

UEmploy: Consultancy for Employment Inclusion
510784-LLP-1-2010-1-RO-LEONARDO-LMP

Finnish National Report on the Employment and Employing of Disabled People

10.6.2011
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This project has been funded with support from the European Commission.
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1. General

1.1 National background and framework

The access of disabled people to employment in Finland is significantly more difficult than for their able-bodied coeval peers. According to different studies, however, disabled people and those with partial ability to work constitute a significant labour reserve, which has remained largely unexploited in Finland. This is due to not only employers' attitudes but also the chosen social politics, as a consequence of which many disabled people as well as those with partial ability to work end up in retirement instead of working according to their remaining ability to work. Increasing participation in working life is a joint issue.

As the definition of the ability to work has become more precise, it has been observed that there are people at work and on disability pension with a similar ability to work. It can also be concluded from the data describing the inability to work that there is no fixed group of people with partial ability to work, whose employment is being discussed. The numbers of those partially able to work are influenced by, in addition to changes in the ability to function, changes in working life, the conditions of social security and the "Zeitgeist". Over 30,000 of those on disability pension would like to work to some extent, and 30,000 of the disabled would like to be on the labour market. (Lehto, Markku pp. 13, 19, 28-29).

Directing disabled individuals to enter retirement is problematic because exclusion from working life also leads easily to isolation from other societal activities. Retiring young also generally implies life-long poverty. Increasing participation in working life is a joint issue.

The disabled and those partially able to work are struggling in the cross swell arising from the goals of the market powers and the welfare state. On the labour market, the salary of those partially able to work cannot be too high, to ensure that the operations are profitable, and yet not too low in order to attract labour. The welfare state strives to compensate for this in different ways, but this does not seem to be enough. Collateral agreements have been seen as a counterforce to market forces, but they, on the other hand, inhibit the free pricing of labour and the downward flexibility of pay, which makes it impossible for those partially able to work to compete with those with full ability to work. This problem has been resolved further with social security, which means that someone who has lost his or her ability to work no longer needs to compete on the labour market, and this means society misses a lot of good expertise. Work security and social security have become opposites that are failing to complement each other so that those partially able to work could also be employed. [Lehto, Markku. People partially able to work on the labour market, pp.8-9]

In the first years of the 21st century, there were 80,000-90,000 jobseekers with a reduced ability to work. Of these, 37,000-44,000 annually are placed on the general labour market. The majority will find employment independently. Employment actions have helped to place 16,000-25,000 of these, which is the same number as those transferred outside the labour force. In practice, around a quarter of those classified with partial ability to work are placed in working life after the implementation of special actions. Another quarter is transferred

completely from the labour market. There are around 1,400 jobseekers with disabilities retiring on disability pension. (Lehto, p. 35.)

The annual retirement rate in Finland is almost equal for both disability and old age pension. In 2008, 25,600 people retired on disability pension, the total number of people on disability pension was 272,878. Of those on disability pension, over 20,000 participate in working life.

As a consequence of different disorders, around 260,000 full-time equivalents are lost every year, and around 65,000 full-time equivalents due to absences related to sickness. (Source: Final report of the working life committee reviewing the development of working life).

The average retirement age on disability pension is 52 years. The average retirement on old age pension is 63 years. Hence, early retirement due to disability results in the loss of 11 working years on average per individual retiring on disability pension. (Source: Final report of the working life committee reviewing the development of working life).

The number of those retiring on disability pension, alongside with defects in working ability, has been affected by pension levels. The end of the 2000s witnessed more people leaving the labour market than those entering it. Even though the number of those on disability pension is now on the decrease, the structure is changing.

The proportion of partial disability pensions is increasing. The reasons include lack of work duties, that is, a part-time employment is preferable to total unemployment. On the other hand, the employee may notice that part-time employment offers a financially more viable position, i.e. the gross result after retirement for those who retired fully on a work pension in 2003 was 70 %, and for those on partial disability pension it was 86 %, of their pre-retirement income. Drawing the line between the inability and ability to work thus depends largely on other factors apart from health. (Lehto pp. 15-16).

1.1.1 Social environment and disability

Officially, the juridical status of the disabled individuals in Finland is governed by the government's Disability Policy Programme (2010-2015), which outlines the concrete actions of the policy for the disabled .

(http://www.stm.fi/c/document_library/get_file?folderId=1087414&name=DLFE-12157.pdf)

The main points of the programme consist of actions to achieve the following targets:

1. Preparation and implementation of the statutory changes required by the ratification of the UN general agreement on the rights of disabled individuals
2. Improvement of the socio-economic status of disabled individuals and the fight against poverty
3. Ascertaining the availability and quality of special services and supportive actions in different parts of the country
4. Comprehensive strengthening and increase of accessibility in society
5. Strengthening disability research, increasing knowledge as well as developing qualitative and versatile methods for supporting the implementation of disability policies and monitoring.

Disability Policy Programme is coordinated by The National Council on Disability VANE which is a co-operative organ for authorities, disability organisations and organisations for relatives of disabled people. It closely follows the decision-making in the society, gives statements and promotes the real implementation of human rights of disabled people. The Council is working in close connection with the Finnish Ministry of Social Affairs and Health.

Finland has started to investigate the reasons for the problems in employing long-term unemployed people, those partly able to work and the disabled, and solutions are being sought to bring them into employment. Examples include the study of the Ministry of Social Affairs and Health called "Investigation of Obstacles to the Employment of Individuals with Partial Work Ability", which was the basis for the publication completed in February 2011 [Come along! Individuals with partial work ability on labour market. Markku Lehto. Work group report of the Ministry of Social Affairs and Health 2011:5. Helsinki 2011.].

An expert group of representatives from the Ministry of Employment and the Economy, the Ministry of Social Affairs and Health and the Association of Finnish Local and Regional Authorities studied ways to increase the proportion of working life for those in an inferior labour market position. [Increasing participation in working life is a joint issue. Reports and memoranda of the Ministry of Social Affairs and Health 2011:4. Helsinki 2011.].

1.1.2 The history of the development of services

a) Sheltered employment

The sheltered employment sector has been in existence for decades, even though the concept has only been more widely adopted in recent years. In Finland, sheltered work for disabled individuals began as the rehabilitation of war veterans in the 1940s. Initially, organisations for the disabled organised sheltered work for their members themselves. Their units were supported by the municipalities.

In 1971, the government began to contribute to sheltered work centres with a temporary statute; however, the law was finally established in 1978. The same statutory review enabled access to government grants to organise sheltered work for other municipal operators as well. After the change in the law, the previously small-scale sheltered work system expanded into a national network of work centres in the 1970s and 1980s.

In the 1970s, there were already plenty of productive work centres and work activity units, mainly organised by municipalities or joint municipal authorities or federations, and their number increased in the 1970s and 1980s.

Private operations were still scarce at that time, the choice of employment services was limited, the operations of the units were "introverted", and there were not enough units offering services to all target groups. On the other hand, the prevailing thinking was that the place of the disabled individuals was not on the labour market. Moreover, disabled individuals were not really prepared for the open labour market, even though the 1980s were the time of almost full employment.

In 1992, regulations governing sheltered work were changed again, so government aid to municipalities aimed at sheltered work was granted as a financial envelope or a decisive position to develop work centres. As the years went by, work centres became service providers acting on behalf of municipal social welfare services.

The rapid development of the sheltered employment sector, particularly after the mid-1990s, showed itself, among other things, by completely new kinds of units emerging in the country, as well as project activities to provide services for different target groups.

- Work activity centres for those in mental health rehabilitation (more widely, since the 1990s)
- Work workshops (more extensively, since the recession at the beginning of the 90s)
- Club houses for those in mental health rehabilitation (the first one opened in 1995)
- Project activities supporting employment (with EU-membership, since 1995)
- Multi-service centres for employment (since the end of the 1990s)
- Social enterprises (since 01.01.2004).
- the significance of project activities in the development of the sector and its services became important.

The choice of employment services increased, particularly for services producing coaching to the open labour market, and the importance of private service providers increased. More services aimed at specific target groups were created. The commoditisation of employment services and the customer-provider -model were introduced.

New services included, for example, supported employment, rehabilitating work activities, work coaching for those in mental health rehabilitation, work trials, work ability assessment as well as different types of coaching and guided training.

With the new services, new parties purchasing services from sector units became involved: the Social Insurance Institution of Finland, Kela, and the Work Administration.

The primary goal became the employment of disabled individuals on the open labour market. Permanent work in a special employment unit is always the secondary alternative. Tailored employment paths have been created to reach the goal.

There does not any more exists a concept of a sheltered work or employment in Finnish legislation since the year 2002. (see chapter 3.3. sheltered work)

b) Services for social employment

The goal of the social employment services is to help people come closer to their own targets and open labour markets. Different employment units, work workshops or multi-service centres offer work, rehabilitation activities and guidance for those in need of support. Depending on the location, service providers may include municipalities, joint municipal authorities, foundations, organisations or private companies.

The implementation of employment services is financed, among others, by the municipalities, Work Administration and the Social Insurance Institution of Finland (Kela). The development and implementation of services are also financed by funding from the European Social Fund (ESF) and Finland's Slot Machine Association (RAY).

Public funding may involve, for example, purchasing or financing services supporting employment, funding the operations or the development of an employment unit or financial support directly payable to an employer. The latter is represented, for example, by Work Administration salary support or organisation support of working conditions.

Social employment services in Finland can be divided roughly into three, as in the chart below. However, this is only one way of looking at the special employment of disabled individuals, those partly able to work and those long-term sick. (Source: Ylipaavalniemi, Pasi; Sariola, Leena; Marniemi, Janne; Pekkala, Terho (2005): Concepts of social employment. VATES Foundation and the National Workshop Association. Publications of VATES Foundation.)

Contract employment	Work activities	Coaching and rehabilitating activities
<p>Individual has an employment contract with a special employment unit. The service includes further employment in a normal workplace.</p> <ul style="list-style-type: none"> • Employment contract without employment or combined support • Employment contract with employment or combined support. 	<p>This takes place in a maintenance relation and includes, among other things, non-institutional activities.</p> <ul style="list-style-type: none"> • Work activities for mentally disabled individuals • Work activities for those in mental health rehabilitation • Work activities in substance abuse services 	<p>Here there is no work or maintenance relation. A contract is made between the purchaser/benefit guarantor and the special employment unit (and the client).</p> <ul style="list-style-type: none"> • Job training/work life coaching • Work trial, work fitness tests • Work coaching for those in mental health rehabilitation (service purchased by the Social Insurance Institution of Finland) • Work coaching in another service unit (service purchased by Work Administration) • Day activities • Employment aid training, courses • Rehabilitating work activities • Community service • Projects supporting employment • Work coaching to support employment

All in all, the spectrum of services is wide. Employment services include, among others, work coaching, job training, salary-supported work, work activities and different types of coaching and guided training. Several service providers also offer work fitness assessments and health services.

Different employment services offer the possibilities for rehabilitation and coaching for the open labour market. Those in need of support are given the possibility to work and have

guided learning, for example, in a production work centre or on the open labour market with the support of a work coach.

Special employment services can be divided into contract employment, work activities in a maintenance relation and preparative and rehabilitative activities. As shown in the chart, services include

- contract employment
- work activities for mentally disabled individuals
- job training/working life coaching
- rehabilitating work activities
- work coaching to support employment
- work coaching for those in mental health rehabilitation
- different types of preparative and guiding training
- work fitness assessment and health services.

c) Special education - vocational education

(Unless stated otherwise, this chapter refers to the web pages of the Ministry of Education as the source: <http://www.koulutusnetti.fi>).

Special education is aimed at students who require special teaching or student welfare services due to disability, illness, developmental retardation, emotional disturbance or other similar reasons. Vocational education for those in need of special support is carried out primarily in normal vocational educational institutions together in the same groups as others or in special groups. Special vocational educational institutions cater primarily for the education, rehabilitative education and guidance of severely disabled individuals.

An individual entitled to special education can study in

- vocational educational institutions in normal or special groups
- special vocational institutions
- vocational adult education institutions.

Special vocational education can also be organised as apprenticeship and labour force education. Special education can also be organised in folk high schools, adult education centres and sport education centres and in some reform schools.

Teaching arrangements take into account the student's individual needs and promote learning based on individual circumstances, self-development and growth as a human being. In addition to supporting actions, special education also includes, where required, joint rehabilitation with rehabilitation service providers.

The principles for special vocational education are the same as for other education leading to qualifications. The goal, among others, is to achieve a vocational qualification, placement in working life and to develop in to a good and balanced human being. There are no age restrictions on applying for education.

Preparative and rehabilitative education and guidance are given to students who need practice in basic skills before starting actual vocational studies or those who do not aspire to achieve a qualification. Special education is organised as individually as possible, based on the student's needs.

Educational institutions providing special education receive higher funding from the Ministry of Education than that for normal education. Normal educational institutions also receive a higher daily remuneration for disabled students. (Dictation by M).

Student numbers in special vocational education in 2009: (Source: Statistics Finland / WERA-web-reporting service of the Ministry of Education Student numbers in special vocational education.)	Special educational institution	Other educational institution	No data on the educational institution (e.g. apprenticeship)	Total
Whole country	2537	15534	190	18261
Special education group	2350	1659		4009
No special education group	1	13540		13541
No data on special education group	186	335	190	711
Male	1631	9180	85	10896
Female	906	6354	105	7365

In 2009, special education in Finland was provided for over 18,000 students, and most of them studied in a normal educational institution in normal student groups. There are in total 267,809 students in vocational education in Finland.

1.1.3 Disability + labour market participation

There are no separate statistics on disabled individuals in Finland, nor are there statistics for how many disabled individuals are working or are unemployed. However, statistics are compiled on all jobseekers as well as separate statistics on jobseekers with restricted abilities and those with a registered disorder, disability or illness that hinders employment.

According to the annual statistics from Work Administration, there were 96,006 jobseekers with restricted abilities in 2009. Of them, 66,743 were unemployed and, of these, 18,962 were new jobseekers. There were in total 20,128 individuals registered as long-term unemployed among those with restricted working abilities in the same year. For those with restricted abilities, the number of individuals employed in the open labour market was 38,632. With various support actions, a total of 17,339 individuals with restricted abilities were employed during the year. Support actions included salary support, apprenticeships as well as job training and working life coaching.

It has been estimated that there are around 30,000 disabled people or people on long-term disability benefits who would be willing to return to the labour market in part-time or full-time employment. This would require the development of appropriate flexicurity and individual support actions as well as improving accessibility.

This number is equal to circa one percent of the entire workforce. (Vuorela, Mika. New work opportunities for those willing to work. The Ministry of Employment and the Economy 2008.)

According to a questionnaire directed to members of disability organisations by the Pellervo Economic Research, less than half of disabled individuals had worked during the two years preceding the questionnaire and just over a fifth had been in permanent employment. More than half of disabled individuals considered their ability to work as excellent or reasonable. They considered their work as important for their wellbeing. Every fifth disabled individual had a permanent job. (Holm P, Hopponen A. The disabled individuals' ability to work in 2007. Report of the Pellervo Economic Research, number 202. Helsinki 2007.)

Reviews by the Finnish Centre for Pensions reveal that just over five percent of those with full disability pension and just over 60 percent of those on partial disability pension work part-time to some extent. (Gould R, Nyman H, Takala M. Partially disabled to work or partially able to work? Report of the Finnish Centre for Pensions, number 33. 2003. Helsinki; Kannisto J. 2007. 70,000 pensioners are at work. The journal Työeläke 5/2007: 22).

There are a total of 290 activity units in the special employment sector specialising in promoting the employment of disabled individuals and those with partial working ability, and they serve over 16 000 people every year. There are no national statistics covering transfers to the open labour market. There are 154 social companies, and they employ around 750 individuals with restricted working abilities.

These statistics show that promoting the proportion of disabled individuals and those with partial working ability [in the labour market] is a huge social challenge, and achieving equal employment still requires a lot of development in several sectors.

1.1.4 Rationale + policy

One of the scenarios for Finnish development is considered to be a shortage of labour in many sectors. On the other hand, the national economy needs to improve the economic dependency ratio. These factors have motivated governments to direct attention to turning disabled and long-term sick individuals on disability pensions into part of the active labour force and to partake of employment opportunities in the labour market.

Current government programmes have adopted the employment of disabled individuals as a goal to be achieved by means of mainstream principles. So far, concrete actions have only produced a few real employment results.

Disabled individuals can sign on as jobseekers at employment agencies established by the government, but they cannot take advantage of all the labour force services as they are al-

ready receiving social benefits. The promotion of vocational rehabilitation and employment of disabled and long-term sick individuals on social benefits relies on the social partners (insurance companies, the Social Insurance Institution of Finland, municipal social services). Organisations for the disabled want to ensure that disabled individuals receiving social benefits can also gain access to all measures organised by Work Administration to promote employment.

Longer working careers have become an important target in social politics, and, for example, the Finnish Centre for Pensions has been pondering on how to develop combined disability pension and paid employment as a means of lengthening working careers. On the other hand, this has also been contemplated from the perspective of societal participation and employment of disabled and long-term sick people. [Gould, Raija and Kaliva, Kasimir. Disability pension and paid employment. Reports of the Finnish Centre for Pensions, 2010:5. p.11]

The Committee for Reforming Social Protection has already suggested removing obstacles from employing individuals with partial ability to work. Suggested actions for the first phase included leaving pensions untouched and reviewing the regulations governing earning thresholds. (Presentation of the Committee for Reforming Social Protection on the central alignments of the overall reform of social security Report of the Ministry of Social Affairs and Health 2009:10. Helsinki. pp. 69-68.).

To improve employment of those partially able to work in Finland, the OECD has proposed, among other things, a reform of the fragmented rehabilitation system, increasing labour force services for people with partial ability to work and intervention in the utilisation of work pensions as early retirement pensions. The OECD has also proposed increasing employers' obligations, for example, in providing occupational health care and the system for own liability in the financing of disability pensions. [Sickness, Disability and Work: Breaking the Barriers. Vol. 3: Denmark, Finland, Ireland and the Netherlands. Paris. OECD 2008, 24-28]

2. Sources organising services

2.1. Overview of organizations

a) Social Employment

Special employment of people with disabilities and long-term sicknesses

- developed from traditional sheltered employment structure by many reforms in the 90's
- 290 units, about 16 000 work & vocational training places
- financed mostly by social and health service/municipal subsidy and less by employment services

(more details in the next chapter 'special employment')

Workshops for orientation

- established in the 80's - 90's
- started as workshops for long-term unemployed youngsters
- 250 units, 10 000 - 12 000 people during a year
- financed mostly by education services and municipal subsidy

Work activity for long-term unemployed

- established in the 90's to help the structural unemployment
- 188 member associations, some of them have work activity
- employment activity for 4 000 - 5 000 person during a year
- financed mostly by employment services, few other subsidies
-

Social Enterprises started in 2004

- 154 social enterprises employing 1 200 in total, 750 of them persons with disabilities
- work places are not increasing fast, because the new registered companies are mostly rather small

b) Special Employment for people with disabilities and long-term sicknesses

Special employment activities are run by third sector in co-operation with local municipalities/social service and health care.

	Amount of units	Clients
<i>Productive workshops (in paid employment)</i>	53	2 300 (About 1 100)
<i>Multi-service centres for employment *</i>	11	2 100
<i>Work activity units for people with learning difficulties</i>	150	7 700
<i>Work activity units for mental health trainees *</i>	17	600
<i>Units and projects of Supported Employment *</i>	39	600 (under process)
<i>Clubhouses for mental health trainees * transitional employment programs</i>	20	3000 (members)
Total	290	16 300

*These activities are rather new structures established in the 90's

2.2. Statistics

a) Number by category

(Statistics Finland)

Total population by age

Year	Age group						
	Age groups total	0 - 14	15 - 64	65 -	0 - 14 %	15 - 64 %	65 - %
2000	5,181,115	936,333	3,467,584	777,198	18.1	66.9	15.0
2010	5,378,165	886,705	3,547,475	943,985	16.5	66.0	17.6
2020	5,635,938	937,331	3,408,464	1,290,143	16.6	60.5	22.9

Population in disability pension by age (31.12.2009)

	Age	Age 16-44	Age 45 -54	Age 55 - 65
All	263 265	44 386	58 216	160 663
Of which				
Mobility im- pairments	63 909	1965	9 523	52 421
Psychiatric and behavior- al	117 519	31 072	31 057	55 390
Development and congenital malformations	5 085	2681	1 081	1323
Visually im- paired	2 951	493	740	1 718
Hearing im- paired	1 135	64	193	878
Sensory (MS, epilepsy)	21 259	4 049	5 714	11 496

b) Dedicated expenditure

Specific expenditure on the employment for people with disabilities are included in the mainstream budget of the Ministry of the Employment-

c) National coordinating bodies

No specific bodies with focus on the employment of the persons with disabilities do exists. The responsibility of vocational rehabilitation and vocational training is authorized to the several public bodies as described in the chapter 3.3.

d) Demographic profiles

e) Research + policy resources

There are several quite new reviews about the employment and vocational rehabilitation policy and the situation of the people with disabilities. Real scientific research are very few. The reviews are listed in this report in earlier pages.

f) Private

Some third sector service providers have their own statistics covering their operation.

g) Independent living

The Threshold Association is a member of international independent living network.

The Threshold Association is a disability organization that was founded in 1973 by disabled people and its main mission is based on three elements, human rights, independent living and culture, all to empower disabled people in Finland. Threshold is a cross disability organisation in that there people with mobility disabilities, blind, deaf etc in the membership. It has 1,600 members. Threshold Association receives most of its funding from the Finnish Slot Machines Association which finances many other nongovernmental organisations in Finland and which in turn receives its funding by having a monopoly for gambling and slot machines with in Finland. (<http://www.kynnys.fi/kynnys/english.html>)

3. National services promoting employment**3.1. Services by type*****a) Public services***

Employment and employment support actions are primarily the responsibility of the Employment and the Economy Administration. It should also support the employment of individuals in an inferior labour market position. The employment authority, as a public labour force service, organises and purchases employment exchange services, employment political

adult education, and other services for vocational development as well as promotes the employment of unemployed individuals with the help of employment support.

The services provided for an unemployed jobseeker starts at an Employment and Economic Development Office with an initial mapping to define the segment where the client belongs, according to, among other things, his or her professional skills, expertise and work experience. There are three segments: direct steering to the labour market, steering to the labour market through development of expertise and rehabilitation for the labour market. The segment indicated to the client will subsequently influence the services he or she will later receive in the service process. (Increasing participation in working life is a joint issue. The Ministry of Social Affairs and Health, pp. 11-12).

Apart from these segments, there are so-called benefit clients i.e. clients who the Employment and Economic Development Office believes it cannot help into employment. This group often includes disabled individuals, those with partial ability to work and those who are long-term sick. Social services have a significant task in improving their ability to act and supporting their chances finding employment.

b) Private services

There are no other really private (commercial) services aimed specifically at disabled individuals than so called commercial social firms. Commercial social firms are normal private companies which have applied to be registered as a social firm employing persons with disabilities after the law of social enterprise.

There are numerous, private, service providers who deliver labour market related rehabilitation or education services commissioned by the public sector according to the customer-provider model. Many of those private organisations have a kind of third sector organisation as an owner or founding organisation.

c) Voluntary organisations

The third sector has an important role complementing the public sector and as a partner service provider for disabled individuals. Cooperation normally takes place according to a tendered operating model, as customer-provider cooperation. The third sector is an especially strong operator for the provision of rehabilitation, vocational education and work activities to maintain the ability to work for severely disabled individuals.

The third sector and various projects have an essential role in employing individuals in an inferior labour market position. In addition to the government and municipalities, the development work of different operators has been funded by, among others, Finland's Slot Machine Association and the European Social Fund.

d) Services supporting independence

Rehabilitation and social services as well as municipal disability services.

3.2 Characterisation of support services

a) Assessment

There is no joint assessment system. At the moment, service commissioners and providers are developing an assessment system for commissioned services.

b) Eligibility

An employer that has fulfilled its statutory employer and social obligations, as stipulated in Finnish law (incl. social security payments and taxes), is entitled to the support services funded by the public sector.

c) Placement

There is none other than the placement by wage subsidy system as a part of labour market's services.

d) Supports

e) Welfare and legal

The Disability Service Act and Social Welfare Act define the public special services for disabled individuals. Their provision is the responsibility of the municipalities.

f) Monitoring and follow-up

There is no special follow-up of the employment of disabled individuals. Work Administration compiles annual statistics on jobseekers with restricted abilities and services provided for them. The statistics are not published separately.

The actions of the social welfare system in promoting the employment of disabled individuals are compiled in the SOTKA-statistics of the social welfare system.

g) Employer support

Wage subsidy and other organisational supports

The Employment and Economic Development Office can grant wage subsidy to an employer for employing an unemployed jobseeker. The support is discretionary, and the conditions for receiving it are reviewed case by case. It can be granted for apprenticeship work or training. It is available to municipalities, companies and other private sector employers, incl. associations, foundations, domestic households and social enterprises. Government offices and institutions can be allocated grants to cover employment costs incurred for employing an unemployed individual, primarily in accordance with the regulations of wage subsidy.

A jobseeker can receive a wage subsidy voucher, from the Employment and Economic Development Office, which informs the employer that wage subsidy may be granted for employing the voucher holder. (Source:

http://www.mol.fi/mol/fi/01_tyonantajat/06_2rekrytoinnin_tuki/index.jsp)

Support for organising working conditions

Support for organising working conditions may be used to reimburse cost for tools etc. required by a individual with restricted abilities or for alterations to external conditions in the workplace that are necessary for the work of the individual with restricted abilities. The support is also available for reimbursement for the cost of help from another employee to improve an individual's opportunities to cope with restricted abilities at work. (Source: http://www.mol.fi/mol/fi/01_tyonantajat/06_2rekrytoinnin_tuki/index.jsp)

Employment policy assistance

Employment policy assistance is used to support service providers, whose operations improve the ability to work and act of the long-term unemployed and review employment opportunities.

The assistance can be granted to a municipality, joint municipal authority and other community or foundation. The assistance can also be granted for establishing a social enterprise and its operations as well as to support the establishment of a new cooperative society. The assistance is granted by the Centre for Economic Development, Transport and the Environment (ELY Centre) that governs the respective catchment area. (Source: http://www.mol.fi/mol/fi/01_tyonantajat/06_2rekrytoinnin_tuki/index.jsp)

3.3. Education and support*a) Vocational education*

Special vocational education for students who need special support is provided in special vocational institutions, on special education courses and in special groups in vocational educational institutions, in vocational educational institutions in the same groups as other students, folk high schools, open colleges and evening schools, adult education centres as well as physical education centres and as apprenticeship training. An individual plan for organising tuition is drafted for the student and includes, among other things, an individual tuition plan and a plan for support activities for students.

b) Vocational rehabilitation

Vocational rehabilitation (rehabilitation to improve the ability to work) refers to actions that help the individual receiving rehabilitation to get or keep a suitable job, improve his or her ability and capacity to work and increase work integration in other ways. Normal measures in vocational rehabilitation are vocational education and retraining or complementary training as well as education, work and workplace trials and work coaching.

The underlying idea in vocational rehabilitation is to return the individual to working life. It is even possible to achieve full ability to act, despite deficiencies in working ability - possibly in a different occupation than before. On the other hand, rehabilitation will have achieved a lot, if the individual receiving rehabilitation can be moved to a part-time pension or returned to part-time work. It is also an achievement if the individual is not on the unemployment register but on a disability pension.

Vocational rehabilitation is normally paid for by the pension insurance companies but, for example, traffic insurance is a significant contributor. It is also possible that the labour force administration or a municipality contribute to the costs.

c) Supported employment/quota

There are no statutory employment quotas for employers in Finland.

d) Sheltered work

Sheltered work is part of the activities of social employment, which is described above on Chapter 2.

Sheltered work is the traditional form for providing special employment for disabled individuals and those with restricted abilities.

Operationally, it has retained the ingredients that have developed during the last 40 years, even though the words sheltered work are considered stigmatising and, thus, no longer exist in legislation in this area.

The amendment to the Social Welfare Act that came into force on 1 April 2002 transferred sheltered work within the area of social services from the Disability Service Act to the Social Welfare Act. The social services, in accordance with Chap. 17 of the Social Welfare Act, of which sheltered work is part, are:

- social work
- parenting and family counselling
- domestic services
- living services
- institutional care
- family care
- family care support
- activities supporting the employment of disabled individuals and work activities for disabled individuals.

Activities supporting employment correspond to contracted sheltered employment work, and work activities for disabled individuals correspond to activities containing other work. According to Chap. 27 of the Social Welfare Act, activities supporting the employment of disabled individuals refer to the provision of special rehabilitative and other supportive actions aimed at work placement. Such work can also be decreed by a national collateral agreement.

Similarly, according to Chap. 27 of the Social Welfare Act, work activities for disabled individuals refer to maintaining the ability to act and related improvement activities. Work activities are provided for individuals who are unable to work and who, due to their disability, do not have the prerequisites for work as referred to in Chap. 27 of the Social Welfare Act and whose livelihood is primarily dependent on benefits based on illness or inability to work. Work Administration very rarely refers jobseekers to sheltered work centres. According to the Work Administration's interpretation, employment in sheltered work is not an appropriate solution in terms of employment policy. Most workers in sheltered work are not available on the labour market as intended by the Work Administration. The Work Administra-

tion's most recent emphasis in searching for employment for those difficult to employ are social enterprises.

e) Work coaching/mentoring (Services of work coach)

Usually, a work coach participates in the job search for the jobseeker to find suitable work trial and work training opportunities before entering into an actual employment contract. The employer and jobseeker in this way have an opportunity to get to know each other and look for the most suitable work tasks to match the jobseeker's skills and expertise. Hence, a work coach is a support individual for the jobseeker, employer and the entire work community. According to various studies, employers have excellent experiences with the services provided by work coaches.

A work coach can, for example:

- assist the jobseeker in looking for a job
- look for and tailor suitable work tasks, jointly with the employer
- teach work tasks in situ at the workplace
- assist in, among other things, combining salary and social security benefits and obtaining benefits
- help to familiarise the work community with matters concerning a disabled individual or one with restricted abilities when he or she joins the workplace
- support the employed individual even after the commencement of employment, being constantly available as a link to the employer.

Jobcentres and labour force service centres can provide the services of a work coach for a disabled individual, or someone receiving rehabilitation, to support and coach the jobseeker in employment in normal workplaces. Work coaching can be implemented during work training or working life coaching as well as during work trials and also in the beginning of the actual employment.

The services of a work coach are free to employers. The employer can obtain help in recruiting and familiarising the employee, with the help of a work coach provided by the Employment and Economic Development Office, authorised pension providers or traffic and accident insurers. Organisations for the disabled, different local workshops and operators providing local social services, municipalities or, for example, special vocational institutions may also have work coaches who search for employment for their own jobseeker clients. Accessibility to the service varies depending on the location.

Some companies have employed a work coach to support replacement of their own personnel. This has resulted in savings in the costs incurred by early retirement, as professional and committed employees are given a new, tailored and more suitable job matching their real working ability in the company.

The numbers of work coaches working in work rehabilitation and the working life coaching sector are difficult to come by, because employees are placed under different professional titles. Work coaches performing duties in the social employment sector probably total approximately 3,000 people; overall, it is estimated that there are around 10,000 people work-

ing with duties similar to that of a work coach. (Statistical source: Amendment proposal to qualification structure: Specialist qualification in work coaching, grounds in 2009).

4. Judiciary framework

4.1 National legislation governing disability

Core legislation: Finnish Constitution, Chap. 18.

Right to work and freedom of livelihood

Everyone has the legal right to pursue his or her livelihood through the work, profession and business or his or her choice. Public administration must maintain labour protection.

Public administration must promote employment and strive to secure everyone the right to work.

The right to vocational education is decreed by law.

No one must be dismissed from work without a lawful reason.

Equality Act

This act promotes and secures the implementation of equality.

Of particular attention are Chap. 5 of the Act, improving employment and education opportunities for a disabled individual and Chap. 6 of the Act, the prohibition of discrimination.

Act on the rights and obligations of social welfare client

This act promotes, in accordance with Chap. 1 of the Act, client-orientation and the client's right to be treated well in social welfare services. Chap. 9 of the Act decrees an individual's right to self-determination in specific circumstances, such as illness, limited mental ability to act or another reason.

Act on provision of services and support actions based on disability

The purpose of the act is to promote a disabled individual's opportunities to live and act with others as an equal member of society as well as to prevent and remove hindrances and obstacles caused by disability.

Decree on provision of services and support actions based on disability

This supplements the act. This decree is binding on the municipalities. According to the act, a municipality shall prevent and remove hindrances and obstacles to a disabled individuals' opportunity to act, so that they can act as equal members of society. The services and support actions required by disabled individuals shall be organised so that they support their independent actions.

Act on special care of disabled individuals

This act regulates special care to an individual whose development or mental actions have been hindered or disturbed due to illness, disorder or disability that is either congenital or developmental and whose required services are not provided for by another act. In other words, this is a special act.

Decree on special care for mentally disabled individuals

The decree includes regulations for the provision of special care, reimbursements and payments as well as governmental special care units.

The Act on Social Enterprises

The Act on Social Enterprises came into force 1.1.2004. It was prepared in active and fruitful interaction of the practical actors and disability organisations. The legislation supports the placement of the disabled and long-term unemployed.

The criteria of a Social Enterprise:

- At least 30 % of the personnel must be either persons with disabilities or a mix of those and long-term unemployed persons.
- The employees have an employment contract with the social enterprise, and the social enterprise pays its employees at least the salary fixed in the collective agreement.
- At least 50 per cent of the revenue comes from business.
- The company forms and lines of action of a social enterprise can be freely chosen.
- The working hours are at least 50 (pwd) or 85 (unempl) % from full-time.
- Social enterprises operate in the open market.
- A social enterprise is entered in the register of social enterprises maintained by the Ministry of Employment and the Economy.
- Is run according to the Act on Social Enterprises (1.1.2004, amendments to the law came into force 1.5.2007).

4.2. Employment legislation**Employment Contracts Act**

The requirement for the application of the Act is an employment contract between the employer and employee.

Act on gender equality.

Employment Contract Act, Chap.2 s.2: Prohibition of discrimination and equal treatment. Special act. The purpose of this Act is to prevent gender discrimination and promote gender equality as well as, within this scope, to improve in particular women's position in working life.

Act on public labour service

This Act promotes the functionality of the labour market. Chapter 7 is of particular importance to those with restricted abilities, i.e. promoting employment with employment grants. The chapter includes salary support regulations. Decree 1346/2002 of the Finnish Government on benefits pertaining to labour force services. A client, as defined in the decree on public labour force services, may be granted various payments to secure sustenance, compensate for maintenance costs and to adjust working conditions.

Occupational Safety and Health Act

The Act is applicable to work performed on the basis of an employment contract as well as work performed in a civil service post or similar public service work in public office. The Act is not applicable to ordinary extra-curricular activities or professional sports. The Act governs disabled employees.

Occupational Health Act

This Act regulates the employer's obligation to provide occupational health services as well as the content and implementation of occupational health services. The purpose of this law is to promote the prevention of occupational illnesses and accidents; health and safety at work and in the work environment, employees' health and ability to work and act in different stages of their career as well as activities in the work community in cooperation between the employer, employee and occupational health services.

Act on rehabilitation benefits and rehabilitation reimbursement benefits funded by the Social Insurance Institution of Finland

The Social Insurance Institution of Finland organises and pays for rehabilitation and compensates for the individual receiving rehabilitation for the cost of living during rehabilitation in accordance with this Act.

Decree on rehabilitation provided by the Social Insurance Institution of Finland

The decree includes the contents of the occupational rehabilitation of an individual with restricted abilities and the regulations for rehabilitation aids for severely disabled individuals as well as for medical rehabilitation of severely disabled individuals.

Incentives for employers

See 3.2.d

Penalties

Fine or a maximum imprisonment of 6 months for breach of the discrimination prohibition. Fine or a maximum imprisonment of 2 years for exploitative work discrimination. The Employment Contract Act, Chap. 13 s.1 decrees a fine for breaching the right of association. Fine for offending a shop steward pursuant the Employment Contract Act, Chap. 7 s.10 and for breaching the rights of a shop steward pursuant the Employment Contract Act, Chap. 13 s.3.

Fine for breach of employment contract pursuant to the Employment Contract Act. Maximum compensation EUR 15,000 pursuant to the Equality Act.

Absence monitoring

The employer monitors absences by means of the occupational health services, where required. When an absence has exceeded x days, the work pension insurance company has the duty to review the need for rehabilitation.

Suitability of work

See the Equality Act

Health and safety at work

These matters have been described in the chapter on the Safety and Health at Work Act and Occupational Health Act.

Rehabilitation and retraining

As an occupational training service, retraining can be organised by the Employment and Economic Development Office, the Social Insurance Institution of Finland, work pension insurers or insurance companies. It is worth noting that even the employer may pay for an individual's retraining, or the individual may use unemployment benefits to retrain to a new occupation.

Roles of partners

The developments in the labour market are decided by a three-fold party, composed of employers, employees and the government. The goal is also to bring the review of the employment of disabled individuals in the open labour market into these same forums. Moreover, this is a favourable time, as the government's published target is to include disabled people as part of the potential labour force.

Universal planning

The government has approved the programme for the disability policy for 2010.

Standards

General standards of occupational health and safety as well as ergonomics.

Accreditation

Supervisory bodies: Occupational health and safety officials, shop steward organisation.

5. Additional resources

5.1. Materials

List of member organisations - VATES Foundation

The Disability Service Foundation in Uusimaa

PL 1005, 04401 Järvenpää, Finland

Tel. +358 20 692 140

www.uvps.fi

The aim of Disability Service Foundation in Uusimaa is to promote housing and working services of disabled persons, especially autistic and intellectually disabled persons, and to provide high-class social services.

The Finnish Association for Mental Health

Maistraatinportti 4 A, 00240 Helsinki

Tel. +358 9 615 516

www.mielenterveysseura.fi

The Finnish Association for Mental Health, FAMH promotes mental health and works towards good mental health to be considered essential at all levels of society and in all spheres of life. As a non-governmental organisation, the FAMH stimulates interaction between individuals and communities, while activating people to work voluntary for the welfare of their own communities.

As an expert for mental health, the FAMH collects and disseminates information on mental health to serve planning and decision-making, proposes initiatives and publishes reports, trains professionals and volunteers and publishes books and journals.

The FAMH responds to social challenges by employing new models to promote mental health and provide help and assistance in crises. Through its co-operative networks the FAMH offers support and help and raises awareness of mental health issues.

The Finnish Association on Intellectual and Developmental Disabilities (FAIDD)

Viljatie 4 A, FI-00700 Helsinki, Finland

tel. +358 9 348 090

www.kvl.fi

The Finnish Association on Intellectual and Developmental Disabilities (FAIDD) is a non-profit, non-governmental organisation that promotes good life, equality and participation for people with intellectual disabilities and others who need support with learning, understanding and communicating.

Our goal is that all people can live together from an equal footing. This requires appropriate support and sufficient, quality services for people who need them and positive attitudes within the surrounding society. The starting point of our activities are the needs of people who are different and a sincere wish to remove

obstacles from the path to a world that is open to all. Public and private services, education, work and culture need to be accessible to everyone.

In order to reach these goals, we exercise social influence and serve as a centre of knowledge and expertise and a cooperative forum. We engage in a wide range of cooperation with people with intellectual disabilities, their families, professionals in the field, service providers, organisations, businesses and public authorities. We also keep actively developing our domestic and international networks of cooperation.

The Finnish Association for Persons with Intellectual Disabilities

Pinninkatu 51, FI-33100 Tampere, Finland

Tel. +358 207 718 200

www.kvtl.fi

The mission of The Finnish Association for Persons with Intellectual Disabilities is to provide support for its members, protect and develop the social equality and rights of the intellectually disabled and their families, and act to promote its members' quality of life.

The Finnish Association of the Deaf

Ilkantie 4, 00400 Helsinki, Finland

Tel. +358 9 580 31

www.kl-deaf.fi

The Finnish Association of the Deaf is advocacy, expert and service organisation. FAD develops with other organisations living environment suitable for all, where also Deaf sign language users are equal citizens. The association produces expert and other services also for sign language and sign-supported communication users as well as others who need these services.

Finnish Association of People with Psychical Disabilities (FPD)

Mannerheimintie 107, 00280 Helsinki, Finland

Tel. +358 9 613 191

www.invalidiliitto.fi

Finnish Association of People with Physical Disabilities (FPD) is a diversified nationwide organization representing the interests of, and providing services for, people with musculoskeletal disabilities.

The FPD functions within the community in such a way as to enable everyday life to be independent and fulfilling for people with musculoskeletal disabilities. The FPD's basic values are human dignity, justice, courage and fairness.

The Finnish Central Association for Mental Health

Ratakatu 9, 00120 Helsinki, Finland

Tel. +358 9 5657 730

www.mtkl.fi

Finnish Central Association for Mental Health is an association for people suffering and recovering from psychiatric problems. It stresses the right to a full, dignified life for everyone. Finnish Central Association for Mental Health consists of some 190 local, regional and national mental health associations from all over the country. The members of these associations are people with personal experience from mental problems and various mental illnesses. Finnish Central Association for Mental Health offers legal consultation, promotes employment and annually organises large-scale nation-wide events and seminars. It also arranges low-budget holidays for persons with psychiatric problems.

The Finnish CP Association

Malmin kauppatie, 26 00700 Helsinki, Finland

Tel. +358 9 5407 540

www.cp-liitto.fi

Founded in 1965, the Finnish CP Association has 20 local member associations around the country. As a national disability organisation, the Finnish CP Association monitors the realisation of the rights of persons with Cerebral Palsy, Spina Bifida or hydrocephalus and their families. The activities of the Finnish CP Association focus on habilitation, extensive service provision, housing services and information dissemination.

As a national organisation, the Association promotes equal opportunities in society for persons with CP, Spina Bifida (MMC) and hydrocephalus or other childhood-onset physical disabilities of neurologic origin.

Finnish Epilepsy Association

Malmin kauppatie 26, FIN - 00700 Helsinki, Finland

tel: +358 9 3508 2320

www.epilepsia.fi

The Finnish Epilepsy Association (FEA) was established in 1969 to promote equality and good care for people with epilepsy and to support them to achieve a world without prejudices. The FEA is a respected and strong social and health care organisation which values respect of every human being, equality of people with epilepsy, users' experiences and continuous development of its own activities.

The FEA is the national umbrella organisation for the 28 local affiliates in Finland. The number of members is 8500. They are mostly people with epilepsy and their family members. There are about 300 volunteers in the association and the affiliates. Furthermore the FEA has 2000 donors who support economically the activities of the FEA.

The Finnish Federation of Hard of Hearing (FFHOH)

Ilkantie 4, 00400 Helsinki, Finland

Tel. +358 9 5803 830

www.kuuloliitto.fi

The Finnish Federation of Hard of Hearing (FFHOH) represents the rights and interests of HOH people and provides services for HOH and deafened people and their families.

The Federation has as its members 87 local and two national associations: The Finnish Tinnitus Association and The Finnish Acoustic Neurinoma Association and has a total membership of 16 000 people.

FFHOH is a member of IFHOH (International Federation of Hard of Hearing People), EFHOH (European Federation of Hard of Hearing People), IFHOHYP (International Federation of Hard of Hearing Young People) and NAS (Nordiska Audiologiska Sällskapet).

The Finnish Federation of the Visually Impaired (FFVI)

Marjaniementie 74 , FIN-00030 IIRIS, Finland

Tel. +358-9-396 041

www.nkl.fi

Finnish Federation of the Visually Impaired is a special service provider with a social element as well as an advocacy organization for the blind and the partially sighted.

The aim of the Federation is to secure the blind and visually impaired an equal status with other Finnish citizens. To achieve this, the Federation seeks to improve the capabilities and skills of the visually impaired, while also trying to influence the society at large.

The Finnish Lung Health Association (FILHA)

Sibeliuksenkatu 11 A 1, 00250 Helsinki, Finland

Tel. +358 9 454 2120

www.filha.fi

Filha is a non-governmental public health organisation (NGO) fighting against lung diseases by implementing prevention and treatment programmes, educating health care professionals and enhancing networking of experts. Filha acts nationally in Finland but also in its neighbouring areas and in areas of less developed health care infrastructure.

Filha was founded in 1907 and is thus one of the oldest public health organisations in Finland. Since 1997 Filha acts as a WHO Collaborating Centre for Prevention, Control and Treatment of Tuberculosis.

The Finnish MS Society

Seppäläntie 90, 21251 Masku, Finland

Tel. +358 2 439 2111

www.ms-liitto.fi

The Finnish MS Society is a national non-governmental organisation promoting public health and the importance of physical exercise, and influencing decision-makers in the social welfare and health sectors in Finland as well as within the European Union. It influences the decision-making process within the EU through the European MS Platform (www.ms-in-europe.org), Euro-Ataxia (www.euro-ataxia.eu) and European Organization for Rare Diseases (www.eurordis.org). It also cooperates with disability organisations in other countries.

The Finnish Neuromuscular Disorders Association

Läntinen Pitkätie 35, 20100 Turku, Finland

Tel. +358 2 273 9700

www.lihastautiliitto.fi

The Finnish Neuromuscular Disorders Association is a national organization promoting the rights of the members of the Association to have a good life. The Association is a national umbrella organization for 12 local affiliates in Finland. The number of members is almost 3 000.

The Joint Municipal Authority of Eteva

Einontie 1, 04600 Mäntsälä, Finland

Tel. +358 20 692 100

www.eteva.fi

The Joint Municipal Authority of Eteva was established 1.1.2009, when The Municipal Authority of Pääjärvi joint with The Special Services of Uusimaa, which also was a joint municipal authority. Eteva is owned by 49 southern municipals. In Finland Eteva is the largest provider of disability services. It provides housing employment and day care services for about 2 500 disabled and intellectually disabled persons in the area of Uusimaa.

Key Foundation

Saimaankatu 18 B, 15140 Lahti, Finland

Tel. +358 3 734 6144

www.avainsaatio.fi

Key Foundation promotes participation and influence possibilities by organizing supporting rehabilitation and social services for people needing special support.

Kiipula Foundation

Kiipulantie 507, 14200 Turenki, Finland

Tel. +358 3 685 21

www.kiipula.fi

Kiipula Centre of Vocational Education and Rehabilitation provides services on vocational special education, adult education, rehabilitation, and work life development. Our most important mission is to create our clients new possibilities and solutions to improve their working and functional capacity, well-being, and success in different phases of life.

Centre of Vocational Education and Rehabilitation is maintained by Kiipula Foundation. The foundation was established in 1945 and its background organisations are the Finnish Lung Health Association and the municipality of Janakkala.

Kårkulla samkommun - Council Federation

Kårkullavägen 142, 21610 Kirjala, Finland

Tel. +358 247 431 222

www.karkulla.fi

Kårkulla samkommun was founded in 1960. It's a council federation (32 Swedish-speaking and bilingual local councils belong to the samkommun). Kårkulla is concentrated to three regional areas: Österbotten, Åboland and Nyland, each with their own director. It produces welfare for Swedish-speaking mentally handicapped in Finland, sheltered work for disabled and drug abuse care and maintains an institution for mentally handicapped persons. Kårkulla maintains about 30 units for daily activities, about 50 units for group accommodation, units for supportive accommodation, 7 regional welfare offices.

Lahti Region Educational Consortium

Teinintie 4, FI-15200 Lahti Finland

Tel. +358 3 828 10

www.phkk.fi

Lahti Region Educational Consortium was established on 1 January 1996. It is owned by 14 municipalities in the region, including the City of Lahti. It has combined regional educational expertise and know-how to provide and develop polytechnic and vocational education, apprenticeship training as well as employment and rehabilitation of the disabled. Its mission is together with working life and other interest groups to contribute to the development and promotion of professional skills and competence into the cost-effective success factor in society.

Laptuote Foundation

Kivenkatu 2-4, 53600 Lappeenranta, Finland

Tel. 040 759 3946

www.laptuote.fi

Laptuote Foundation is a modern and developing multi-service-centre. Its main mission is to provide and develop work activities, training for work, rehabilitation and educations as well as other support services. The main activities of the foundation consist of concerning individual-, group and support in training for work services which all help those in need of support towards open labour market or education.

Parik Foundation

Kuusaantie 1, 45130 Kouvola, Finland

Tel. 040 7520 380

www.parik.fi

Parik Foundation organizes and develops work activities, training for work, education and rehabilitation services for persons, who need permanently or temporary support for working or employment. The services are provided for municipalities, employment authorities, Kela – The Social Insurance Institution of Finland and insurance companies.

The Pulmonary Association Heli and its regional centres in Hämeenlinna, Kuopio, Lahti and Turku

Oltermannintie 8, 00620 Helsinki, Finland

Tel. +358 20 757 5000

www.heli.fi

Pulmonary Association Heli is Finland's largest social and health organisation. The organisation, in addition to its members' services, is involved in a wide range of activities, including rehabilitation, vocational training, running of work centres and various health promotion activities. It is a non-profit organisation, whose services supplement the services that society provides. Heli is also a voluntary civil organisation comprising more than 100 local associations and nearly 50 000 members. Members are people with respiratory diseases and their families.

Pulmonary Association Heli has been established in 1941. From an association of TB-patients it has grown to be one of Finland's leading experts in rehabilitation and training.

Puustelli Support

Kantolantie 410, 41340 Laukaa, Finland

www.puustellintyokyla.fi

Puustelli Support is an association supporting workshop and accommodation. The main mission of the working services is to maintain the working ability of the people of disabilities and to develop the professional skills learned by working or education.

Rehabilitation Foundation

Pakarituvantie 4-5, FIN-00411 Helsinki, Finland

Tel. +358 9 530 41

www.kuntoutussaatio.fi

The Rehabilitation Foundation is an independent non-profit organisation that is an expert on developing rehabilitation services for the working age population. Offices are located in Malminkartano district in Western Helsinki.

The Rehabilitation Foundation is funded by Finland's Slot Machine Association and its partners and customers comprise a large and diverse group of organisations.

Rinnekoti Foundation

Rinnekodintie 10, 02980 ESPOO, Finland

Tel +358 9 855 11

www.rinnekoti.fi

Rinnekoti Foundation provides services for municipalities and joint municipalities of authorities. The main task is a special welfare of mentally retarded.

Satakunta Medical Health District

Mukulamäentie 1, 28450 Vanha-Ulvila, Finland

Tel. +358 2 627 71

www.sataehp.fi

The unit of social services provides a varied range of services for mentally retarded and other groups which need support in learning and understanding. The joint municipal of authorities organizes together with its subsidiary company Tyke Oy work rehabilitation services and social work activity. The main task is to employ people who are outside open labour market and need special support to be able to get there.

The Service Foundation of the Deaf

Ilkantie 4, 00401 Helsinki, Finland

Tel. + 358 9 580 3860

www.kuurojenpalvelusaatio.fi

The service centres of the Service Foundation for the Deaf is a national organisation, which was established in 1897. The Foundation has seven service centres in different areas in Finland. The service centres of the Service Foundation for the Deaf provide Preparation for work and other work activities to promote the clients' knowhow. In service housing, everyone participates in the common household chores according to his/her abilities. Some centres co-operate with different work activity centres and other communities. The Ratamotie Group Home concentrates on commercial gardening. The Sampola work activity centre is the only work centre in Finland that functions in sign language.

The Social Psychiatric Association in South Ostrobothnia

Kauppaneliö 2, 60120 Seinäjoki, Finland

Tel: +358 06 421 8990

www.epsospsyk.fi

The Social Psychiatric Association in South Ostrobothnia provides rehabilitative training and practical work training to rehabilitate and support those in need of such mental and social rehabilitation and support in order to lead an independent life and join the labour market.

The association runs rehabilitation homes, various forms of supported accommodation and sheltered housing, and day centres, all based on the community principle. The association also provides rehabilitation counseling, rehabilitative training and practical work training.

Social Service Foundation Raina

Putkikatu 20, 21110 Naantali, Finland

Tel. +358 2 436 3000

www.rainasaatio.fi

Social Service Foundation Raina is a multi-service centre in the southern Finland.

Yritystaito Oy

Yhteiskouluntie 5 E, 04400 Järvenpää, Finland

Tel. +358 9 345 5844

www.yritystaito.fi

Yritystaito is a private consulting company, active in the beginning to establish VATES Foundation.

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Statistics Finland: Statistical Databases

http://www.stat.fi/tup/tilastotietokannat/index_en.html

Työelämäosallisuuden lisääminen on yhteinen asia. Sosiaali- ja terveysministeriön raportteja ja muistioita 2011:4. Helsinki 2011.

Työ- ja elinkeinoministeriö (2011): Pitkäaikaistyöttömyyden hoitamisesta työvoimavarojen turvaamiseen - rakennetyöttömyyttä koskevat kehittämislinjaukset.

Työ- ja elinkeinoministeriö (2010): Haasteista mahdollisuuksia. Tulevaisuuskatsaus 8.9.2010.

Työelämän kehittämistä pohtineen työelämäryhmän loppuraportti

Työelämäosallisuuden lisääminen on yhteinen asia. STM 2011:4

TEM: Työllisyyspoliittinen avustus

http://www.mol.fi/mol/fi/01_tyonantajat/06_2rekrytoinnin_tuki/index.jsp

Varanka, M., Lampinen, P. and Vuorela, M.: Ratkaisuehdotuksia työurien pidentämiseen - Työkyvyttömyys-etuutta saavat työvoimapotentialina. VATES Foundation and The Finnish Central Association for Mental Health (2010)

Vuorela, M. Työtä haluaville uusia mahdollisuuksia työhön. Työ- ja elinkeinoministeriö 2008.

Yksilölliset palvelut, toimivat asunnot ja esteetön ympäristö. Vammaisten ihmisten asumispalveluiden laatusuositus. Sosiaali- ja terveysministeriön oppaita 2003:4. Helsinki 2003. STM and Kuntaliitto.

Ylipaavaniemi, P.; Sariola, L.; Marniemi, J.; Pekkala, T. (2005): Sosiaalisen työllistämisen käsitteet. VATES-säätiö ja Valtakunnallinen työpajayhdistys. VATES-säätiön julkaisuja.

5.3. List of Websites

Governmental Departments

www.stm.fi

www.vane.to

www.thl.fi

www.ttl.fi

www.tem.fi

www.opm.fi

www.finlex.fi

www.kela.fi

www.tsr.fi

Useful links

www.kuntoutussaatio.fi

www.vkk.fi

www.verve.fi

www.takaisintoimeen.fi

[VAMPO background materials](#)

[The rights of people with disabilities in social and health care: Perspectives on resuscitation, infertility treatments and adoption](#)

[A Health Handbook for Women with Disabilities](#)

[Action plan by women with disabilities](#)

[Services and Assistance for the Disabled \(380/1987\)](#)

[The National Council on Disability: a brochure](#) |  [Word-version](#)
[Independent Living - Challenge for Disability Policy](#)

[Towards a Society for All - An action programme on disability policy](#)

[Know your rights - Hold your own - Help others: a human rights guide from the point of view of people with disabilities](#) (summary)



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6. Survey

6.1. Gathering information

Results of the Questionnaire, Finland

A. General information

Name					
Address					
Telephone, e-mail, website					
Name and position of the person who fills in the questionnaire					
CAEN code					
Type or organization	National company	Foreign company	Public Institution	NGO	Other (please specify)
	7	3	1	-	-
Number of employees	from 10 to over 1000	from 50 to over 1000	10 - 49	-	-
Number of disabled employees	1 - 20	from 1 to over 20	1 - 4	-	-

B. Specific information

1. Are you aware of the stipulations of the current legal provisions that refer to hiring people with disabilities?	Yes 7	No 4	If Yes, please provide at least one example		
2. To what extent do you consider that the current legal provisions stimulates companies to hire disabled people?	To a small extent 3	To a moderate extent 5	To a great extent	I don't know 3	
3. Do you consider that by hiring disabled persons the profit and profitability of your company will diminish?	Yes 2	No 9	I don't know -		
4. To what extent the working facilities in your company can accommodate disabled people?	Not at all -	To a small extent 5	Largely 6	I don't know -	
5. In your opinion, what are the chances of a disabled person to find a job in Finland?	Very small 3	Small 6	Equal to the other persons 1	Great -	Very great -
6. As far as your HR policy is concerned, to what extent do you facilitate the hiring of disabled people?	In a very small amount 4	Largely 6	A great extent -		I don't know -
7. What are the obstacles that may interfere with your policy of hiring more disabled people?	Access to the working place 1	Lack of qualifications -	The specific of job openings 5	Lack of information 3	Other (please mention) 2
8. Which of the following competencies/abilities of disabled people do you consider they possess to a smaller degree?	Communication and relationship 2		Teamwork skills -		Computer skills -
	Ability to adapt -		Job specific competencies 7		Stress resistance -
9. What other measures can be implemented in order to encourage employers to hire disabled persons?	<p>Good examples concerning disabled in work.</p> <p>More information and a right person to a right place.</p> <p>Easiness of filling the forms, clear wage politics. Support to employer in matters which are not so familiar such as how to deal with disabled persons, where can I find help and who'll help me in the beginning.</p> <p>"Inclusion of enlightenment"</p>				

	Dissemination of knowledge that a disabled person mustn't be seen as disabled but as a person who has specific competences as well as others "		
	Support of job coach		
	Clear criteria of hiring.		
	Knowledge about legislation and subventions.		
	Hard to say. We haven't got any applications from persons with disabilities (anyway they haven't mentioned anything about disability) so we don't have any experience.		
10. Please choose True or False for the following		True	False
	Disabled persons miss more days at the work place	1	9
	Disabled persons are liable to more work related accidents	1	8
	The costs of integrating disabled people are far more bigger than usual	2	8
	Disabled persons are less efficient	2	8
	Disabled persons require special treatment at the work place	6	4
Other comments	It depends very much on what kind of disability and job is in question how much it effects on work. In some cases a disabled person is a better employee than someone else because they are motivated and loyal toward the employer.		

What categories of disabled workforce have you ever employed?

PHYSICAL	3
SENSORY	3
DEVELOPMENTAL	4
PSYCHIATRIC	1
SOCIAL	-

Please describe a case (good practice) when you employed people with disability with success.

When the requirements of the work and disabled person meet, there won't be greater problems. Our person, who is blind, is able to do her tasks completely. Now we have hired one person having a minor mental retardation to do assisting task in the church yard.

There was no other problem than prejudice in the very beginning when we hired a deaf person. Nowadays everything works fine (this person has been working in our company for 8 years). We also have deaf persons in doing data entry tasks and one mentally retarded who does packing things and our experiences are excellent.

Our employee is really a good example and break up attitudes.

The greatest challenge is the initiation into work, but it usually goes well in the help of a professional job coach.

Please describe a case (en example) when you employed people with disability with less success:

The knowledge in Finnish language of a deaf person was not good enough to data entry tasks.

Sometimes the disabled person and his/her parent a have difference in views and employer gets into an awkward situation.

Very busy working place is not good for a mentally retarded person. Basic simple work and good facilities guarantee a success in employing mentally retarded persons.

Please describe what specific problems did you face when you employed people with disability?

Lack of information and wrong images.

Working facilities must able the work of disabled person. You must consider matters in the point of view of the possibilities of disabled.

Prejudice.

More information is needed. In the case severely disabled persons it has to consider the relation between the wage and real working result.