
Barriers and facilitators to access paid jobs

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Abstract

To illustrate how facilitators and barriers met by persons with disabilities in accessing paid jobs are addressed in the different countries, we analysed the data collected through the six standard case studies. Each case study was describing a person with disabilities working for a public employer. Neither, representativeness nor comprehensiveness was sought but we have tried to vary the type of impairments, the type of public employers, the level of education and the stage in working life. For each standard case study, a series of questions has been developed in order to describe what would happen to the person described, if she/he could benefit from some support, from what kind of support and from whom.

First results of this analysis show differences between countries for the following themes: involvement of persons with disabilities in the process of accessing or retaining a job, reasonable adjustments, workers with disabilities' status, employers' organisation, as well as structures (public employment service, dedicated public services, persons with disabilities' associations, etc.) involved in supporting persons with disabilities and employers.

For example, from one country to another, the way employers set an organisation to respond to their social responsibility to address issues related to the employment of persons with disabilities. For example, in Ireland and in France, figure such as disability liaison officer, was identified. The role of occupational services within or outside employers' organisation was also different from one country to another.

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