

Report on the employment of disabled people in European countries

Country: Estonia
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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)

Psüühiliste erivajadustega inimeste tööturul rakendamise võimalustest

Järvamaal (Possibilities of employing people with mental disabilities in Järvamaa county.)
 Tartu Ülikooli Türi Kolledž ; tellija EV Sotsiaalministeerium. – Türi, 2007. – 18 lk.

([http://www.sm.ee/est/HtmlPages/PsüühilisteerivajadustegainimestetooturulrakendamisevõimalustestJärvamaal/\\$file/Psüühiliste%20erivajadustega%20inimeste%20tööturul%20rakendamise%20võimalustest%20Järvamaal.pdf](http://www.sm.ee/est/HtmlPages/PsüühilisteerivajadustegainimestetooturulrakendamisevõimalustestJärvamaal/$file/Psüühiliste%20erivajadustega%20inimeste%20tööturul%20rakendamise%20võimalustest%20Järvamaal.pdf))

Sotsiaalvaldkonna arengud. 2000-2006. Sotsiaalministeeriumi toimetised nr 2/2008 (Developments in social sphere 2000-2006. Proceedings of Ministry of Social Affairs No2/2008). EV Sotsiaalministeerium, sotsiaalpoliitika info ja analüüsi osakond. – Tallinn, 2008. – 144 lk. – (Sotsiaalministeeriumi toimetised. Trendide kogumik, ISSN 1736-3896, ISSN 1736-390X; 2008, 2). ISBN 978-9985-9802-4-3) ([http://www.sm.ee/est/HtmlPages/Trendid2007-mai/\\$file/Trendid2007-mai.pdf](http://www.sm.ee/est/HtmlPages/Trendid2007-mai/$file/Trendid2007-mai.pdf))

European Community Initiative EQUAL in Estonia -2006

([http://www.sm.ee/eng/HtmlPages/economy_health_2006/\\$file/economy_health_2006.pdf](http://www.sm.ee/eng/HtmlPages/economy_health_2006/$file/economy_health_2006.pdf))

European Social Fund in Estonia – 2007 [Ministry of Social Affairs of Estonia]. – [Tallinn, 2007]. – 85 p. : ill.

ISBN 978-9985-9802-2-4

(http://www2.sm.ee/esf2004/up/files/304/ESF_raamat.pdf_smallest_cdr.pdf)

Masso, Märt. Pedastsaar, K. [Puuetega inimeste toimetulek ja vajadused](#) / Märt Masso, Katrin Pedastsaar ; EV Sotsiaalministeerium, sotsiaalpoliitika info ja analüüsi osakond. – Tallinn, 2007. – 18 lk. - (Sotsiaalministeeriumi toimetised. Poliitikaanalüüs, ISSN 1736-3896, ISSN 1736-390X; 2007, (Masso Märt., Pedastsaar K. The subsistence and needs of people with disabilities. Proceedings of Ministry of Social Affairs No.1, 2007) on the basis of the Survey on Disabled Population in Estonia in 2006; [http://www.sm.ee/est/HtmlPages/toimetised_20071/\\$file/toimetised_20071.pdf](http://www.sm.ee/est/HtmlPages/toimetised_20071/$file/toimetised_20071.pdf))

What are the key findings?

The Survey on Disabled Population in 2006 identified some key problems which should be paid attention to when addressing the persons with disabilities and working on their higher employment rates. The survey brought out that in general disabled people are less qualified than people with no disability which might refer to the need to engage them more in educational system, however, to a certain extent the ability to learn new capabilities is limited in this group. The survey revealed that the qualification depends on at what time the person has become disabled, the later in life the person became disabled the better his/her qualifications. In general disabled people are low motivated to work. For successful job search, disabled people need labour market services that are provided by Labour Market Board and that is the segment on which governmental policies can have an impact. It also became evident that disabled person have restricted channels of information: main information source for disabled people is their doctor.

([http://www.sm.ee/est/HtmlPages/toimetised_20071/\\$file/toimetised_20071.pdf](http://www.sm.ee/est/HtmlPages/toimetised_20071/$file/toimetised_20071.pdf))

On the side on the employers some of the surveys have revealed that enterprises are not aware of the governmental support in case they hire disabled persons. Enterprises do not have flexible jobs, part-time

jobs. [http://www.sm.ee/est/HtmlPages/PsüühilisteerivajadustegainimestetooturulrakendamisevõimalustestJärvamaal/\\$file/Psüühiliste%20erivajadustega%20inimeste%20tööturul%20rakendamise%20võimalustest%20Järvamaal.pdf](http://www.sm.ee/est/HtmlPages/PsüühilisteerivajadustegainimestetooturulrakendamisevõimalustestJärvamaal/$file/Psüühiliste%20erivajadustega%20inimeste%20tööturul%20rakendamise%20võimalustest%20Järvamaal.pdf)

Only 17% of those who are registered for allowances for disabled persons work (Survey on Disabled Population, 2006)

Almost 32% of the disabled population by self-assessment work (LFS, 2006, in LFS 2002 – 26%)

What are the lessons for good policy and practice?

The main problem to be solved is the organisation of information channels in particular for notifying disabled people about services and service providers. More information is also needed for employers in order to let them know about the workforce potential of disabled people. Main gaps identified that neither employers and nor disabled people are aware about different working forms (incl. part time job) and measures should address the facilitation of more flexible jobs. For prevention of unemployment better access to different vocational and work related trainings should be enhanced.

What new research is needed in your country?

In 2006/2007 Estonian Health Interview Survey 2006 was carried out (National Institute for Health Development). Standard tables are planned by the end of 2008. Analytical report

planned for 2009. The survey data is one of the best sources to understand better the situation of those with restrictions for everyday life, their coping abilities and identify better the main risk groups.

In 2008 – Survey on employer’s attitudes towards different labour market risk groups. By Ministry of Social Affairs. The survey will enable to address better the employers and facilitate more favourable attitudes towards employing some of the risk groups, among others disabled persons.

In 2008 – Qualitative research on the awareness of the measures supporting the employment and/or studying of the disabled in Estonia (incl. their attitudes and motivations to become employed and/or to continue their studies). By Ministry of Social Affairs To tackle the main obstacles among the disabled persons for seeking jobs or acquiring new specialities in order to elaborate more targeted measures for the group.

In 2008 – Qualitative research and web survey on the Estonian rehabilitation system and services – a main measure to help the disabled to return to/enter the labour market. By Ministry of Social Affairs

In 2009 – Survey on Disabled Population II. By Ministry of Social Affairs

Ministry of Social Affairs and National Institute for Health Development are the main counterparts for national survey methodologies which should encompass data on disabled population (both from the viewpoint of their self-subsistence and from the point of view registration for allowances). Relevant questions have been included in most national surveys planned by Statistical Office (2010: Time Use Survey (time spent for care of disabled by household members) 2011 : planned ad hoc module in Labour Force Survey on employment of disabled population etc)

You could include examples of:

Qualitative or quantitative research

Survey research, policy evaluations, case studies, good practice reports

Academic, government or NGO publications

Books, reports, articles, websites, etc.

1.2 Employment statistics and trends (key points)

The approach to statistics on people with disabilities in Estonia distinguishes two different target groups in general:

the group based on self-assessment, i.e. a target group who replies in the affirmative to the question: “Do you have any long-standing illness, disability or handicap, which has lasted or will probably last for 6 months or longer?” People classified according to the above definition will hereinafter be called an extended target group.

The statistical data drawn from the Estonian Labour Force Survey (LFS) of Statistics Estonia pertain to this particular target group.

LABOUR STATUS OF POPULATION AGED 15-64 by Restriction of ability to work, Indicator, Year and Sex						
	2002			2006		
	Males and females	Males	Females	Males and females	Males	Females
Restricted and not restricted ability to work total						
Employment rate, %	61.7	66.0	57.8	67.7	70.5	65.1
Unemployment rate, %	10.5	11.0	10.1	6.0	6.3	5.8
Ability to work is restricted						
Employment rate, %	26.2	25.7	26.6	32.6	31.1	34.2
Unemployment rate, %	22.1	23.5	20.9	13.1	12.3	13.7
..ability to work is considerably restricted						
Employment rate, %	9.0	9.2	8.7	10.7	8.4	13.3
Unemployment rate, %	27.3	15.1
..ability to work is to some extent restricted						
Employment rate, %	45.2	46.5	44.1	53.6	55.1	52.3
Unemployment rate, %	20.9	24.3	17.8	12.7	11.8	13.5
Ability to work is not restricted						
Employment rate, %	65.9	70.7	61.5	72.0	75.6	68.7
Unemployment rate, %	9.9	10.3	9.4	5.6	6.0	5.3
Footnote:	annual average					
	Restriction of ability to work due to long-term (6 months or longer) illness or disability					

http://pub.stat.ee/px-web.2001/1_Databas/Social_Life/09Labour_market/090Health_and_ability_to_work/090Health_and_ability_to_work.asp

See also other tables:

http://pub.stat.ee/px-web.2001/1_Databas/Social_Life/09LABOUR_MARKET/09LABOUR_MARKET.asp

Also Estonian SILC has data on approximation of the category based on the question: "Do you have limitations in your everyday activities due to health problems? According to the data from Estonian SILC persons with very big restrictions in their everyday activities have reduced over the 4 years to some extent, comprising around 11%.

LIMITATIONS OF EVERYDAY ACTIVITIES OF PERSONS AGED 16 AND OLDER DUE TO HEALTH PROBLEMS by Year, Sex, Age group and Extent of limitation			
	Very much restricted	To some extent restricted	Not at all restricted
2004			
Males and females			
16 and older	12.7	20.6	64.5
16-24	2.7	9.2	86.5
25-34	3.8	12.7	81.1
35-44	5.6	14.8	77.9
45-54	9.2	23.0	66.2
55-64	15.1	32.7	49.7
65 and older	36.5	31.6	28.5
Males			
16 and older	10.8	18.6	68.6
16-24	..	9.9	85.2
25-34	..	12.3	82.0
35-44	7.9	14.1	76.2
45-54	8.9	21.2	67.8
55-64	16.0	28.4	53.4
65 and older	30.6	32.0	34.1
Females			
16 and older	14.3	22.2	61.2
16-24	..	8.5	87.8
25-34	..	13.1	80.3
35-44	..	15.5	79.5
45-54	9.5	24.5	64.7
55-64	14.4	36.0	46.9
65 and older	39.5	31.3	25.7
2005			
Males and females			
16 and older	12.9	24.4	62.7
16-24	2.5	9.7	87.8
25-34	4.3	13.6	82.1
35-44	3.3	18.6	78.1
45-54	9.0	28.3	62.7
55-64	15.5	37.7	46.8
65 and older	38.6	38.9	22.6
Males			
16 and older	11.0	23.4	65.6
16-24	2.7	10.8	86.4
25-34	5.1	15.5	79.4
35-44	4.1	19.1	76.8

LIMITATIONS OF EVERYDAY ACTIVITIES OF PERSONS AGED 16 AND OLDER DUE TO HEALTH PROBLEMS by Year, Sex, Age group and Extent of limitation			
	Very much restricted	To some extent restricted	Not at all restricted
45-54	9.2	28.0	62.8
55-64	16.7	37.1	46.2
65 and older	34.8	37.9	27.2
Females			
16 and older	14.4	25.3	60.4
16-24	2.3	8.5	89.2
25-34	3.5	11.7	84.8
35-44	2.5	18.2	79.3
45-54	8.8	28.6	62.6
55-64	14.5	38.2	47.3
65 and older	40.4	39.3	20.3
2006			
Males and females			
16 and older	11.0	23.0	66.0
16-24	1.8	8.6	89.6
25-34	2.9	10.3	86.8
35-44	3.2	18.0	78.8
45-54	6.8	24.0	69.3
55-64	13.7	34.6	51.7
65 and older	33.8	41.5	24.7
Males			
16 and older	9.7	21.2	69.1
16-24	2.6	7.9	89.4
25-34	3.7	11.2	85.2
35-44	3.8	20.1	76.1
45-54	8.1	24.5	67.4
55-64	14.4	34.1	51.5
65 and older	31.2	37.8	31.0
Females			
16 and older	12.0	24.4	63.5
16-24	..	9.3	89.8
25-34	..	9.5	88.4
35-44	2.6	16.1	81.3
45-54	5.6	23.6	70.9
55-64	13.1	35.0	51.9
65 and older	35.1	43.3	21.6
2007			
Males and females			
16 and older	11.1	22.3	66.6
16-24	1.6	7.9	90.5

LIMITATIONS OF EVERYDAY ACTIVITIES OF PERSONS AGED 16 AND OLDER DUE TO HEALTH PROBLEMS by Year, Sex, Age group and Extent of limitation			
	Very much restricted	To some extent restricted	Not at all restricted
25-34	1.5	9.7	88.8
35-44	3.0	15.1	81.9
45-54	6.9	25.4	67.7
55-64	14.1	35.7	50.2
65 and older	35.1	39.6	25.3
Males			
16 and older	8.7	22.3	69.0
16-24	2.4	8.5	89.1
25-34	2.0	12.0	86.0
35-44	3.8	16.7	79.5
45-54	5.9	27.5	66.6
55-64	13.3	36.5	50.2
65 and older	30.4	41.1	28.5
Females			
16 and older	13.1	22.4	64.5
16-24	..	7.1	92.0
25-34	..	7.3	91.7
35-44	2.3	13.6	84.1
45-54	7.7	23.6	68.7
55-64	14.8	35.0	50.2
65 and older	37.5	38.8	23.7
Footnote:			
Unit: percentages			

The problem for Estonia is the big proportion of the population who feel somewhat restricted in their everyday activities who according to the survey data from more than one fifth of the population over 16 years.

See tables:

http://pub.stat.ee/px-web.2001/1_Databas/Social_Life/05Health/05Health_status/05Health_status.asp

2) Secondly, in Estonia data is collected about the disabled people with officially valid impairment ratings, i.e. people with disabilities within the meaning of the Social Benefits for Disabled Persons Act. People classified according to the above definition will hereinafter be called a restricted target group. From 2000 medical assessment committees determine the **incapacity for work in per cents** (10, 20, 30 and etc up to 100) and the **disability in three degrees of severity of a disability** (profound, severe or moderate).

The per cent of the incapacity for work is the ground for receiving pension for the incapacity for work and the degree of severity of a disability is the ground for receiving social benefits for disabled persons.

The following persons have the right to receive a pension for incapacity for work: persons between the age of 16 and the pensionable age and persons who are declared permanently incapacitated for work with the 40 to 100 per cent loss of the capacity for work and persons who have earned the pension qualifying period required for grant of a pension for incapacity for work.

A pension for incapacity for work shall be granted for the period of permanent incapacity for work.

The statistical data drawn from the databases of the Social Insurance Board registers pertain to the restricted target group.

DECLARED INCAPACITATED FOR WORK FOR THE FIRST-TIME by Sex, Percentage of the incapacity for work and Year

	2000	2001	2002	2003	2004	2005	2006	2007
Males and females								
Incapacity for work total	8 855	9 684	9 574	9 760	10 982	11 539	12 034	12 201
100% incapacity for work	1 179	1 305	1 461	1 490	1 500	1 770	1 852	1 762
90% incapacity for work	384	449	453	333	380	413	452	513
80% incapacity for work	3 565	2 899	2 399	2 416	2 794	2 722	3 017	3 092
70% incapacity for work	430	645	595	718	815	855	867	918
60% incapacity for work	1 680	1 661	1 559	1 590	1 749	1 695	1 749	1 771
50% incapacity for work	591	1 024	1 070	1 074	1 213	1 257	1 239	1 249
40% incapacity for work	806	1 411	1 615	1 697	1 996	2 252	2 247	2 237
Males								
Incapacity for work total	5 303	5 809	5 479	5 396	6 093	6 182	6 420	6 505
100% incapacity for work	777	921	1 006	1 005	1 084	1 133	1 172	1 112
90% incapacity for work	268	304	293	217	234	271	282	336
80% incapacity for work	2 116	1 819	1 460	1 430	1 653	1 564	1 692	1 725
70% incapacity for work	254	380	328	404	462	481	517	534
60% incapacity for work	938	914	825	794	876	851	952	945
50% incapacity for work	338	514	552	511	617	606	584	597
40% incapacity for work	493	796	797	835	914	1 023	949	994
Females								
Incapacity for work total	3 552	3 875	4 095	4 364	4 889	5 357	5 614	5 696
100% incapacity for work	402	384	455	485	416	637	680	650
90% incapacity for work	116	145	160	116	146	142	170	177
80% incapacity for work	1 449	1 080	939	986	1 141	1 158	1 325	1 367
70% incapacity for work	176	265	267	314	353	374	350	384
60% incapacity for work	742	747	734	796	873	844	797	826
50% incapacity for work	253	510	518	563	596	651	655	652
40% incapacity for work	313	615	818	862	1 082	1 229	1 298	1 243

Footnote:

Data of the Social Insurance Board

FIRST-TIME DISABILITY by Year, Disease, Degree of the disability and Sex												
	Degrees of the disability total			Profound disability			Severe disability			Moderate disability		
	Males and females	Males	Females	Males and females	Males	Females	Males and females	Males	Females	Males and females	Males	Females
2000	45 433	22 691	22 742	7 356	3 849	3 507	23 488	11 590	11 898	14 589	7 252	7 337
2001	57 281	22 723	34 558	9 851	3 574	6 277	26 451	10 477	15 974	20 979	8 672	12 307
2002	19 899	7 713	12 186	2 870	1 102	1 768	9 128	3 486	5 642	7 901	3 125	4 776
2003	17 237	7 055	10 182	2 315	888	1 427	8 211	3 359	4 852	6 711	2 808	3 903
2004	18 045	7 492	10 553	2 202	911	1 291	8 820	3 658	5 162	7 023	2 923	4 100
2005	17 505	7 517	9 988	1 980	876	1 104	7 820	3 451	4 369	7 705	3 190	4 515
2006	18 313	8 032	10 281	2 273	1 013	1 260	7 915	3 582	4 333	8 125	3 437	4 688
2007	17 200	7 619	9 581	2 055	955	1 100	7 639	3 537	4 102	7 506	3 127	4 379

Footnote:
Data of the Social Insurance Board.
The data on severe and profound disability for 2000-2006 have been revised on 16.05.2007

See tables:

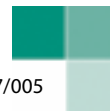
http://pub.stat.ee/px-web.2001/l_Databas/Social_Life/05Health/02Disability/02Disability.asp

As at the beginning of 2008, people with disabilities in Estonia (restricted target group) break down as follows:

Age	Number
0-15	6,540
16-62	51,970
63-...	76,909
Total	135,419

Estonia is concerned about the increase in the number of disabled people (incl. those in the working age) every year. In the restricted target group, the number was smaller by 15,200 people among those aged 16-64 only a year ago (thus the growth was nearly 37% over the last year). On the one hand, it can be explained by the aging of population (the majority of disabled people are advanced in age). However, this may also refer to the poor health status of the population. People with disabilities registered for benefits and pensions at the Social Insurance Board form around 10% of the population.

Besides disability, also incapacity for work is determined. Temporary incapacity for work and permanent incapacity for work are distinguished. Permanent incapacity for work is divided into partial (loss of capacity for work 10-90%) and complete (loss of capacity for work 100%) incapacity.



A person may be assigned either a rating of disability or incapacity for work or both. As of 2007, there were 67,459 incapacity pensioners registered by the Social Insurance Board. The biggest number of incapacity pensioners is in the age group 40-54 years (29,415).

Is it easy to access, up to date, reliable?

The information about labour market situation of disabled people from Statistical Office and Social Insurance Board is received upon request. Data is received from Labour Market Board monthly. Data is reliable. As indicated above, part of the indicators are routinely published in the national statistical database :

http://pub.stat.ee/px-web.2001/l_Databas/

What do we know about the employment rates for disabled people in your country, and how they compare with non-disabled people?

The employment rate of people with disabilities (the extended target group of people aged 15-64 years) was 32.6 % as of 2006 (compared with 26 % in 2002 LFS).

The overall employment rate in the same year was 67.7 % (compared with 61.1 % in 2002). In 2007, the overall employment rate grew even more, amounting to 69.1 %. Assumedly the employment of disabled persons grew as well.

On the basis of the Survey on Disabled Population, 2006 (restricted target group) the percentage of employed comprised 17%

Is there any evidence of change or improvement in the numbers/percentages?

The trends of employment rates of disabled population are monitored through ad hoc modules of LFS (2002 and 2006) and through a targeted survey on disabled population which was carried out in 2006 and the next is foreseen to be carried out in 2009. Labour Force Survey addresses the whole population within which the disabled are quantified by special questions, Survey on Disabled Population addresses those who are registered for pensions for incapacity of work or disability benefits in the Social Insurance Board. According to the available data it is hard to tell about the trend in the employment rate of the disabled. Is there any evidence about the employment of...

Disabled women and men?

According to LFS data female population with more restrictions due to disability is employed to a greater extent than male population. At the expense of those with some extent restricted in their ability to work, the female population with restrictions to work show lower employment rates than male population as on an average for the total population.

LABOUR STATUS OF POPULATION AGED 15-64 by Restriction of ability to work, Indicator, Year and Sex				
	2002		2006	
	Males	Females	Males	Females
Restricted and not restricted ability to work total				
Employment rate, %	66.0	57.8	70.5	65.1
Ability to work is restricted				
Employment rate, %	25.7	26.6	31.1	34.2
..ability to work is considerably restricted				
Employment rate, %	9.2	8.7	8.4	13.3
..ability to work is to some extent restricted				
Employment rate, %	46.5	44.1	55.1	52.3
Ability to work is not restricted				
Employment rate, %	70.7	61.5	75.6	68.7

Footnote:
annual average
Restriction of ability to work due to long-term (6 months or longer) illness or disability.

http://pub.stat.ee/px-web.2001/1_Databas/Social_Life/09Labour_market/090Health_and_ability_to_work/090Health_and_ability_to_work.asp

Young people and older people?

According to LFS data among the working age population those restricted to work from in both years around 10% of the population. However, the evidence shows that due to ageing of the population as well as the population with disabilities in comparison with 2002 the main group which has significantly increased among those with restricted ability to work is the oldest age group 50-64 both among male and female population and forms now in both sex groups 2/3 of the mentioned group.

POPULATION by Age group, Restriction of ability to work, Year and Sex						
	2002			2006		
	Males and females	Males	Females	Males and females	Males	Females
15-64						
Restricted and not restricted ability to work total	916.3	437.8	478.5	916.9	440.6	476.4
Restricted ability to work	96.5	45.9	50.7	99.6	50.5	49.1
..considerably restricted ability to work	50.7	25.6	25.1	48.8	26.0	22.9
..to some extent restricted ability to work	45.8	20.3	25.6	50.8	24.6	26.2
Not restricted ability to work	819.7	392.0	427.8	817.3	390.0	427.3
15-24						
Restricted and not restricted ability to work total	202.1	103.1	99.1	210.2	107.3	102.9
Restricted ability to work	5.1	3.1	2.0	6.1	3.9	2.2
..considerably restricted ability to work	2.6	1.5	1.1	2.5	1.5	1.1
..to some extent restricted ability to work	2.5	1.6	1.0	3.6	2.5	1.1
Not restricted ability to work	197.0	100.0	97.0	204.1	103.4	100.7
25-49						
Restricted and not restricted ability to work total	471.9	228.7	243.3	466.1	227.5	238.6
Restricted ability to work	37.5	19.0	18.6	30.7	14.6	16.1
..considerably restricted ability to work	17.4	9.9	7.6	14.2	7.1	7.1
..to some extent restricted ability to work	20.1	9.1	11.0	16.5	7.5	9.0
Not restricted ability to work	434.4	209.7	224.7	435.4	212.9	222.5
50-64						
Restricted and not restricted ability to work total	242.2	106.1	136.1	240.6	105.8	134.8
Restricted ability to work	53.9	23.8	30.1	62.8	32.0	30.8
..considerably restricted ability to work	30.7	14.2	16.5	32.0	17.4	14.6
..to some extent restricted ability to work	23.2	9.6	13.6	30.8	14.6	16.2
Not restricted ability to work	188.3	82.3	106.0	177.8	73.8	104.0
Footnote:						
Unit: thousands						
annual average						
Restriction of ability to work due to long-term (6 months or longer) illness or disability						



http://pub.stat.ee/px-web.2001/1_Databas/Social_Life/09Labour_market/090Health_and_ability_to_work/090Health_and_ability_to_work.asp

For background purposes the data of those disabled persons who are entitled for allowances by the distribution by age groups can be referred to at the following link: http://pub.stat.ee/px-web.2001/1_Databas/Social_Life/05Health/02Disability/02Disability.asp

People with different kinds of impairments/disability?

According to Social Insurance Board registration of persons who are entitled for disability pensions and benefits. After the implementation of the new system 2000 there was an increase due to re-registration of first-time disabled persons in particularly in 2001. Social Insurance Board does not release data who of the registered ones is also employed. Disabled persons are entitled both to pensions by disability and if their incapacity to work has been determined and it is over 40% they are also entitled for benefits.

FIRST-TIME DISABILITY by Degree of the disability, Year, Sex and Age group

	Males and females										Males										Females									
	Age groups total	Less than 16	16-24	25-29	30-44	45-54	55-59	60-62	63 and older	Age groups total	Less than 16	16-24	25-29	30-44	45-54	55-59	60-62	63 and older	Age groups total	Less than 16	16-24	25-29	30-44	45-54	55-59	60-62	63 and older			
Degrees of the disability total																														
2000	45 433	3 134	2 222	1 350	6 536	10 140	5 692	3 044	13 315	22 691	1 813	1 290	781	3 403	4 954	3 387	2 003	5 060	22 742	1 321	932	569	3 133	5 186	2 305	1 041	8 255			
2001	57 281	2 285	1 412	825	3 700	5 242	3 923	3 386	36 508	22 723	1 327	842	514	2 130	2 663	1 880	1 519	11 848	34 558	958	570	311	1 570	2 579	2 043	1 867	24 660			
2002	19 899	996	502	259	1 230	1 882	1 188	1 063	12 779	7 713	554	299	154	714	1 003	634	459	3 896	12 186	442	203	105	516	879	554	604	8 883			
2003	17 237	1 015	395	216	1 091	1 816	1 181	878	10 645	7 055	625	228	132	615	966	620	418	3 451	10 182	390	167	84	476	850	561	460	7 194			
2004	18 045	1 027	440	219	1 113	1 885	1 349	849	11 163	7 492	615	262	136	636	1 011	714	400	3 718	10 553	412	178	83	477	874	635	449	7 445			
2005	17 505	1 056	619	320	1 357	2 223	1 580	803	9 547	7 517	623	380	188	757	1 121	780	397	3 271	9 988	433	239	132	600	1 102	800	406	6 276			
2006	18 313	1 105	632	290	1 363	2 318	1 834	818	9 953	8 032	648	387	172	784	1 229	897	414	3 501	10 281	457	245	118	579	1 089	937	404	6 452			
2007	17 200	1 184	741	309	1 344	2 169	1 668	886	8 899	7 619	742	424	187	731	1 089	847	421	3 178	9 581	442	317	122	613	1 080	821	465	5 721			
Profound disability																														
2000	7 356	764	283	173	805	1 101	698	452	3 080	3 849	443	168	118	481	645	411	281	1 302	3 507	321	115	55	324	456	287	171	1 778			
2001	9 851	328	131	98	339	436	341	341	7 837	3 574	191	74	58	211	249	190	191	2 410	6 277	137	57	40	128	187	151	150	5 427			
2002	2 870	145	69	24	96	137	81	84	2 234	1 102	94	47	17	64	97	43	35	705	1 768	51	22	7	32	40	38	49	1 529			
2003	2 315	138	44	28	80	106	76	81	1 762	888	83	32	19	53	74	39	43	545	1 427	55	12	9	27	32	37	38	1 217			
2004	2 202	95	38	15	93	111	79	74	1 697	911	55	28	11	60	74	55	41	587	1 291	40	10	4	33	37	24	33	1 110			
2005	1 980	79	55	31	108	129	99	64	1 415	876	45	36	20	70	72	60	33	540	1 104	34	19	11	38	57	39	31	875			
2006	2 273	136	76	37	76	162	119	80	1 542	1 013	75	54	27	54	107	80	41	562	1 260	61	22	10	22	55	39	39	980			
2007	2 055	145	79	24	106	154	106	62	1 379	955	89	50	15	70	102	67	33	529	1 100	56	29	9	36	52	39	29	850			
Severe disability																														
2000	23 488	1 303	1 031	728	3 373	4 954	2 951	1 701	7 447	11 590	755	598	416	1 699	2 423	1 745	1 113	2 841	11 898	548	433	312	1 674	2 531	1 206	588	4 606			
2001	26 451	1 086	624	392	1 707	2 108	1 656	1 453	17 425	10 477	625	404	260	994	1 139	805	662	5 588	15 974	461	220	132	713	969	851	791	11 837			
2002	9 128	492	223	113	469	696	398	395	6 342	3 486	279	132	71	286	409	219	182	1 908	5 642	213	91	42	183	287	179	213	4 434			
2003	8 211	450	140	95	428	664	408	407	5 619	3 359	273	86	60	253	376	239	211	1 861	4 852	177	54	35	175	288	169	196	3 758			
2004	8 820	542	212	86	449	616	483	348	6 084	3 658	331	119	58	271	368	282	171	2 058	5 162	211	93	28	178	248	201	177	4 026			
2005	7 820	571	281	150	498	756	536	340	4 688	3 451	341	182	89	289	436	300	176	1 638	4 369	230	99	61	209	320	236	164	3 050			
2006	7 915	572	264	105	551	807	580	297	4 739	3 582	346	163	61	327	471	322	166	1 726	4 333	226	101	44	224	336	258	131	3 013			
2007	7 639	686	342	162	545	754	588	333	4 229	3 537	442	208	99	306	426	322	158	1 576	4 102	244	134	63	239	328	266	175	2 653			
Moderate disability																														
2000	14 589	1 067	908	449	2 358	4 085	2 043	891	2 788	7 252	615	524	247	1 223	1 886	1 231	609	917	7 337	452	384	202	1 135	2 199	812	282	1 871			
2001	20 979	871	657	335	1 654	2 698	1 926	1 592	11 246	8 672	511	364	196	925	1 275	885	666	3 850	12 307	360	293	139	729	1 423	1 041	926	7 396			
2002	7 901	359	210	122	665	1 049	709	584	4 203	3 125	181	120	66	364	497	372	242	1 283	4 776	178	90	56	301	552	337	342	2 920			
2003	6 711	427	211	93	583	1 046	697	390	3 264	2 808	269	110	53	309	516	342	164	1 045	3 903	158	101	40	274	530	355	226	2 219			
2004	7 023	390	190	118	571	1 158	787	427	3 382	2 923	229	115	67	305	569	377	188	1 073	4 100	161	75	51	266	589	410	239	2 309			
2005	7 705	406	283	139	751	1 338	945	399	3 444	3 190	237	162	79	398	613	420	188	1 093	4 515	169	121	60	353	725	525	211	2 351			
2006	8 125	397	292	148	691	1 349	1 135	441	3 672	3 437	227	170	84	390	651	495	207	1 213	4 688	170	122	64	301	698	640	234	2 459			
2007	7 506	353	320	123	693	1 261	974	491	3 291	3 127	211	166	73	355	561	458	230	1 073	4 379	142	154	50	338	700	516	261	2 218			

Footnote:

Data of the Social Insurance Board.

The data on severe and profound disability for 2000-2006 have been revised on 16.05.2007.

http://pub.stat.ee/px-web.2001/I_Databas/Social_Life/05Health/02Disability/02Disability.asp

People who were disabled from birth or later in life?

The data is not readily available but can be asked on request from Social Insurance Board on the basis of the diagnosis (ICD-10) (info@ensib.ee)

According to LFS data among 15-64 populaion with restricted ability to work in 2006 11.4% of them have had congenital anomalies or birth trauma which have caused their incapacity to work.

POPULATION AGED 15-64 WITH RESTRICTED ABILITY TO WORK DUE TO LONG-TERM HEALTH PROBLEM by Indicator, Cause of health problem, Year and Sex						
	2002			2006		
	Males and females	Males	Females	Males and females	Males	Females
Population aged 15-64, thousands						
Total	96.5	45.9	50.7	99.6	50.5	49.1
Congenital condition or birth trauma	10.3	6.1	4.2	11.4	5.4	5.9
Proportion of population aged 15-64 (all causes of health problem=100), %						
Total	100.0	100.0	100.0	100.0	100.0	100.0
Congenital condition or birth trauma	10.7	13.2	8.4	11.4	10.8	12.1

Footnote:
annual average
Long-term health problem - long-term (6 months or longer) illness or disability.

Disabled people who are migrants or from ethnic minorities?

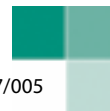
The data is not routinely published but it is possible to request the detailed tables on request from LFS and Estonian SILC from Statistical Office (info@stat.ee)

1.3 Laws and policies (key points)

Please tell us about any recent changes in laws or policies that affect the employment of disabled people in your country.

Is the employment of disabled people an important question for politicians and policy makers in your country? Why?

The employment of disabled people is an important question. Estonia is concerned about the increase in the number of disabled people (incl. those in working age) every year. Although in recent years unemployment and inactivity have generally decreased, the number of people who are inactive due to a long-standing illness or disability is growing. On the other hand the motivation to work among disabled people is very low. The policy attention is paid to open labour market and its opportunities as we believe that there is lot of potential of disabled people's workforce. Therefore, though alternative working forms like



sheltered or supported employment are important as well, less attention has been given. Since 2008 there are better opportunities for implementation of alternative working forms from European Social Fund projects. Lately new issue – social enterprises – has been raised but till the end of this programming period the enterprises will have project based support

Which laws or policies are most important for disabled people at this time?

Social Benefits for Disabled Persons Act. The purpose of the act is to support the social integration, education and working of persons with disabilities through partial compensation for the additional expenses caused by the disability. The act establishes benefits including disabled child allowance, disabled working-age person's allowance, disabled old-age person's allowance, education allowance, rehabilitation allowance, working allowance, in-service training allowance, etc. From 2008 working-age and old-age people with disabilities are seen as different groups with different policy aims and measures.

Labour Market Services and Benefits Act (came into force 2006) enables disabled people to register as unemployed and receive services that are supportive at job search (like career counselling, coaching for working life, different trainings, work practice, wage subsidy ect). The act also named 4 special services to disabled people that help to reduce obstacles from employment process (for example: accessibility to workplace or help at job interview to a person with impediment etc)

A framework programme "Increase in the supply of qualified workforce 2007-2013" has been approved, which builds incidentally on the following directions:
prevent unemployment and inactivity
bring into employment the unemployed and inactive

The program enables a more flexible approach to the risk groups in the labour market, including people with disabilities. As disabled people are one of the labour market risk groups that are more liable to remaining unemployed, the labour market services provided under the program are extended to disabled job-seekers. An employed person has a right to the following services: counselling, work practice, adjustment of workplace and equipments, free use of technical aids needed for work

How are disabled people included in the National Employment Reform Programme for your country? You can refer to sections in the report (see below)

The framework program mentioned above was approved before new National Employment Reform 2008-2011 (NER) that is in the process at the moment. Therefore – incentives to disabled job-seekers as well as disabled unemployed will be added also to NER.

Have there been any important changes or new employment policies?

Since 2008 a new benefit is paid to persons with disability who are at work – working allowance. The allowance is paid to compensate for the extra costs that are related to work and emerge from disability. The amount of benefit is 4000 EEK (255 EUR) that is paid per 3 years. The costs may include transport, technical appliances, etc.

The change in employment policy: since 2008 active labour market services provision is widened also to working disabled people (new National Employment Reform 2008-2011 (NER)).

To what extent are disabled people included within the mainstream of employment policies or treated as a separate group (e.g. are there examples of different employment policies for disabled and non-disabled people)?

According to Labour Market Services and Benefits Act disabled people are one of the labour market target groups. Therefore more individual approach is offered and more attention is paid to their needs. Also there are 4 special labour market services (adaptation to premises and equipments, special aids and equipments for functional usage, help at work interview and working with support worker). Services help to remove obstacles in the process of employment. Otherwise unemployed disabled people are treated equally with other unemployed. Labour market services and benefits are accessible also to them. Till 2006 the situation was contrary. According to the new program "Increase in the supply of qualified workforce 2007-2013" active labour market services will be widened only to few labour market target groups incl. disabled people

1.4 Type and quality of jobs (summary)

Using the 'background information' document, and your sources, please comment on the employment of disabled people in different types of job or forms of employment in your country. For example:

- Employment in the open labour market and sheltered employment
- Different industries or employment sectors
- Full-time or part-time work
- Public or private sector employment
- 'Training' placements vs 'real' (paid) jobs
- Employment in the social economy / social enterprises
- Supported employment

There are no restrictions for people with disability to work in any sector or industry. However, according to Labour Force Study, the number of disabled people working in public sector is marginal. Most jobs held in open labour market by disabled people are in skilled labour (whether craftsman or technician) or blue-collar labour. There is no statistics available about people in sheltered employment, supported employment nor social enterprises. Estonian legislation does not regulate such working forms. There will be better opportunities to develop and implement different working forms in projects that will be financed from European Social Fund and state budget.

In Estonia, the usage of part time job is quite insufficient compared to other EU countries. Only 5.2% of employed at age 15-64 work in part time job. However, the usage of this type of job is higher among people who have disability or long term illness. There were 18% out of 32 500 people at age 15-64 who had disability or long term illness and worked in part time job. (Labour Force Study 2006).

According to Work Life Barometer 2005 the main reasons for insufficient usage of part time job are low salary (64% of respondents) and resistance of employer (approx. 23% of



respondents). Due to different EQUAL and ESF projects there has been more attention paid to need for social enterprises and supported employment. However, till the end of this EU programming period such working forms will be developed and financed from projects.

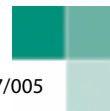
Considering the available evidence...

Do employment activation policies for disabled people focus on specific kinds of work or specific types of jobs?

At the moment activation policies pay more attention to open labour market's possibilities as this area was closed from disabled people till recently. Also, there is lot of hidden potential of disabled people's workforce. People with disabilities or long term illness could work in almost any kind of job if the job responds to their needs.

Is there action in some employment sectors but not others? No

Do some groups of disabled people benefit more than others? No



PART TWO: SPECIFIC EXAMPLES

2.1 Reasonable accommodation in the workplace

Using the 'background information' document, and your sources from Part One, please tell us about any specific support to make employment more accessible for disabled people, such as:

adaptations to the workplace (please explain what kind)
 provision of specialist equipment or adaptive technology at work
 personal assistance for disabled people at work

First three issues – adaptation to the workplace, provision of specialist equipment and personal assistance - are covered by Labour Market Services and Benefits Act. According to the act services like adaptation to premises and equipments, working with support worker and special aids and equipments will be provided to disabled people who have registered as unemployed in Labour Market Board. Personal assistance for disabled people at work is also provided to people who have psychical disorders. This is regulated with regulation under Social Welfare Act. Difference between two services under different acts is that service provided under Labour Market Services and Benefits Act assumes that person is eventually able to work independently. The service of working with a support person may be provided to a disabled unemployed person for a period of up to one year after the entry into an employment or service relationship between the employer and the disabled unemployed person but not for more than 700 hours per one unemployed person during each year.

In accordance with the strategy for the implementation of human resources approved by the European Commission, Estonia has set an objective of increasing the supply of qualified workforce. In order to fulfil that objective, a framework programme "Increase in the supply of qualified workforce 2007-2013" has been approved, which builds on the following directions: prevent unemployment and inactivity

bring into employment the unemployed and inactive

make better use of labour immigration and emigration potentials.

The program enables a more flexible approach to the risk groups in the labour market, including people with disabilities. As some risk groups are more liable to remaining unemployed, the labour market services provided under the program are extended to job-seekers (incl. disabled people in employment). An employed person has a right to the following services: counselling, work practice, adjustment of workplace and equipments, free use of technical aids needed for work.

flexible employment contracts

Flexible working conditions are agreed between employer and employee. However, if disabled person seeks job through Labour Market Board, the consultant will help disabled person in job interview by introducing the need of flexibility to employer.

For example, is there any evidence about:
 availability (What is available?)

According to Labour Market Services and Benefits Act counselling, work practice, adjustment of workplace and equipments, free use of technical aids needed for work are available to

registered unemployed. Disabled job seekers (incl. disabled people at work) receive services under framework program. Services are offered by Labour Market Board.

financing (Who pays for these things? How much?)

Activities under the Act are financed from state budget. It covers 50% from adaptation cost but not more than 30 000 EEK. Service provided under program covers 50 000 EEK from adaptation cost. Services received from program are financed from European Social Fund and from state budget. The rest of the cost is paid by employer. There is no limit of cost to special aids and equipments. The only limit according to the act is that the equipment will be in use for three years. After that Labour Market Board evaluates the need of equipment. Support worker's guidance is financed from the state budget (the hourly cost is 2.6 EUR)

A framework programme "Increase in the supply of qualified workforce 2007-2013" enables a more flexible approach to services (also better financing) the risk groups in the labour market, including people with disabilities. For example: Labour Market Board is able to pay from workplace adaptation up to 50 000 EEK (approx. 320 EUR) and there is no self-financing ratio limit. The activities that support the employment of disabled people will be financed from program extent of 2.4 million euros during 2008-2009.

numbers of participants and outcomes (Who benefits? How?)

Services provided to the unemployed disabled by the Labour Market Board in 2006 and respective expenditures

Service	Number of recipients	Expenditure (EEK)
Career counselling	870	-
Labour market training	1146	11,460,000
Work practice	239	1,774,097
Coaching for work	74	363,932
Wage subsidy	68	735,896
Working with a support person	60	868,573
Business start-up subsidy	45	1,033,569
Technical aids	5	87,338
Adjustment of workplace and equipments	1	15,340
TOTAL:		16,338,744

During the year of 4023 disabled persons were registered in Labour Market Board as job seekers, 403 of them found job through services of the Board and 355 by themselves (employment rate 18.8%).

Special services (communication support at work interviews, working with support person, adjustment of workplace and equipments, free use of technical aids needed for work) targeted at unemployed disabled are provided to a lesser extent if compared with other services. On the one hand it is due to the fact that the disabled unemployed like other unemployed need counselling and training in the first place. At the same time, services targeted at disabled people need to be constantly elaborated so as to enhance their flexibility of use and attractiveness for employers. For instance, the services of workplace adjustment or provision of technical aids entail a long period of waiting (up to 3-4 months)



before a person can start working. But employers need an employee as quickly as possible and they are unwilling to wait for several months.

Statistics about service provision through program to disabled job-seekers is not available yet on a routinely basis as the activities from program have been just started.

the costs and benefits of different interventions

2.2 Other activation policies

Can you tell us about any other examples of positive action to support disabled people in employment (relevant to the EU Disability Action Plan)? For example:

The question is how to motivate employers to hire disabled people and also how to motivate disabled people to go to work (or continue working).

financial incentives to work

The state pays social tax for the employees of a company, non-profit association or foundation, whose loss of the capacity for work is 40 per cent or more conditions provided in subsection (3) of this section; Social tax on remuneration that not exceed monthly rate (approx 128 EUR) will be paid from state budget. Social tax that exceed monthly rate will be paid by employer. Social benefits tax act § 6)

Income tax is not charged on (Income tax act § 13)

the compensation paid to a handicapped person for the use of a personal motor vehicle for transport between his or her residence and place of employment if it is impossible to make the journey using public transport or if the use of public transport would cause a material decrease of the person's ability to move or work, in accordance with the conditions and within the limits established by clause

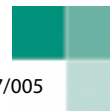
medical devices which are granted by an employer to an employed person whose loss of capacity for work has been established to be 40 per cent and more (in the case of an auditory disability, decrease of auditory ability of 30 decibels and more) and the value of which does not exceed 50 per cent of the total size of payments subject to social tax made to the employee or public servant during one calendar year
expenses incurred by an employer for the treatment of damage caused to the health of an employee or public servant as a result of an accident at work or an occupational disease;

According to Social Benefits for Disabled People Act (§12) people with disabilities at work can apply for in-service training allowance that will be paid for vocational training and formal education. The amount of allowance is paid up to 9000 EEK (approx. 575.4 EUR) in 3 years.

According to Holidays Act (§ 9 and 26) persons who are granted a pension for incapacity for work or the national pension on the basis of incapacity for work pursuant to the State Pension Insurance Act will have right for extended annual holiday that is thirty-five calendar days; The extended part will be paid from the state budget.

positive recruitment measures

Though there is public service available called adaptation to premises and equipments, different projects have shown that soft adaptations like adaptation of working time, working



conditions, duties, have been more used. According to Occupational Health and Safety Act (§10) an employer is required to enable a worker who has become partially incapacitated for work in the employer's enterprise as a result of an occupational accident or occupational disease to continue work suitable for him or her in the enterprise. The work, work equipment and workplace of a disabled worker should be adapted to his or her physical and mental abilities. Adaptation means the making of the buildings, workrooms, workplaces or work equipment of the employer accessible and usable for disabled persons. This requirement also applies to commonly used routes and rest rooms and/or accommodation areas used by disabled workers. There are evidences about employers who have also enabled the worker who has become permanently incapable of work after an accident that did not take place at work to continue working in the same enterprise by adapting the workplace.

job matching/profiling services, mapping of competencies etc.

job retention schemes (see the answer above)
help with transport to work

According to Social Welfare Act it is the local government's commitment to provide handicapped people with transportation. However, there are employers who have organised the transportation of the staff to work because of bad transportation connection in the area.

supported employment / job coaching

There are 13 labour market services that are regulated with Labour Market Services and Benefits act and are provided through Labour Market Board.

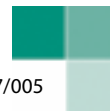
Services are:

provision of information on the situation on the labour market, and of the labour market services and benefits;

- job mediation;
- labour market training;
- career counselling;
- work practice;
- public work;
- coaching for working life
- wage subsidy;
- business start up subsidy;
- adaptation of premises and equipments;
- special aids and equipment;
- communication support at interviews;
- working with support person.

To receive labour market services and benefits, the person has to be unemployed, registered in Labour Market Board, seek work actively and willing to accept the suitable job.

All services are provided according to individual action plan that contains information about the unemployed like education, former working experience, skills, hobbies but also the special needs and activities that person has to do to during unemployment period.



Job coaching (or coaching for working life) is provided to very long term unemployed. Person could be in the service for 3 month. However, it is possible to continue service if necessary.

Working with support person is provided to people with learning difficulties or mental disorders. Person could be in the service up to 4 month. Support person could be found by employer or by Labour Market Board. However, the last mentioned possibility has never been used. The meaning of the service is that person is eventually capable of working independently. Otherwise the service will not be provided.

There is also a service of support at work offered to people with mental disorders. The service is regulated under Social Welfare Act (§ 17). In this case the service need has been written down in person's rehabilitation plan.

vocational training services

Labour Market Board provides labour market training as well as work practice to registered unemployed. Person can attend to labour market training up to one year. Work practice lasts till 4 months depending on how complicated duties person has to fulfil. While participating in training or practice, person will receive little grant for daily expenses and transport and accommodation benefit up to 1200 EEK (approx. 77 EUR) per month. Under framework program the services like training and work practice are also provided to working disabled people who need to change job because of disability. However, working people will not receive grant while participating in the training or practice.

2.3 One example of best practice

Please tell us about one example of good practice in the employment of disabled people from your country (e.g. a policy, programme or case study).

Briefly describe the aims and content of the action.

Computer training and access of disabled persons (October 2005 – June 2006)

To increase awareness and computer skills among disabled people, to increase the level of activity and options for activities by arranging computer training for beginners, by creating a free public Internet access point, and by offering the experience and help of support persons, either hired or working as volunteers.

Why is it a good example (e.g. with reference to the aims of EU Disability Action Plan or the UN Convention)?

Because in the modern world it enhances their awareness of the possibilities to get work, coping with everyday life, capabilities and information reception and increase of their competitiveness in labour market

Which groups have benefited from the scheme? How many?

Tallinn City Board for Disabled Persons (69 persons). Free Internet access point received nearly 700 visitations in a period of seven months.



A broader aim was to teach computer skills to disabled persons living in Tallinn and thus to provide them with better opportunities for communication and participation in public life.

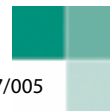
What do we know about the costs and benefits of the scheme?

19 232 EUR, of which ESF support is 14 424 EUR, however since August 2006 Microsoft started to support the project.

How could this example be expanded within your country, or transferred to other countries?

The idea can be picked up by other local governments and sponsorships can be sought as well as it can be planned in the budget.

European Social Fund projects (see also report on European Social Fund in Estonia- 2007 - http://www2.sm.ee/esf2004/up/files/304/ESF_raamat.pdf_smallest_cdr.pdf)



PART THREE: SUMMARY INFORMATION

3.1 Conclusions and recommendations (summary)

Are disabled people being included in employment activation policies / active labour market policies (ALMPs)?

A framework programme “Increase in the supply of qualified workforce 2007-2013” has been approved. The program enables a more flexible approach to the risk groups in the labour market, including people with disabilities. As some risk groups are more liable to remaining unemployed, the labour market services provided under the program are extended to job-seekers (incl. disabled people in employment). An employed person has a right to the following services: counselling, work practice, adjustment of workplace and equipments, free use of technical aids needed for work.

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

Until 2006 there were no possibility for disabled people to receive active labour market services, now these measures have become available also for disabled persons). Special services for working disabled people are piloted under framework program. The first results are promising.

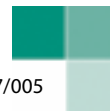
Is the employment situation for disabled people improving?

According to the LFS data from 2002 and 2006 the employment rate for disabled persons between this period has increased. Nevertheless, there is no routine data collection to monitor the trend among the disabled population and there is no knowledge what is the impact of the economic decrease on employment levels of disabled: are they affected to a greater extent than those without the restricted ability to work. However, more attention should be paid to alternative work forms (like supported or sheltered employment, social enterprises)

It is important to work more on awareness issues of the possibilities to employ disabled persons both among enterprises as well as among disabled population. The pool of disabled working-age population is still not used to the possible extent. The next steps should concentrate on alternative work forms. In June 2008, a special issue of the Estonian Journal of Work Healthcare (Eesti Töötervishoid) was published to introduce the people with various disabilities, but also working abilities as the valuable resource for our labour market. It contains lots of useful information, contributing to the open-mindedness and unprejudiced attitude of both the employers as well as the whole society in that topic.

Is action required for priority groups of disabled people (e.g. disabled women, migrants, older workers, people with specific kinds of impairment/disability) ?

The alternative work forms are directed to people with mental disorders. Open labour market does not face their needs enough. The recent study on the possibilities of employment of mentally disabled persons revealed that there is also need for training the employers about the possibilities of employing disabled persons and particularly about the organisation of work for the special group (see



also [http://www.sm.ee/est/HtmlPages/PsüühilisteerivajadustegainimestetooturulrakendamisevõimalustestJärvamaal/\\$file/Psüühiliste%20erivajadustega%20inimeste%20tööturul%20rakendamise%20võimalustest%20Järvamaal.pdf](http://www.sm.ee/est/HtmlPages/PsüühilisteerivajadustegainimestetooturulrakendamisevõimalustestJärvamaal/$file/Psüühiliste%20erivajadustega%20inimeste%20tööturul%20rakendamise%20võimalustest%20Järvamaal.pdf))

Is more research also needed?

Yes, there is the need for more analysis on those currently working among disabled persons and those not working in order to understand their low motivation to work and enhance their employment motivation. For that reason the Estonian Health Interview Survey 2006 gives a good possibility to link between each other their functional capacities, their family life, their educational and working career with health problems and draw more overall picture of the population towards whom the measures are targeted. As similar survey was carried out in 1996 it gives the opportunity to assess the developments over past 10 years.

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