Overview of the policies implemented

Darina Ondrusova[*1]

[1]Institute for Labour and Family Research – Slovakia

Abstract

Within the European Union, each country has developed its own policy. One of the responses that have been implemented in some countries has been a quota scheme. We analysed the country's reports to describe more precisely in which country such a system is currently implemented and if so, what are the characteristics of these schemes. We identified three different categories of countries.

The first category regroups countries (France, Germany, Czech Republic, Romania, Slovakia and Slovenia) which have endorsed a quota scheme approach both for private and public sectors. This involved for employers which do not respect the quota to pay monetary penalties. The amount of these penalties as well as the way to respond to the obligation and the level of the quota vary from one country to another.

The second category regroups countries (Portugal and Ireland) which have set a target for public employers. In Ireland there is a target of 3% of workers with disabilities employed by public employers. In Portugal, the target is applied on recruitment. According to the number of positions open by a public employer, a percentage of it should be reserved for persons with disabilities.

The third category regroups countries (Finland, Netherlands, Sweden and United Kingdom) which do not have a quota scheme. Some of these countries gave up their quota scheme (UK) and in others; there is currently a discussion to implement such policy (Netherlands). To be noted, in UK, there is a public sector equality duty.

However, during the discussion of the research group, it has been difficult to identify which kind of policies might be the most effective to increase persons with disabilities participation to the open labour market as few data are available and as beneficiaries of these policies varies from one country to another. All countries have adopted and/or revised their non-discrimination law in the past decade.

---

[*]Speaker