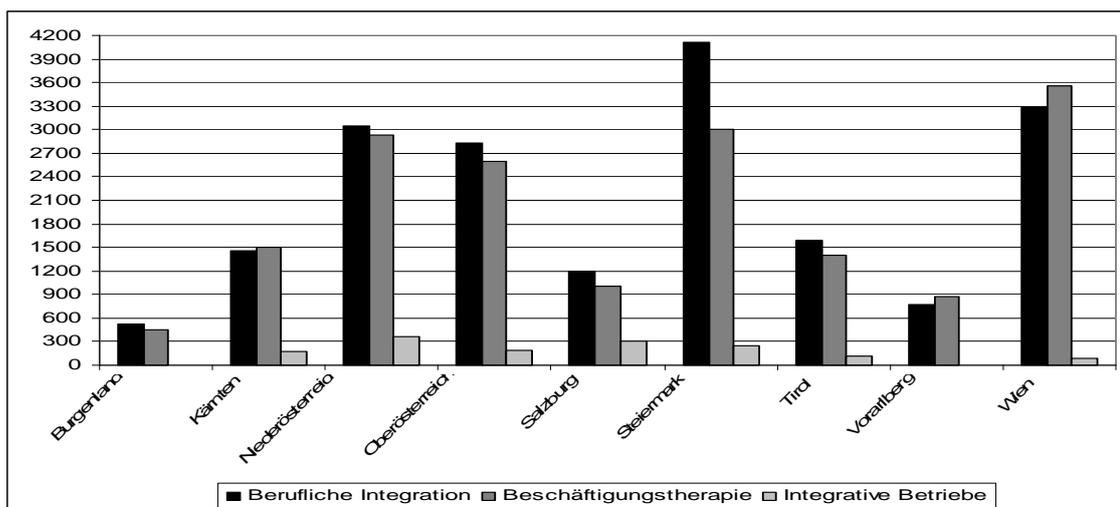
## 1.4 Type and quality of jobs (summary)

- Employment in the open labour market and sheltered employment

Apart from the statistical data presented above, there are no existing sources to document and compare the employment situation of people with disabilities in either the open labour market or sheltered employment. Even though the latter section (sheltered employment), in the author's opinion deserves a more critical look. Based on the typology made by Visier<sup>7</sup>, in a comparative policy analysis about the sheltered employment sector in Europe commissioned by the International Labour Organisation (ILO) Austria can be classified as operating a dual model of sheltered employment. Thus, there exists an employment based model, known as "Integrative Betriebe" under national authority (as mentioned earlier) and a therapeutic model under the respective authorities of the nine provinces. Within comparative European Studies (f.e. Thornton & Lunt 1997; Samoy & Waterplas 1997 ECOTEC 2000; Bergeskog 2001; OECD 2003; Grammenos 2003)<sup>8</sup>, Austrian only mentioned its employment model (in Samoy & Waterplas 1997 there is only a footnote concerning the so called "occupational therapy workshops") thus leading to a deceptive classification, especially as the population of users of Austria's "therapeutic model" are comparable to the population of sheltered workshop users in other European countries (see for example the high researched sector of sheltered workshops in Germany). See the chart below for a comparison of vocational support programmes, (non employment) sheltered workshops, and Integrative Companies in the nine provinces of Austria for the year of reference 2005 (Pinetz & Koenig 2008)

<sup>7</sup> Mainly based on the employment status of users of sheltered employment facilities Visier differentiated four different models of sheltered employment in Europe: therapeutic-, intermediate-, employment and dual models. Visier, L. (1998): Sheltered Employment for persons with disabilities. In: International Labour Review, Vol. 137(3): 347-365

<sup>8</sup> ECOTEC Research and Consulting Ltd. (2000): Benchmarking employment policies for people with disabilities. Brussels: European Commission. Online: [http://ec.europa.eu/employment\\_social/soc-prot/disable/bench\\_en.pdf](http://ec.europa.eu/employment_social/soc-prot/disable/bench_en.pdf)  
 OECD (2003): Behindertenpolitik zwischen Beschäftigung und Versorgung. Ein internationaler Vergleich. Frankfurt/ New York: Campus Verlag  
 Grammenos, S. (2003): Illness, Disability and Social Inclusion. Brussels: Centre for European Social and Economic Policy (CESEP). Online: <http://www.eurofound.eu.int/pubdocs/2003/35/en/1/ef0335en.pdf>: 108  
 Bergeskog, A., 'Labour Market Policies, strategies and statistics for people with disabilities: A crossnational comparison', Uppsala: IFAU – Office of the Labour Market Policy Evaluation, Working Paper 2001:13. <http://www.ifau.se/upload/pdf/se/2001/wp01-13.pdf>  
 Thornton, P./ Lunt, N. (1997): Employment Policies for Disabled People in Eighteen Countries: A Review. University of York: Social Policy Research Unit.  
 Samoy, E./ Waterplas, L. (1997): Sheltered Employment in five member states of the Council of Europe: Austria, Finland, Norway, Sweden and Switzerland. Stasbourg: Council of Europe Publishing.



- Different industries or employment sectors

Even though there exist no representative statistical data, the author is not familiar with any indicators to suggest that certain sectors are more or less frequented than others. The IBA evaluation f.e. indicates that 83% of the people undergoing the programme are placed within the 15 most popular apprenticeship sectors. From a gender perspective it can be criticised though that for people with disabilities the segmentation in “male” and “female” employment sectors is much more virulent than for the general population.

- Full-time or part-time work

There is no statistical data about the average amount of hours worked by people with disabilities in comparison to non disabled persons. Certainly a key problem for people with disabilities when obtaining a job is the infamous “Benefit Trap”, which can be found in most of the European countries with respective financial benefit systems for people with disabilities. Compared to other countries, disability-related benefits in Austria are diverse and mainly not granted by one single authority. In combination, this system of “patchwork” benefits, each with different additional earning regulations, represents for many people an amount of money which is hard to obtain for competitive work in the open labour market. Additionally, the possibilities of regaining access to these benefits after an unsuccessful employment attempt are not nationally regulated. In Vienna, representative from several responsible official authorities met in the Working group “Reinsurance” (Arbeitskreis Rückversicherung, URL: [www.faktori.wuk.at:8000/faktori/infos/ak\\_rueckversicherung/AK\\_RueckversicherungZsf\\_2006.pdf](http://www.faktori.wuk.at:8000/faktori/infos/ak_rueckversicherung/AK_RueckversicherungZsf_2006.pdf)) to produce accessible guidelines for regaining the benefits. On a national level several NGOs are currently seeking for a solution.

- Public or private sector employment

Again there is no statistical data available. The employment obligations regulated in the DEA are neither completely fulfilled by public or private sector employers.

- ‘Training’ placements vs ‘real’ (paid) jobs
- Employment in the social economy / social enterprises
- Supported employment

The development of the concept of Supported Employment in Austria, in the author's opinion, is symptomatic for the development of the support system for people with disabilities. The Arbeitsassistenz – being the Austrian Version of Supported Employment – operated in Austria since 1992 receiving considerable development aid by the ESF since the entry of Austria in the European Union in 1995. In 1999 the Arbeitsassistenz, was legally anchored as the only support tool within the DEA, and in 2001 it was awarded as European Best Practice example in the annual Peer Review programme. With the implementation of the "Employment Offensive" the former holistic approach of the Arbeitsassistenz was split up in different measures. Consequently, elements that once were part of the Arbeitsassistenz (and are part of the Supported Employment concept) became separate programmes (such as Clearing and Job Coaching). Following the evaluation of the Arbeitsassistenz and country-wide implementation (with considerable regional differences) 2003 saw the beginning of an increased debate about quality issues succeeding a dramatic elevation of placement quotas set by the funding authorities. Arbeitsassistenz even in official statements of political representatives (Koenig 2007) is now considered as a support and placement offer for people with disabilities perceived as "Jobready", which stands in diametrical opposition to the concept of Supported Employment. In its actual form, Arbeitsassistenz has moved far away from the concept of Supported Employment.

## PART TWO: SPECIFIC EXAMPLES

### 2.1 Reasonable accommodation in the workplace

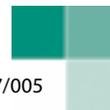
- adaptations to the workplace (please explain what kind)
- provision of specialist equipment or adaptive technology at work

The Ministry of Social Affairs and Consumer protection has set up a web-based Internet site with available assistive technological devices (Handynet database: URL: <http://handynet-oesterreich.bmsg.gv.at> ). Workplace adaptations can be funded through the Penalty Tax Fund and must be applied for at the respective regional office of the Federal Welfare Office.

- personal assistance for disabled people at work

The legislative basis for the introduction of Personal Assistance at the workplace has been in force in Austria (again after massive political activism of disability rights organisations) since the beginning of 2004. These guidelines aim at securing a qualitative as well as a quantitative increase of participation at the general labour market or for completing a vocational training of those people with disabilities that need personal support to structure their working life in respect to their vocational training in an independent and autonomous way. For the year 2004, the Federal Government provided € 3 Millions in the framework of the package for economic growth. However, again there is no individual legal claim set for the Personal Assistance. By 2004 about 150 people were using PA (Brozek 2004)<sup>9</sup>. Personal Assistance is organised by organisation run by and for people with disabilities who have evolved out of the disability rights movement such as the "Wiener Assistenz Genossenschaft" in Vienna (WAG: URL: <http://www.wag.or.at> ) or the Independent Living Initiative in Innsbruck (SLI:

<sup>9</sup> Brozek, Dorothea (2004): Guidelines to promote personal assistance at the workplace. <http://www.independentliving.org/docs7/brozek200409b.html>



URL: <http://www.selbstbestimmt-leben.net>). The Personal Assistance support model in Austria is currently not applicable for people with intellectual disabilities.

- flexible employment contracts

Except for the Integrative Vocational training programme in which diverse job profiles can be adapted to fit the qualification competences of the individual with disabilities, employment contracts are strongly in the Hands of the Social Partnership (labor & trade union representatives) arranged every year in the collective bargaining agreement for every economic sector. Especially labor union representatives are still very reluctant when it comes to creating flexible employment or wage formats for people with disabilities because they fear the introduction of a collective debasement of standards.

Is there any evidence about:

- availability (What is available?)
- financing (Who pays for these things? How much?)
- numbers of participants and outcomes (Who benefits? How?)
- the costs and benefits of different interventions

There is no evidence available the author would know of.

## 2.2 Other activation policies

- financial incentives to work

Financial Incentives to work are paid both by the Public Employment Service, the Federal Welfare Office and in some provinces the respective social departments after a subsidiary principle. The main financial tools are the Integration Incentives (usually granted for three years) with a decreasing amount of subsidies being paid each year (in 2005 4.141 Integration Incentives were spent) and the wage subsidy incentives to balance the work loss performance of disabled people (in 2005 7.139 wage subsidy incentives were spent). Both financial incentive tools are modelled after the logic of decreased payment.

- positive recruitment measures
- job matching/profiling services, mapping of competencies etc.
- job retention schemes
- help with transport to work
- supported employment / job coaching
- vocational training services

In 2004 the Integrative Vocational training (IBA) was introduced to close the qualification gap for people with disabilities. Legally it expanded Austria's model of "Dual apprenticeship Qualification" (company and vocational school), and is offered in two ways:

- The part qualification apprenticeship ("Teilqualifizierungslehre") – for people with cognitive disabilities who can not achieve a full job description.
- The prolonged apprenticeship ("Verlängerte Lehre") – for people who need more time to achieve a full apprenticeship.

Both formats are accompanied by a vocational qualification assistance (“Berufsausbildungsassistenz”) offered by NGO’s. Due to different labour market conditions in the provinces of Austria (with rural areas having a stronger tradition in providing apprenticeship positions) and service providers with different integration philosophies we currently see two forms of execution – either in the “classical” format where the apprentice works in a company and attends vocational school, or in “out of the job” working sites plus vocational school. The effects of the (IBA) are currently subject to an evaluation carried out by the KMU institute.

### 2.3 One example of best practice

At this point the author would like to comment on two specific regional programmes aimed at people with disabilities with high support needs, who under the current legislative situation are classified as “incapable to work”.

The first “good practice” programme is SPAGAT located in the province of Vorarlberg and carried out by the Institute for Social Services (Institut für Sozialdienste IFS: <http://www.ifs.at/spagat.html>). SPAGAT started as an EU project in 1997 initiated by a group of parents whose children had attended integrative schools and who did not want integration to end after school was finished. Within a three year pilot project all of the eight project participants could be integrated into the general labour market in paid jobs with respective social security benefits. Today SPAGAT is a general programme for all young people with disabilities in Vorarlberg (who had been schooled after the curriculum for “severely disabled”) at the transition from school – work, thus allowing freedom of choice between an occupation in a sheltered workshop or supported employment in the open labour market. The central methodical components of the SPAGAT programme are “Person Centred Planning” with the setting up of “circles of support” and the consequent establishment of mentors in the companies. The internationally acclaimed standards of Supported Employment serve as quality parameters of the work of SPAGAT. Working places are tailored around the individual’s competences and possible fields of work activity in the companies. Until today, about 140 people with severe disabilities did find sustainable employment. In 2007 SPAGAT extended its programme for people to whom employment and work are no self aspired goals, by the offer of arranging “Integrative Week structure” where specific integrative week activities are planned with and set up for the individual. Major factors for the success of SPAGAT are the (nearly) perfect funding conditions from the Vorarlberg province government. Wage subsidies are paid to the companies in a non bureaucratic way in the full extent of performance loss, both for the wages of the employee with disability and for the working time invested by the mentors. Additionally, SPAGAT is able to accompany its customers as long as it is needed to achieve sustainable employment, or in some cases even to develop new career opportunities. These conditions of work are singular in Austria. So far the concept of SPAGAT has been transferred to the region “Alto Adige” in Italy but not yet in other Austrian provinces. There are several descriptive reports (f.e. Niedermair 2004)<sup>10</sup> and a qualitative evaluation about the work of SPAGAT (to be obtained from DSA Elisabeth Tschann from the IFS).

<sup>10</sup> Niedermair, Claudia (2004): „Ich möchte arbeiten“. Eingliederung von Jugendlichen mit schwerer Behinderung in den regionalen Arbeitsmarkt in Österreich. In: Geistige Behinderung, 1, S.66 – 79

A second good Practice example is the project “Chancenforum” run by the organisation AUTARK in Carinthia (URL: [http://www.autark.co.at/autark\\_integrationsfachdienst/arbeit\\_und\\_qualifizierung/-Chancenforum/Index.php](http://www.autark.co.at/autark_integrationsfachdienst/arbeit_und_qualifizierung/-Chancenforum/Index.php)). The project “Chancenforum” is part of the strategy within the new Carinthian development plan for the future of support services for people with disabilities (Bedarfs- und Entwicklungsplan der Behindertenhilfe in Kärnten). People with disabilities who, also because of the severity of their disability, were sent to a sheltered workshop now have the opportunity of being regularly part-time employed (so that they do not lose all of the disability benefits) by AUTARK. The Carinthian government pays the same amount of money, compared to a placement in a sheltered workshop, to the service provider who now acts as the person’s employer. As soon as the employment contract is set up AUTARK functions as a leasing company looking for placement opportunities in the open labour market. Respective companies do not have to pay for the work performance of the disabled worker but take full responsibility in providing meaningful working opportunities within their companies in integrative settings. In 2008, 50 people with disabilities are being employed through the Chancenforum programme. An evaluation is currently in progress.

## **PART THREE: SUMMARY INFORMATION**

### **3.1 Conclusions and recommendations (summary)**

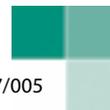
Please summarise the most important points from your report in one paragraph

- Are disabled people being included in employment activation policies / active labour market policies (ALMPs)?
- Do current policies work? (i.e. do they attract more disabled people into employment, and keep them in employment?) differentiate by specific groups (women/men, low/high skilled, multiple disabled, etc) if possible
- Is the employment situation for disabled people improving? idem

Please provide one (or more) recommendations for positive change in the employment situation of disabled people in your country.

- What could be changed?
- Is action required for priority groups of disabled people? (e.g. disabled women, migrants, older workers, people with specific kinds of impairment/disability)
- Is more research also needed?

The Austrian system of vocational integration and employment-related support is composed of a highly differentiated system of various support measures, most of which have been introduced following the implementation of the Austrian governments “employment offensive” in 2001. Following a steady widening of possible target groups, many of these (short termed) support measures are now aimed towards people with disabilities who are perceived as “job-ready”. For people with higher support needs for the most part sheltered workshop facilities are the only perspective. Various commissioned research reports and evaluations have been conducted in the field mainly by non university based research institutes. Still we are largely lacking a critical discourse about the employment situation of people with disabilities in Austria as well as valid and sufficiently explanatory data to produce reliable analysis if and for who the current system is working (and respectively not working) – thus more research is needed. This can mainly be attributed to the complex situation of competence interfaces (f.e. different definitions of disability and access criteria



by the diverse responsible players) within the Austrian legislative system. One central recommendation for positive change would be the removal of passages resulting in unequal opportunities such as the paragraph regarding “capability of work”, especially in the imminent ratification process of the UN Convention. Positive changes especially need to occur in the diverse “federal disability laws” where the perspective should be focussed towards standardisation and increase of opportunities in de-institutionalised settings. Internationally acclaimed and evidence based support tools such as “Supported Employment”, “Person centred Planning” and “Personal Assistance” must be more widely adopted. Additionally, within the political policy making process there should be more transparency and solid participation of Self Advocacy Organisations which so far either did not occur at all or clearly had more of an alibi character.

### 3.2 References

Please include a list of references for the publications and sources of evidence mentioned in your report (we will include this list of sources on our web pages).

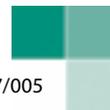
#### Important websites:

##### 1. Government bodies on a National Level

- Ministry of Social Affairs and Consumer Protection  
<http://www.bmsk.gv.at/cms/siteEN>
- Ministry of Economics and Labor  
<http://www.bmwa.gv.at/EN/default.htm>
- Ministry of Education, Arts and Culture  
<http://www.bmukk.gv.at/enfr/index.xml>
- Federal Welfare Office
- <http://www.bundessozialamt.gv.at>
- Public Employment Service
- <http://www.ams.at>

##### 2. Government bodies on regional level (Social Departements of the provinces)

- Vienna Social Fund (Fonds Soziales Wien)  
<http://www.fsw.at>
- Social Department of the province Government of Vorarlberg  
[http://www.vorarlberg.at/vorarlberg/gesellschaft\\_soziales/soziales/behinder\\_tenhilfe/start.htm](http://www.vorarlberg.at/vorarlberg/gesellschaft_soziales/soziales/behinder_tenhilfe/start.htm)
- Social Department of the province Government of Tyrolia  
<http://www.tirol.gv.at/themen/gesellschaft-und-soziales/soziales>
- Social Department of the province Government of Carinthia  
<http://www.verwaltung.ktn.gv.at>
- Social Department of the province Government of Salzburg  
<http://www.salzburg.gv.at/themen/gs/soziales.htm>
- Social Department of the province Government of Styria  
<http://www.ifa-steiermark.at/alk/alk/start.html>
- Social Department of the province Government of Upper Austria  
<http://www.land-oberoesterreich.gv.at>
- Social Department of the province Government of Lower Austria



<http://www.noegv.at/Gesellschaft-Soziales/Behinderte.html>

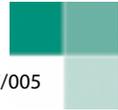
- Social Department of the province Government of Burgenland  
<http://www.burgenland.gv.at/gesundheitssoziales/gesundheits>

### 3. Official Information Sites and Umbrella Organisations

- Information Site: Work and Disability by the Austrian Social Partnership  
<http://www.arbeitundbehinderung.at>
- Handynet Database for assistive technology  
<http://handynet-oesterreich.bmsg.gv.at>
- Database for vocational support programmes for people with disabilities  
<http://www.wegweiser.bmsg.gv.at/>
- Umbrella Organisation Vocational Integration Austria (Dachverband berufliche Integration Österreich DABEL)  
<http://www.dabei-austria.at>
- Austrian Working Group on Rehabilitation (Österreichische Arbeitsgemeinschaft für Rehabilitation ÖAR)  
<http://www.oear.or.at/>
- Territorial Employment Programme Austria (TEP)  
<http://www.pakte.at>

### 4. Research Organisation who have conducted research about the employment situation of people with disabilities in Austria

- Department of Special Needs and Inclusive Education at the University of Vienna  
<http://institut.erz.univie.ac.at/home/fe3>
- SORA - Institute for Social Research and Analysis  
<http://www.sora.at/index.html>
- KMU – Research  
<http://www.kmuforschung.ac.at/>
- IBE – Institute for vocational and Adult education  
<http://www.ibe.co.at/web/index.htm>
- European Centre for welfare and social research  
<http://www.euro.centre.org/>
- Institute for labour market services and research  
<http://www.ifa-steiermark.at/>
- Socio economic Research Institut  
<http://www.sfs-research.at/>
- ABIF – Analysis, Consultancy and Research  
<http://www.abif.at/einstieg.asp>
- Institute SOFIA  
<http://www.institut-sofia.at>
- L&R Social Research:  
<http://www.lrsocialresearch.at/>
- Solution – Social Research and Development  
<http://www.solution.co.at/>
- Queraum – Institut for culture and social research  
<http://www.queraum.org/>



**Research Reports and Evaluations:** (only studies after the year 2000 that are published or about to be published are listed here in a chronological order)

Lechner, Saurug & Seiler (2000): Evaluation of the „Job Allianz“ in Styria  
 Commissioned by: Federal Welfare Office Styria  
 Status: Published (German)  
<http://www.ifa-steiermark.at/>

Lechner, Seiler & Stoppacher (2000): The sociopolitical employment programme of the province of styria as an example of cooperative labour market politic  
 Commissioned by: Province Government of Styria  
 Status: Published (German)  
<http://www.ifa-steiermark.at/>

Lechner, Seiler & Stoppacher (2000): Effects of the Socio economic businesses  
 Commissioned by: Public Employment Service Styria  
 Status: Published (German)  
<http://www.ifa-steiermark.at/>

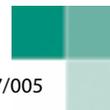
Badelt, Horak, Fürnschuß, Nowak-Tran, Schmid & Mayrhofer (2002): Study of the new conceptualisation of the Integrative companies.  
 Commissioned by: Ministry of Social Affairs  
 Status: Published (German)  
[https://broschuerenservice.bmsgv.at/PubAttachments/IB-Neuordnung\\_Langfassung.pdf](https://broschuerenservice.bmsgv.at/PubAttachments/IB-Neuordnung_Langfassung.pdf)

Blumberger (2002): Arbeitsassistenz in Austria – Development and perspectives.  
 Commissioned by: Ministry of Social Affairs  
 Status: Published (German)  
<http://www.ibe.co.at/>

Horak, Schmid, Binder, Fürnschuß, Mayrhofer, Nowak-Tran & Badelt (2003): Evaluation of the employment offensive of the Austrian government.  
 Commissioned by: Ministry of Social Affairs  
 Status: Published (German)  
[www.bmsk.gv.at/cms/site/attachments/0/3/4/CH0119/CMS1060072249954/jahresbericht\\_2001-2002.pdf](http://www.bmsk.gv.at/cms/site/attachments/0/3/4/CH0119/CMS1060072249954/jahresbericht_2001-2002.pdf)

Witt-Löw (2003): Study about the Life and employment situation of blind and highly visually impaired women in Vienna.  
 Commissioned by: Federal Welfare Office Vienna  
 Status: Published (German)  
<http://www.institut-sofia.at/projekte.html#PERSPEKTIVA>

Heckl, Dorr, Sheikh, Simbürger, Rapa, Egger & Bechter (2004): Support measures for young people with spezial needs – Evaluation, Analysis and future perspectives.  
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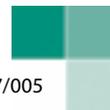
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