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## Comments Austria

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• EUROPÄISCHES ZENTRUM  
FÜR WOHLFAHRTSPOLITIK UND SOZIALFORSCHUNG  
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• CENTRE EUROPÉEN  
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# Labour market situation of PWD in Austria, 2017

- 104,038 PWD entitled to special support (1.8% of pop. 15-64)
- Thereof 60,903 (58.5%) employed or self-employed (overall 72.2%)
- Of 106,883 quota work places, 64.4 % occupied by PWD (2014)
- 12,894 PWD registered as unemployed (3.8% of all unemployed)
- Unemployment rate of PWD 9.0 % (all unemployed: 8.5%).

# Effective approaches in Austria

- PWD entitled to special support\*
  - occupational subsidies, dismissal protection, tax allowance
  - employers can claim subsidies and tax reliefs
- In international comparison high compliance to quota system, however
  - recent changes showed no effect
  - demographic change: “inherent ambivalence of quota system”
- Programmes and measures related to the interface between education, training and labour market
- Counselling and secondary prevention service for employed and unemployed persons with disabilities, chronic diseases or other health problems – *fit2work*

\* Status as PWD does not inherently include an

## Reflection on example LV

- Debate whether there should be an assessment of the loss or the remaining work-capacity of PWD; in AT
  - assessment of the status as PWD entitled to special (occupational) support (declaration on the degree of disability) vs.
  - assessment of work capacity based on labour and social insurance laws
- Suggestion to set quotas in public administration; in AT
  - all employers obliged to employ one PWD per 25 employees;
  - compensatory levy for each quota-place not filled;
  - finances support measures for PWD and their employers for occupational and social rehabilitation and integration

## Questions for debate

- What is the specific difference between assessing the loss of work-capacity and assessing the remaining work-capacity? Is there – apart from a potential psychological factor – an objective reason for this kind of distinction, both in Latvia and in other countries?
- Why is the quota system only planned for the public sector?
- What is the regulation in terms of special dismissal protection and what changes are proposed by the employers?