



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

**Country:** Netherlands

**Author(s):** J. Schoonheim, J.C. Smits

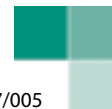
### Background:

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 is a update of the report 2008 that 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).

The first version of the report was published in 2008. This is the second version of the report updated with information available up to November 2009.



## Summary of changes since 2008

There will be a strong emphasis on stimulating job opportunities for especially young people with disabilities. There is growing concern about the number of young people applying for disability benefits. Possibly due to economic crisis the number of young people applying for disability has increased more than expected. A new law and several pilot projects are announced for 2010.

The latest statistics on employment of people with disabilities in the Netherlands dates from 2007, based upon a survey among people with chronic illness and physical disabilities (Nivel, Core Data on Place in Society, September 2009). People with mental disabilities or learning difficulties were left out of this survey. The employment rate for people with (physical) disabilities is 37 %. The employment rate among people without disabilities is 66%. There is a substantial difference in the employment rate between men and women with disabilities: 56% and 29%. Age matters: men and women with disabilities younger than 40 have an employment rate of 61%, not much less than the rate for their peers without disabilities (67%).

### New quantitative data:

National statistics on people with disability benefits are available although no distinction is made between people with only benefits and people who combine wages with benefits. In July 2009 a total of 817.000 people received disability benefit. That is some 10.000 less than a year before (UWV 2009). There has been an unexpected increase of young people applying for disability benefit. In the Netherlands there are no reliable statistics available on activity rates, duration of contracts, reasons for leaving workforce etc.

### New policy changes:

The government has introduced new laws and several pilots to enhance job opportunities especially for young people with disabilities. The new scheme is aiming for a positive effect for two thirds of the young people with disabilities reaching the age of 18. That would be 10.000 young people with disabilities each year.

A central part of the schema is a new law, to come into effect as of January 2010. According to this law, young people with disabilities will get an individual participation plan, stating available assistance to find a job or vocational training. There is no automatic right to a benefit but any wage will be supplemented to a level higher than the minimum benefit would be. The more wage the jobseekers succeeds in getting, the higher the total income will be. When reaching the age of 27 a new judgment will be made to see if they would need permanent additional disability benefit. This new regime will apply to all people with disabilities reaching the age of 18 and applying for disability benefit (WAJONG). Each year 15.000 people apply for this benefit in the Netherlands. Two thirds of them are estimated to get an individual participation plan. The other third is considered too severely disabled to work and will receive a Wajong-benefit (75% percent of minimum wage).

The Dutch Government announced in September a temporary law which allows employers to pay workers with a disability (whatever their age) less than minimum wage. Municipal governments are then obliged to supplement wages, in each case to a level higher than the benefit the worker received. Employers will also get full compensation for adjustments necessary in the workplace for particular employees with disabilities.

The Dutch government has considered introducing a hiring quota but decided against it. Instead the government stipulates that large national companies, employer organizations and trade unions make a hiring quota part of their new collective labour agreements. Such quotas are now part of least 21% of new collective labour agreements.



Along with this new regime the national government has made agreements with municipal governments, trade unions and national organizations of employers to start several pilots, aiming to establish best practices to help young people with disabilities to get regular jobs, best training and to enhance chances to go from sheltered employment to regular jobs.

Several plans are made to stimulate employers to hire employees with disabilities. The English two ticks campaign is planned to start in 2009 in the Netherlands. In this campaign employers can use a national logo in an advertisement to state they invite applications from jobseekers with disabilities. There also will be a campaign to lessen the bureaucratic burden for both employers and employees with disabilities.

### **The economic crisis:**

Employment growth is assumed to be negative in both 2009 and 2010, falling by around 1¼% and 2½% respectively. Unemployment is expected to rise to around 3.9% in 2009 and 6.2% in 2010. Youth unemployment remained well below the EU average in Q4-2008 (5.0% against 16.4%).

There are no statistics on unemployment of people with disabilities. There is however an unexpected increased growth of young people applying for disability benefit in 2009. (UWV 2009). Whether this is due to economic crisis or fear of young people for the new law restricting the right to a disability benefit as of January 2010, is yet unclear. (UWV kwartaalrapportage III 2009).



## **PART ONE: GENERAL EVIDENCE**

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

The Netherlands has a long history of providing care for persons with disabilities, but predominantly outside of the mainstream of society. Much of the research concerning the employment prospects for persons with disabilities is focused on reducing the costs of providing government benefits and/or taxation and the costs of care. The most prominent research organizations commissioned by government ministries include the Netherlands Institute for Social Research (Sociaal Cultureel Planburo - SCP), Statistics Netherlands (Central Bureau for statistics – CBS), TNO Arbeid and the Netherlands Institute for Health Service Research Nivel and Vilans (a merger of institutions involved in providing long-term care and rehabilitation services to persons with disabilities and chronic illnesses). Studies are also conducted by private contractors.

Of concern is how to reduce the number of people receiving disability benefits, and determining whether these are people receiving a fixed disability allowance awarded from age 17, an older population of employed disabled people, or persons receiving sheltered and supported employment benefits. One of the most important findings is that since 2002 there has indeed been a considerable reduction in the number of people receiving disability benefits. However, between 2002 and 2007 the employment rate of people with disabilities also dropped from 44% to 37% (SCP 2007 and Nivel 2009).

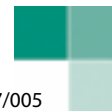
This finding on the drop in both the rate of people receiving disability benefit and the employment rate was set out in a comprehensive study of the participation and life situations of disabled persons in the Netherlands, 'Participating with Limitations, Report on Disability 2007', prepared by the Netherlands Institute for Social Research (Sociaal Cultureel Planburo, SCP 2007) at the request of the Ministry of Health, Welfare and Sport (VWS). A similarly comprehensive report was also published in 2002. The SCP Report of 2007 provides review of research and policy evaluation studies over the past decade aimed at stimulating the participation of people with disabilities, including statistics and results. A substantial focus of the report is on employment.

The SCP Report identifies three main sets of policy measures related to employment and disability in the Netherlands. One set of measures has been aimed at encouraging employers to hire or retain employees with disabilities, mainly by charging them part of the costs of disability benefits. Research results show that employers insure themselves for the financial risks they are exposed to, but that the employment market has not opened up to more people with disabilities.

The second set of measures was designed to stimulate more employment of workers with disabilities by setting up (re)integration programs, such as workplace adjustments or accommodations, additional vocational or professional training, and job coaching for employees with intellectual disabilities, among others. These measures provide employer subsidies for the costs of these kinds of integration supports.

In 2000 a major change in policy led to the privatization of employment reintegration efforts. A large number of new private organizations developed to help unemployed people find a job and support job seekers with disabilities. These private companies contracted with municipal governments through an open bidding system. The number of persons who utilized employment reintegration services doubled from 26,000 in 2002 to 52,000 in 2004 and after that declined somewhat to 48,766 in 2009. (UWV Kwartaalverkenning 2009-III).

The number of grants provided for workplace adjustment decreased between 2002 and 2006. There is concern that employers are hesitant to hire prospective employees with disabilities or to claim subsidies to support workplace accommodations.



A finding of an important commission, Commissie Werkend Perspectief (CWP), set up to investigate barriers in the employment market for unemployed youth, found that employers are wary of taking on an obligation to pay wages for workers who may be unable to work for extended periods of time due to chronic illness or disability (CWP, 2007).

The third set of measures aimed at decreasing the numbers of those dependent on employment disability benefits and increasing their participation in the labour market has involved a large scale re-eligibility screening of all disability unemployment benefit recipients under the age of 50. Stricter criteria were used to determine ability to work. The result of this national screening was that 27% of the total were declared eligible for work and ineligible for continuing benefits, and 12% were declared eligible for a reduced amount of benefits. 32% of those who lost their benefits eventually found employment, but earned less than they were considered capable of earning. (Van Deursen, As/tri, 2007).

In 2006 a distinction was introduced between people entitled to disability benefits due to complete and permanent disability, and those considered sufficiently able-bodied to find some form of employment. The benefit level of the first group was increased. For the second group measures were adopted to further stimulate their chances of finding employment: financial risks for employers were reduced and support for individual jobseekers was improved. The result of the policy measures was a sharp decrease in the number of employees claiming disability benefits for the first time: from 60,000 to 21,000 in 2006. More than half of the people denied disability benefits under the new law were forced to leave their former jobs and were unemployed after the decision about denying benefits was made. (Regionplan study, van Horsen and van Doorn 2007).

The SCP study concludes that the three sets of measures aimed at improving participation and reducing benefits dependency have not had positive results. The percentage of people with disabilities who are employed decreased from 44% in 2002 to 39% in 2005, while employment for non-disabled persons remained stable at 68%.

The employment rate for people with (physical) disabilities is 37 % (Nivel 2009). The employment rate among people without disabilities is 66%. There is a substantial difference in the employment rate between men and women with disabilities: 56% and 29%. Age matters: men and women with disabilities under 40 have an employment rate of 61%, not much less than the rate for their peers without disabilities (67%).

National statistics on people with disability benefits are available, although no distinction is made between people who only receive benefits and people who combine wages with benefits. In July 2009 a total of 831.000 people received disability benefit. This is 12.000 less than a year before. In the Netherlands there are no reliable statistics available on activity rates, duration of employment contracts, reasons for leaving workforce etc.

Several studies have investigated the continuous growth in the number of young disabled people receiving a disability employment benefit known as the Wajong benefit. This is a benefit for those who are disabled at the age of 17 which, once awarded, can be continued until the age of retirement. If the present trend should continue, this group will eventually constitute 5% of the workforce, according to the Ministry of Social Affairs and Employment ([http://docs.minszw.nl/pdf/35/2008/35\\_2008\\_3\\_11867.pdf](http://docs.minszw.nl/pdf/35/2008/35_2008_3_11867.pdf))

A study conducted by TNO Arbeid, a scientific research organization financed in part by the Ministry of Social Affairs and Employment (SWZ), reveals that one in 15 young persons claims and receives a Wajong disability benefit before the age of 30. This study makes a direct link between the increasing Wajong population and the increasing number of children receiving special education in special schools (a 21% increase in the period 2003-2006). (Toename gebruik ondersteuning voor jongeren met een gezondheidsbeperking, March 2007, TNO<sup>1</sup>)

<sup>1</sup> [http://www.tno.nl/downloads/KvL-APAR-129\\_2007\\_3\\_10949.pdf](http://www.tno.nl/downloads/KvL-APAR-129_2007_3_10949.pdf)



The same link between attendance at special schools and application for disability benefits is noted in a study conducted by the Socio-Economic Council (Sociaal-Economische Raad (SER)) of the Government, which is an important independent advisory council for the government. (See *Meedoen zonder beperkingen*, (Participation with Limitations) SER 2007/06<sup>2</sup>)

The SER study found that following present policies, the number of Wajong benefit recipients was due to grow from 156,000 in 2006 to 300,000 and possibly 360,000 in 2040. Of the current recipients, 9% have regular jobs and some 17% have jobs in sheltered employment. This 23% participation rate is considered very low since at least half of the Wajong recipients are considered able to work in some way. Recommendations made by SER to improve the employment prospects for disabled persons include: revision and refining of employment subsidies so that both employers and prospective employees can make easier and better use of them; clear definitions of which organization is accountable for results in job placement and providing workplace accommodations, improving the quality of basic education for young people with disabilities and learning problems; experimentation with inclusive education and providing better assistance to children leaving school in finding jobs and internships. The SER found that significantly more supported employment is needed, and recommended introduction of an individual 'participation budget'. It also recommended that integrated service provision, in particular for severely disabled persons, be returned to the public sector.

The SCP Report of 2007 provides employment statistics related to persons with physical disabilities, and does not include information on persons with intellectual and psychiatric disabilities (due to the lack of a national data base or recent nation-wide study). The SCP Report refers to the situation up to 2003. Statistics on participation in employment are set out in section 4 of this report and additional statistical information is contained in the appendices to the report. Reference is made to Statistics Netherlands (Centraal Bureau voor de Statistiek, CBS) which compiles statistics related to disability, primarily on the use of disability benefits. Employment statistics can only partially be derived from the figures on benefit use.

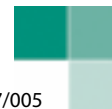
The CBS conducts an longitudinal survey of availability for employment within the potential workforce (Enquete Beroepsbevolking). From 2002 this survey has included questions on disability. 1,8 million people have reported through this survey that they consider themselves disabled to some degree and that their disability or illness restricts their ability to work. Of this group, 685,000 are employed. Of those who have a job, almost half need some form of workplace accommodation. These statistics are disaggregated for gender and age. Women with disabilities and older people with disabilities are less likely to be employed than men and younger persons with disabilities. The SCP 2007 report also disaggregates the statistics for severity of disability and type of disability, but only for visual, motor and hearing impairments. Intellectual and psychiatric impairment, as well as chronic illness, are not included in the statistical breakdown. Also not included in the statistics are factors of race or ethnicity. The CBS survey includes only persons who are considered able to work for more than 12 hours per week and all those who are not considered able to work are left out. The estimated 110,000 persons with an intellectual disability in the Netherlands, for example, would not be included in this survey.

The Ministry of Health, Welfare and Sport reports on the use of disability support measures, but since 2004 the data no longer is disaggregated according to age group, ethnicity or kinds of impairment. Whether this is part of an effort to further inclusive policy measures is unclear. If so, it has not been effective, as it does not allow let us know about the needs and situations of members of the total population of disabled persons in the Netherlands, how they are faring relative to each other, and in comparison with non-disabled people.

The SCP statistical Report of 2007 does not show an improvement in disabled people's employment participation.

---

<sup>2</sup> <http://www.ser.nl/>



On the contrary, employment participation has decreased. Unfortunately, employment participation statistics, including figures disaggregated for type and severity of both physical and intellectual disability, gender, age, educational background, and ethnic or national origin are not easy to find in other sources and are frequently unavailable.

## 1.2 Employment statistics and trends (key points)

The latest statistics on employment of people with disabilities in the Netherlands date from 2007, based on a survey of people with chronic illness and physical disabilities (Nivel; Core Data on Place in Society, September 2009). People with mental disabilities or learning difficulties were left out of this survey. The employment rate for people with (physical) disabilities is 37 %. The employment rate among non-disabled people is 66%. There is a substantial difference in the employment rate between men and women with disabilities: 56% and 29% respectively. Age matters: men and women with disabilities younger than 40 have an employment rate of 61%, not much less than the rate for their peers without disabilities (67%).

National statistics on people receiving disability benefits are available, although no distinction is made between people who only receive benefits and people who combine wages with benefits. In July 2009 a total of 813,000 people received disability benefits. (UWV Cijfers en trends<sup>3</sup>). That was 10,000 less than the year before. In the Netherlands there are no reliable statistics available on activity rates, duration of contracts, reasons for leaving workforce etc.

## 1.3 Laws and policies (key points)

While the National Employment Reform Programme (NERP) for the Netherlands identifies improving the labour supply as one of the of the highest priority challenges and the Commission recommends that the Netherlands takes further measures to improve the labour supply of disadvantaged groups, disabled persons are not specifically mentioned in the NERP.

In response to the continuous growth of the number of young disabled people receiving a disability employment benefit, the Government has revised the Wajong Law.

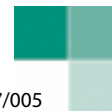
According to the new law, to come into effect as of January 2010, young people with disabilities will receive an individual participation plan, stating available assistance to find a job or vocational training. There is no automatic right to a benefit but any wage will be supplemented to a level higher than that of the minimum benefit. The higher the wage that jobseekers succeed in getting, the higher their total income will be. On reaching the age of 27, a new assessment will be made to see if they need permanent additional disability benefit. This new regime will apply to all people with disabilities reaching the age of 18 and applying for disability benefit (WAJONG). Each year 15.000 people apply for this benefit in the Netherlands. It is estimated that two thirds of them will get an individual participation plan. The other third is considered too severely disabled to work and will receive a Wajong-benefit (75% percent of minimum wage).

The government has also announced a temporary law, which allows employers to pay workers with a disability (whatever their age) less than minimum wage. Municipal governments are then obliged to supplement wages, in each case to a level higher than the benefit the worker would have received otherwise. Employers will also get full compensation for adjustments necessary in the workplace for some employees with disabilities.

Along with this new regime the national government has made agreements with municipal governments, trade unions and national organizations of employers to start several pilots, aiming to establish best practices to help young people with disabilities to get regular jobs, best training and to enhance their chances of progressing from sheltered employment to regular jobs.

---

<sup>3</sup> [http://www.uwv.nl/Images/CT2009-08\\_tcm26-211205.pdf](http://www.uwv.nl/Images/CT2009-08_tcm26-211205.pdf)



Several plans are in progress to stimulate employers to hire employees with disabilities. The English two ticks campaign is planned to start in 2009 in the Netherlands. In this campaign employers can use a national logo in an advertisement to state that they invite applications from jobseekers with disabilities. There also will be a campaign to lessen the bureaucratic burden for both employers and employees with disabilities.

The Netherlands has signed but not yet ratified the UN Convention on the Rights of Disabled People. The current government policy is directed toward greater inclusion, and committed to raising the percentage of labour market participation from 70% to 80% by 2016. ('Iedereen doet mee', Everyone Participates, September 2007.)

The Equal Treatment Act on Disability and Chronic Illness (WGBH-CZ, was enacted in 2002 and entered into force for the labour market in 2003. Each year an average of more than 30 cases are put forward. In 2009 the scope of this law has been extended to include all levels of education and housing. Extension to the provision of goods and services is pending. The Equal Treatment Commission (CGB) recommends extension of the law to provision of goods and services, including public transport and a quick ratification of the UN Convention on the rights of people with disabilities to further fight discrimination on the basis of disability (evaluation by the CGB 2008: [http://www.cgb.nl/webfm\\_send/454](http://www.cgb.nl/webfm_send/454)).

#### **1.4 Type and quality of jobs (summary)**

Sheltered employment is a very developed form of employment for people with disabilities in the Netherlands. In 2008 some 111,000 people had jobs in sheltered employment, some of them in supported employment on the open market, and some also attached to private companies under the supervision of sheltered employment providers. These numbers are increasing, while the waiting list for sheltered employment is decreasing. In 2008 17.753 people were on a waiting list, up from 6,000 in 2002. (Cedris: Inzicht-uitzicht 2008<sup>4</sup>)

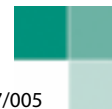
The SCP Report of 2007 notes that people with disabilities more often work on a part-time basis than do non-disabled persons. The more severe the physical disability, the fewer hours worked. Most employment is in the private sector. One sees more physically disabled persons in industries in which such disabilities are likely to occur, such as in construction. The incidence of supported employment has increased slightly in recent years, but is still much lower than demand from disabled workers. A report on the Access of People with Intellectual Disabilities to Education and Employment in the Netherlands (prepared by EUMAP, the European Union Monitoring and Advocacy Project, of the Open Society Institute) reported in 2005 that of the approximately 73,000 adults with an intellectual disability in the Netherlands, some 30,000 were employed in sheltered employment. At the same time, 3,000 persons were supported in the open job market and 15,000 persons with an intellectual disability were attending adult day-care facilities, often engaging in unpaid 'employment-like' activities.

Considering the available evidence, employment activation policies do not seem to focus on specific kinds of work or specific types of jobs for disabled people. Physically disabled persons appear to benefit more from efforts than persons with intellectual disabilities.

---

<sup>4</sup><http://www.cedris.nl/contenttypes/Dossiers/Dossier11.aspx?Source=http%3a%2f%2fwww.cedris.nl%2fweb%2fthema%2fontwikkelingen%2fPages%2fdefault.aspx>





## **PART TWO: SPECIFIC EXAMPLES**

### **2.1 Reasonable accommodation in the workplace**

In theory all adaptations needed to facilitate employment are possible (the Equal Treatment Act requires employers to make 'reasonable adjustments'). A distinction is made between fixed accommodations to the workplace and assistive devices, which the employee can take to another employer. An employer can request (as of 2010 100%) a subsidy for adaptations to the workplace once his/her employee has been in employment for at least 6 months. Portable adaptations, such as an adapted desk or chair, beyond the usual equipment expected to be provided by an employer, must be purchased by the employee, who can request a subsidy from the UWV (Benefits Provision Office). Personal assistance in the form of a job coach is possible, either as a Sheltered Employment benefit (which requires that one be employed via Sheltered Employment), or on the open employment market via a reintegration firm contracted by the UWV. The UWV contracted job coach can assist for a maximum of 15% of the hours worked during the first year. This decreases to 7.5% in the second year and to 5% in the 3rd and subsequent years. Flexible employment contracts are also possible. The first three months of employment may be treated as a trial period, during which the employer does not need to pay wages. A new law is in preparation (in effect as of 2010) which allows employers to pay recipients of disability benefits wages below minimum level. The worker will receive a benefit which brings the total of wage and benefit above the level of the original disability benefit.

According to UWV statistics, in 2009 48,766 people with a disability attended a training course and/or intensive supervision by a reintegration coach, which usually lasted longer than a year. Of these, 4609 found work in 2009. (UWV kwartaalverkenning: [http://www.uwv.nl/Images/UKV%202009-III\\_tcm26-212271.pdf](http://www.uwv.nl/Images/UKV%202009-III_tcm26-212271.pdf))

### **2.2 Other activation policies**

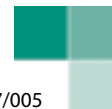
Government policy, as reflected in laws providing disability benefits, attempts to provide financial incentives to work in three ways: by tightening the eligibility requirements for higher benefits, by providing employers with subsidies to hire disabled employees and by providing educational and reintegration support to persons with an employment disability.

In 2009 the government considered introducing a hiring quota but decided against it. Instead government has stipulated that large national companies, employer organizations and trade unions make a hiring quota part of their new collective labour agreements. Such quotas are now part of least 21% of new collective labour agreements.

The coordinating governmental body, UWV, is charged with mapping competencies and matching employees with reintegration companies to provide reintegration training, individual training support and job coaching. Limited financial compensation for transport to work is available to employees who require this, although availability of transportation is identified as a problem.

### **2.3 One example of best practice**

In 2003 four Dutch mental health agencies began to implement individual placement and support programs of supported employment. Employment specialists from vocational services (such as generic vocational agencies, sheltered workshops, and rehabilitation centers) were assigned to mental health teams delivering comprehensive treatment and care for persons with severe mental illnesses. The employment specialists were to assist people in getting jobs, offer follow-along supports after job placement, and spend most of their time in the community. They maintained close contact with the mental health clinicians and regularly attended team meetings. Clients were informed about the program by letter and leaflet, by their clinician, or during an information meeting. They could be self-referred or referred by their clinician.



All clients who were 18 years and older and expressed interest in competitive employment were eligible and 319 persons were followed.

An evaluation, published as *A Multisite Study of Implementing Supported Employment in the Netherlands*<sup>5</sup> showed the following results. Of the 316 persons with mental illnesses, 57 (18%) obtained competitive jobs. Barriers to implementation included lack of organizational standards, loss of vocational staff, funding problems, insufficient time for program leaders, and inadequate cooperation between the involved organizations. Important facilitators were the skills and commitment of the vocational team members and the integration of vocational and mental health staff. The conclusions were: To implement evidence-based supported employment in the Netherlands will require changes in financing, organizational structures, attitudes, cultural beliefs, and labor and disability regulations.

Researcher E. Hoekstra published in 2003 an evaluation on *Supported employment: the role of jobcoach, person with disability/chronic illness and employer*<sup>6</sup>. Of the 95 persons involved in this evaluation, 52 were men and 43 women, with an average age of 45. The study showed that job coaches spent an average of 100 hours coaching people with cognitive disabilities. The 100 hours represented 60% of the total time a job coach had available per client in this group. Job coaches spent less time in direct contact with their clients with mental health problems (44% of total available time per client) and even less for people with chronic illnesses (33% % of available time per client). People with cognitive disabilities needed coaching permanently. The attitude and knowledge of the job coaches determine their success. Successful coaches are open-minded, helpful, empathic and focused on the needs of other people. There is a negative correlation between knowledge of specific illnesses and disabilities. The more a coach knows about a specific illness or disability of a client, the less success the coach had. This study shows that employers usually have a negative image of workers with disabilities and chronic illness.

Job coaching companies in the Netherlands have showed a considerable improvement in their professionalization as in shown in a study by research institute Vilans: *State of the art of supported Employment 2009*<sup>7</sup>.

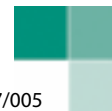
Job Coaching companies work in majority independently, cooperate with organizations of employers and with schools for students with special needs and strive to make the quality of their work transparent.

---

<sup>5</sup> <http://psychservices.psychiatryonline.org/cgi/content/full/58/11/1421>

<sup>6</sup> <http://dissertations.ub.rug.nl/FILES/faculties/medicine/2002/e.j.hoekstra/Hoekstra.PDF>

<sup>7</sup> [http://www.vilans.nl/Site\\_Webwinkel/docs/PDF/BegeleidWerkenStateOfTheArt2009.pdf](http://www.vilans.nl/Site_Webwinkel/docs/PDF/BegeleidWerkenStateOfTheArt2009.pdf)



## **PART THREE: SUMMARY INFORMATION**

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

Employment activation policies have not yet proven to be effective in improving the employment prospects for disabled people in the Netherlands. The emphasis on cost reduction has not changed employer attitudes towards hiring people with disabilities or removed other obstacles to the labour market, such as bureaucracy and effective support for people with intellectual disabilities. The Equal Treatment Act is increasingly used for employment-related disability discrimination claims and broadening the scope of the Equal Treatment Act to the sectors of transportation, primary and secondary education and the provision of goods and services would probably do much to improve the visibility and situation of disabled persons in Dutch society.

#### Recommendations:

- Develop an accurate and complete statistical data base on the employment position of persons with disabilities, disaggregating them for type and severity of disability, support needed, support utilized, gender, age, ethnic or national origin. These statistics should be updated annually.
- Attention should be paid to the employment situation of disabled people living in institutions.
- Make use of the legal measure to impose a 5% hiring quota on employers, or raise the current voluntary commitment of 2% to 5% and monitor employer achievement of this minimum employment goal.

#### **New policy changes:**

The Netherlands government wants to provide young people with disabilities with more chances of paid jobs. As of 2010 people with disabilities reaching the age of 18 will not automatically receive disability benefit but will get assistance to find a job or vocational training. Any wage will be supplemented to a level higher than the minimum benefit would be. Employers will be stimulated to employ people with disability and are allowed if need be to pay less than minimum wage. The higher the wage the jobseeker with a disability succeeds in getting, the higher their total income will be.

Each year 15.000 people reaching the age of 18 apply for disability benefit. The governments is aiming to provide 10,000 of them with this assistance and this combination of benefit and wage. The rest are considered too disabled to work and will keep their right to a disability benefit from age 18.

#### **New research evidence:**

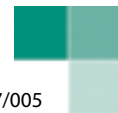
A survey based on interviews with a panel of people with physical disabilities only, shows that use of public transport has diminished. Only a quarter of people with physical disabilities used public transport in 2007 (compared with a third in 2005). (Nivel; Core Data on Place in Society, September 2009).

The same survey shows that the employment rate of people with disabilities slightly improved (to 37%) compared with 2005. Up to a third of people with disabilities received adaptations for their work. The survey also shows also that one in five people with disabilities worked as a volunteer whereas 44% of people in general do so. In 2007 the average income of people with disabilities was 1276 euro per month. This represented a net increase of 1% compared with 2006. In 2009 the average income in general in the Netherlands is 1950 euro per month.

**The economic crisis:**

Employment growth is assumed to be negative in both 2009 and 2010, falling by around 1¼% and 2½% respectively. Unemployment is expected to rise to around 3.9% in 2009 and 6.2% in 2010. Youth unemployment remained well below the EU average in Q4-2008 (5.0% compared with 16.4%).

There are no statistics on unemployment of people with disabilities. There has been however an unexpected increase in the number of people applying for disability benefit in 2009. (UWV 2009). There has also been an unexpected increase in young people applying for disability benefit. Whether this is due to the economic crisis or the fears of young people about the new law restricting the right to a disability benefit as of January 2010, is yet unclear. (UWV kwartaalrapportage III 2009).



### 3.2 References

Employment Insurance Benefits Payments Institute

<http://www.uvw.nl/overuwv/kennis-publicaties/statistische-publicaties/index.aspx>

CBS (Central Statistics Commission, Disability Statistics), <http://www.cbs.nl/en-GB/menu/themas/arbeid-sociale-zekerheid/nieuws/default.htm>

Commissie Gelijk Behandeling (Equal Treatment Commission), [www.cgb.nl](http://www.cgb.nl)

Gelijk Behandeling: Oordelen en Commentaar 2007, (Equal Treatment: Decisions and Commentary 2007) <http://www.cgb.nl/publicaties/oordelenbundels>

Commissie het Werkend Perspectief, 2007, (CWP, Commission for a Working Perspective), <http://www.kroonophetwerk.nl/plaatjes/user/File/downloads/gedeeltelijk%20arbeidsg>

Cedris, the sectoral organization for companies engaged in sheltered employment and labour integration. <http://www.cedris.nl/web/thema/ontwikkelingen/Pages/default.aspx>  
<http://www.cedris.nl/contenttypes/Dossiers/Dossier11.aspx?Source=http%3a%2f%2fwww.cedris.nl%2fweb%2fthema%2fontwikkelingen%2fPages%2fdefault.aspx>

European Union Monitoring and Advocacy Project (EUMAP), Monitoring Report on the Rights of People with Intellectual Disabilities and Access to Education and Employment, 2007, [www.eumap.org](http://www.eumap.org)

Klerk, Mirjam. de (ed.). (2007) Meedoen met beperkingen. Rapportage gehandicapten 2007. Den Haag: SCP (SCP-publicatie 2007/14), (SCP Report 2007, Participating with Limitations) <http://www.scp.nl/dsresource?objectid=19528&type=org>

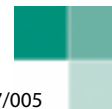
Meedoen zonder beperkingen : meer participatiemogelijkheden voor jonggehandicapten, (Participation without limitations: greater participation possibilities for young people with disabilities) Economic Council (2007). [www.ser.nl](http://www.ser.nl)

Ministry of health, welfare and sport [www.vws.nl](http://www.vws.nl)

Ministry of Social Security and Employment Opportunity [www.szw.nl](http://www.szw.nl)

UWV kwartaalverkenning 2009, Quarterly Reports of UWV, Employment Insurance Benefits Payments Institute.

<http://www.uvw.nl/overuwv/kennis-publicaties/statistische-publicaties/index.aspx>



## Annex 1: quantitative data on the employment of disabled people

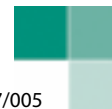
Year: 2009	Absolute? (N)	Percentage (%)	Change (from previous year)
Disability rate	1,600,000	10	-
Employment rate of disabled people		37	39
Activity rate of disabled people		Not known	
Inactivity rate of disabled people		Not known	
Employment in open labour market			
Employment in sheltered workshop		110,000	105,000
Reason for leaving the labour market due to disability or long standing health problem		Not known	

Year:	% Permanent	% Temporary
Permanent contracts vs. short term contracts	Not known	

Year:	% Full-time	% Part-time
Full time vs. part time jobs	Not known	

Year:	Public sector	Private sector	(e.g. comment or give % employers meeting obligations?)
Fulfilment of employment quota (if it exists)	Does not exist	Does not exist	

Participation in training of disabled people	Not Known	(e.g. comment or give number of people participating in vocational or work-related employment)
--	-----------	--



## Annex 2: 2008-9 laws and policies on the employment of disabled people

<b>Name of law:</b>	WAJONG revision
<b>Date of entering into force:</b>	January 2010
<b>Objective:</b>	To provide stimulation for young people applying for disability benefit to seek paid jobs. Disability benefit will mainly been given as a supplement to job wage. Those who are considered not able to work at all will keep the right to a benefit from age 18. Others can apply for full benefit from the age of 27.
<b>Impact assessment (positive/negative):</b>	Two thirds of young people applying for disability benefit from age 18 will be considered able to work in some extent. The positive effect will be that they will get extra help in finding jobs and their total income, wage and supplementing benefit will rise above minimum level. Those who cannot succeed in finding paid work will be without any disability benefit and will be dependent on welfare benefit only.



### Annex 3: 2008-9 research/evaluation on the employment of disabled people

<b>Publication details (author, date, title, etc):</b>	
<b>Key findings from the research:</b>	
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	
<b>Key findings from the research:</b>	
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	
<b>Key findings from the research:</b>	
<b>Comment or assessment:</b>	