

# Employers views on disability, employability and labor market inclusion

Lena Strindlund,  
PhD Student  
Linköping University, Sweden

# Background

- Low labor market inclusion among vulnerable and disadvantaged groups such as people with disabilities.
- Lack of cooperation between actors working within vocational rehabilitation/ labor market services and employers.
- Employers central role within labor market inclusion- lack of knowledge of their needs and driving forces.

# Aim of the study

To increase the knowledge and understanding for employers views on employability and labor market inclusion for people with disability.

- *What different views on employability for people with disability were seen among the employers?*
- *What are the distinctive features?*
- *How can these different views be understood?*

# Method

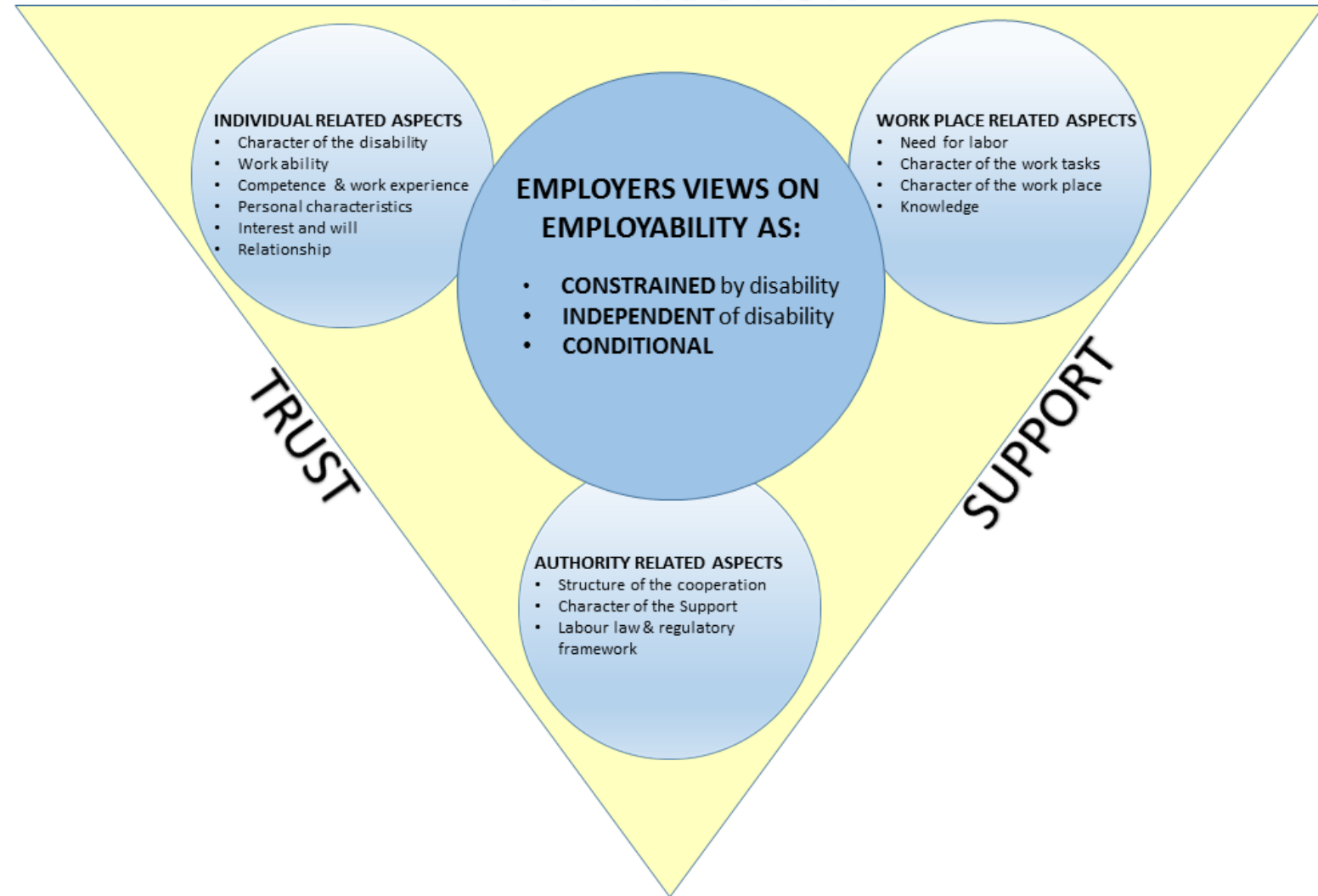
- **Data collection**
  - Qualitative semi-structured interviews
- **Selection**
  - 27 employers, maximal variation
- **Analysis**
  - Phenomenographic

Professional field	No.	Employer/Company
Health care and social care	3	Personal assistance company, Elderly care company, Health center
Sales, hotel, restaurant and service	8	Office technology company, hotel, Security company, Grocery store, Sports store, Fast food restaurant, Cleaning company
Data, engineering, and science	2	High technology manufacturing company, Natural environmental consulting company
Economy, administration, culture, and media	5	Municipal property management, Insurance company, News and media company, Bank, Authority operator
Manufacturing, operations, and maintenance	4	Recruitment company, Public energy company, Property company
Natural resources	4	Packaging company, Dairy company, Agriculture, Agriculture organization
Building and construction	1	Painting company

# What different views on employability for people with disability were seen among the employers?

- Employability as ***constrained*** by disability
- Employability as ***independent*** of disability
- Employability as ***conditional***

## CONTRIBUTION



How can  
the different  
views be  
understood?

## Distinctive features: Employability as *constrained* by disability

- Problemoriented "Us-and-them" thinking
- Lack of trust in people with disabilities
- People with disabilities are low contributive- energy, time and resource demanding.
- Lack of support– non employer oriented.

*"I have to be sure that if it is decided that you will begin at seven this week, you won't come in at nine and say you couldn't get up..."*

*"The wage subsidy can suddenly disappear, you never know...You can be left standing there with an employee who doesn't work well..."*

## Distinctive features: Employability as *independent* of disability

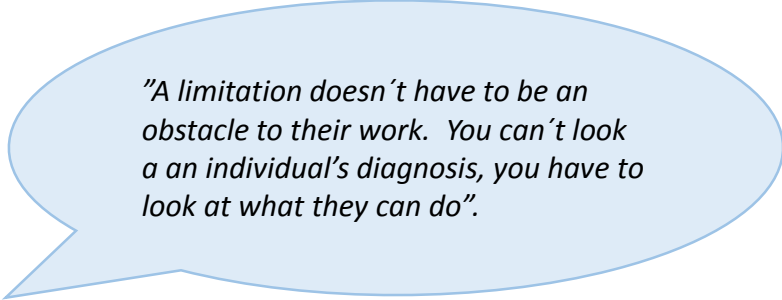
- A solution oriented "look-for-the-good" thinking
- Trust in people with disability.
- Contribution- People with disability add value, high contributive, despite the disability.
- Support- Authorities no central role, support can facilitate employment but is not a prerequisite.

*When we recruit, we use a skill-based method, and then it is the person who has the best competence for the job who gets it. If this happens to be a person with a disability, we get the support that the person needs."*

*"This is not an obstacle for us, because we know that it's worth it"*



## Distinctive features: Employability as *conditional*



*"A limitation doesn't have to be an obstacle to their work. You can't look at an individual's diagnosis, you have to look at what they can do".*

- A relative "depending-on" thinking, situational, not predetermined.
- Trust or distrust?
- Contribution- People with disability perceived as an asset or a load?
- Support- Employer oriented, employee oriented or authority oriented?

## Conclusion from the study

- Knowledge of variation in views of employability, enables for authorities to tailor employer-oriented **support** & build up long-term trustful partnership.
- This may:
  - enhance employers' **trust** in people with disabilities
  - enable employers to view people with disabilities as being **contributive**
  - increase labor market inclusion

# What is employer-oriented support?

- One contact person
- Organizational agreements
- Individual plans with follow ups
- Personal support
- Financial support
- Physical support
- Administrative support
- Employer oriented education

## How can the results be implemented?

1. Knowledge and understanding of the model.
2. Set the structure, organize for change.
3. Tailor employer oriented support and build up trustful relationships with the employers.

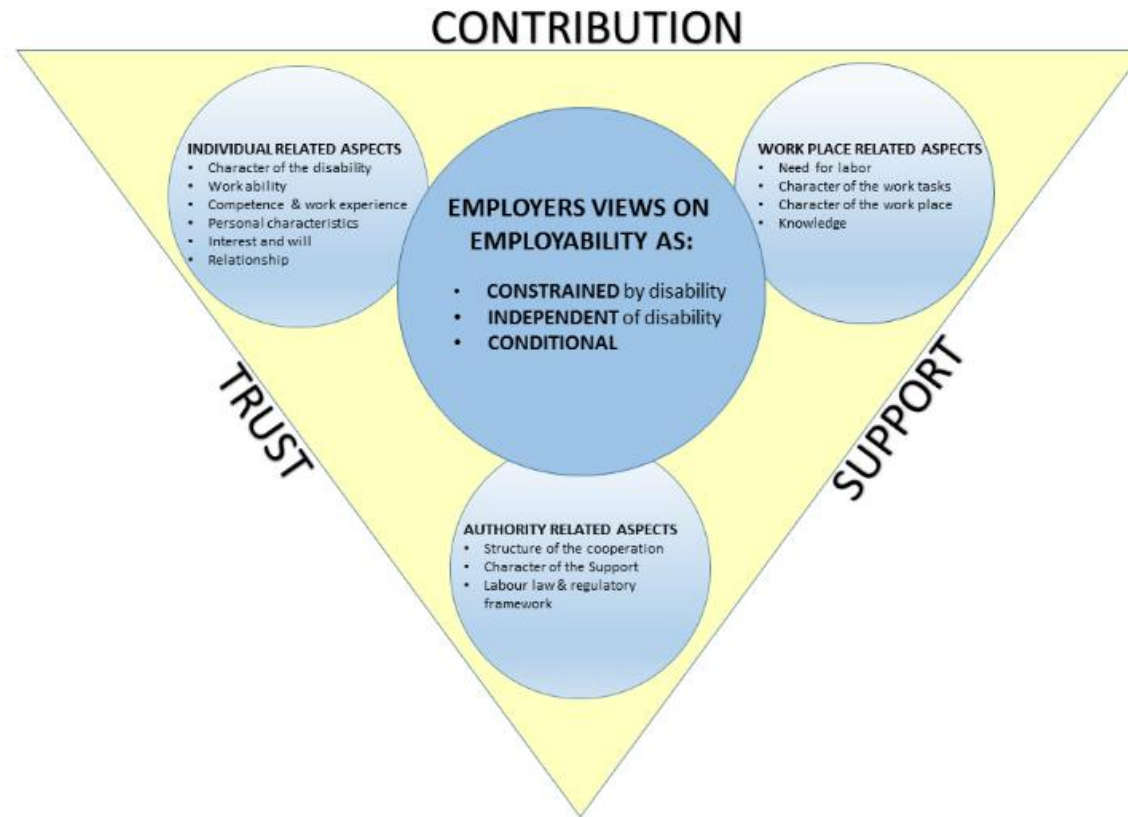
# Going from theory to practice

- A labor market service at the municipal labor market unit in Linköping, Sweden
- Aim: Stimulate increased labor market inclusion among municipal employers
- Inspired by the results – focus on employer oriented support
- Process evaluation during 2017-2018
- Evaluate different perspectives

## Some challenges...

- Lack of dissemination of information of the model in the organization.
- The organization is not prepared for the new working method.
- Lack of interprofessional cooperation between staff members concerning roles and missions.

# Bring-home-message



# Thank you for the attention!



[lena.strindlund@liu.se](mailto:lena.strindlund@liu.se)

**Employers' views on disability, employability, and labor market inclusion: a phenomenographic study**

Lena Strindlund, Madeleine Abrandt-Dahlgren, Christian Ståhl

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