

THE ROLE OF EMPLOYERS IN IMPLEMENTING MEASURES TO COMBAT DISCRIMINATION OF DISABLED PEOPLE IN THE LABOUR MARKET

A GUIDE OF EXEMPLARY CASES

In Germany, Sweden and Greece

Introduction

The present Guide presents some exemplary cases of good practices of businesses in supporting disabled persons to find and keep a job position. It presents eight (8) exemplary cases from three (3) countries: Germany, Sweden and Greece.

The structure of all cases is common and focuses on five (5) questions.

1. The content of Good Practices

Who?

Brief description of the company, its services, employment band, industrial sector, etc.

Brief description of the function of the disabled person / the people who are employed in the company.

When?

When did they employ disabled people for the first time?

When did they employ their current disabled personnel?

Why?

Why did the company employ the disabled person / people?

Was he / she employed there before and did he / she have an accident?

What is the story behind the result?

What did the company expect? What did they fear?

How?

How did the employment phase run?

Which problems arose? Which positive effects were remarked?

How did colleagues react?

Conclusions and proposals

Useful for the policy makers and other entrepreneurs.

It would not be appropriate to say that the cases registered are the best practices in the study areas, but of course they are exemplary cases, a preliminary stage in the research for finding the best practices, contributing in the dialogue for the role of employers in the integration process of people with disabilities.

At this point we would like to express our warmest thanks to all entrepreneurs who contributed to the completion of this Guide.

Best practice example of ENFOR-RLP:
joiner Rudi Müller

- Adaptation of the working environment
- Changes in job activities of people with disabilities
- Empowerment of colleagues
- Positive attitudes to employment of people with disabilities
- Self finance of adaptations

**GOOD
PRACTICES**

The company RUDI MULLER was founded in 1897 by Rudi Müller's grandfather. Rudi Müller took over the company from his father in 1981. At that time, the company employed three people (3 journeymen)

Employment situation today:

16 people, among them 3 foremen, 9 journeymen, 4 apprentices. Mr Müller wants to keep up that personnel structure in the following years.

WHO

Personnel with disabilities:

- a) 1 foreman: 50% Polyathrose
- b) 1 journeyman: one amputated leg after a motor bike accident in 1998
- c) 1 journeyman: hardness of hearing (app. 75%)

One young journeyman in his twenties (employed at the joiner's since 1988) had a terrible motor bike accident in 1998 and could not continue working for one year (hospital, rehabilitation, etc.). At first, it did not seem as if he could ever return back to the joiner's company. However, in the end, he recovered and gained back courage, optimism and strength.

The owner of the company, Mr Rudi Müller, interprets this as follows: first of all, all employees of the joiner's showed high commitment and strong enthusiasm in supporting their young colleague and his family. Furthermore (and surely strongly supported by the assistance of his working colleagues), the young man also developed an intensive self-motivation and energy in order to recover and to be able to continue participating actively in his former working life: he attended voluntarily - and on his own initiative - different theme specific training courses, read specialist articles, papers and books, and showed through that very clearly how important it was for him to continue working at the joiner's company. At that time, it was absolutely clear for Rudi Müller to continue employing the young man.

WHEN

The second disabled employee suffers from hardness of hearing about 75%.

His way into the joiner's company started - shortly before his colleague's accident - with an internship of 14 days that was initiated by the local school for people with hearing disabilities.

WHY

When he re-employed the young journeyman, Rudi Müller did not apply for public financial support. On the one hand, he was not aware of the different possibilities existing at that time, on the other hand, he feared high administrative efforts and bureaucratic obstacles when applying for public means. And finally – and for Rudi Müller, this is very important – financial incentives did not play a role at all in the decision process of re-employing the young man or not. The decision in favour of the man with disabilities was rather a logical consequence: why should the company abstain from this highly motivated colleague? Which arguments would have existed not to give him another chance and to re-employ him?

As concerns the second disabled employee, young trainee showed a very high interest in the joiners' crafts and in Mr Müller's small firm, proofed strong motivation and self-initiative and left a very positive impression on the company owner and the staff. When he applied short time afterwards for an apprenticeship, the decision in favour of the young man was made very easily. Before making the final decision, Rudi Müller talked intensively with his employees (in order to avoid right from the beginning potential conflicts that could emerge due to the candidate's disabilities). It was seen very quickly that the young man would integrate very well into the team

HOW

The field of activity needed to be adapted to the new circumstances under which the journeyman needed to work. Due to the loss of one of his legs, he was strongly limited in many joiner's activities, and so, a kind of „new job“ was created for him. He was now responsible for carrying out smaller joiner's activities (like for instance: milling of doors) and special qualified office tasks (like for instance: doing drawings and pre-calculations).

The necessary adaptation of the working place was mainly carried out under the whole responsibility of the company and the personnel – and without any external financial support.

However, the new collaboration did not really work out unproblematically. According to Rudi Müller, it was probably due to different personal reasons that the young man's extraordinary engagement somehow reduced in the course of time. Unfortunately, this also led to tensions within the small company. Colleagues started seeing their colleague as being treated differently than themselves, they somehow „accused“ him to „profit“ from his disability, and his popularity amongst his colleagues decreased.

Seen today from a purely economic perspective, Rudi Müller considers the main difficulty of employing the young man to be the limitation in flexibility: especially with regard to the daily works, the young man is partly restricted in his flexibility, which influences daily routines and the internal working habits.

The employment of the young apprentice did not lead to big changes in the daily working processes. The only thing the colleagues needed to learn was

HOW

to talk slowly and clearly to the young man and to keep eye contact with him in order to facilitate his understanding. It was not necessary for the employees to learn sign language.

The conflict potential that emerged with regard to the other colleague with disabilities (cf. above) also came up – even though to a lesser degree – with regard to the young apprentice. Seen from today's perspective, he as well did not fully develop the internal potential he was expected to have.

The other employees of the company put the colleague also into a kind of „extraordinary position“ where he – as person with disabilities – was treated differently than his colleagues. This „extraordinary position“ was surely not intentional, it rather emerged and developed „just like that“.

If there is real conflict potential at all, this is then the only critical aspect: the other members of the working team sometimes feel treated inequally and disadvantaged with regard to their colleagues with disabilities.

It is a very difficult task for Rudi Müller to find a balance here: diplomacy, openness and trust are only some of the elements that are required of him. On the other hand, it can also be seen that due to this potential conflict situation, the communication within the team has intensified and improved a lot. Rudi Müller interprets this as clear positive consequence of his decision to employ people with disabilities.

When asked whether – and if so, in how far – he sees differences between his employees with disabilities and his other employees, the company owner states the following:

It is true that there are differences in certain aspects (for instance concerning the productivity, the amount of missing days due to illness or the mobility), but in many other aspects, there are no big differences (for instance in aspects like attitude towards work, flexibility, readiness to invest strong commitment, clients contact or loyalty towards the company).

Conclusion and proposals

Looking back, Rudi Müller does not regret at all to have employed the two young men with disabilities. Quote (and here, he points out, he can also speak for his other employees): „I would do it once more“. The social commitment within the team has grown since the employment of the two men. This is a clear positive sign for joiner Müller.

What he would do differently today, after all his experiences, would be to rely less on the individual initiative and the development possibilities of every single employee, but rather to implement right from the start an internal evaluation system for his personnel. Hereby individual targets for specific time periods could be defined, so as to keep up everybody's own motivation, to avoid stagnancy and unwanted group processes.

When Rudi Müller was employing the two young men, he was missing objective external advice and consultancy that would have informed him – on a neutral basis – on both the advantages (also on a financial level) as well as on the potential difficulties and obstacles of employing people with disabilities.

To be advised neutrally and competently in such an important decision, was – and is – for joiner Müller absolutely necessary. Here he sees potential for improvement on an institutional basis.

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Best practice example of ENFOR-RLP:
bootmaker Klaus Zimmer, Neuwied

- Adaptation of the working place
- Changes of the communication system in business
- Positive attitudes to employment of people with disabilities
- Self finance of adaptations

GOOD PRACTICES

It is a traditional family-run business, located since 1951 in D-Neuwied.

WHO

Owner Klaus Zimmer took over the business from his father in 1985.

Employment situation:

2 journeymen, 1 apprentice and according to the particular needs, 1 supplementary senior journeyman.

Mr. Zimmer plans to employ a supplementary apprentice with the aim of disburdening himself from the different client contact tasks

Employees with disabilities:

1 journeyman: hardness of hearing

WHEN

It was in the mid 80ies, shortly after taking over the family-run business from his father, that bootmaker Klaus Zimmer was desperately looking for an apprentice. At that time, it was not really inviting for many youngsters to follow an apprenticeship in the bootmaker's trade. This was considered as not being future oriented. The same year, the local school for hearing impaired was looking for enterprises that offered practical training for their pupils. Mr Zimmer accepted a young hearing impaired pupil for a short practical training. That was followed by an apprenticeship, and in the end, Mr Zimmer employed the young man as journeyman

The main reasons for sticking to the young man were his strong motivation and his excellent working results.

WHY

Mr. Zimmer did not receive public financial support when employing the young man. Looking back he states that the official information policy on potential financial support would have needed to be improved at that time. Mr. Zimmer still does not know precisely which different possibilities would have existed theoretically to encourage the employment of a person with disabilities.

However that financial aspect was not in the bootmaker's main interest. What counted for him was to find an efficient, motivated and reliable employee with a strong commitment to the business and the tasks.

HOW

with hearing disabilities changed the way of communication inside the small team. As alternative to sign language the group agreed upon a certain „internal code“ that mainly operated with individually defined signs. This system functions in general, communication however is difficult when certain colors or specific nuances need to be expressed. There was for instance one situation when Mr. Zimmer wanted to explain to his apprentice how strong he needed to hammer a shoe in order to attain the desired result. This turned out to be much more difficult than expected at first: to explain in detail how strong (or weak) specific strokes need to be is very difficult when noises that usually help to interpret the strength and intensity of a stroke are missing.

The working place needed to be adjusted at well. As the hearing impaired employees are unable to hear whether the grinding machine is still working or not, they need to rely on visual signals. Mr. Zimmer reacted in a very pragmatic manner: Together with some friends, he simply installed a light switch device that clearly indicates (depending on whether the green or the red light is switched on) whether the machine is still running or not.

According to Mr Zimmer’s experience there are some principal differences in certain areas between disabled and non-disabled employees: he mentions for example the aspect of loyalty towards the enterprise and the employees’ motivation which are – according to his experience – stronger with the disabled employees than with non-impaired employees. In his opinion this might be related to certain thankfulness: thankfulness in that sense that Mr. Zimmer treats all his employees in the same way and does not make any differences- and this is evaluated positively by his employees.

Seen in this light he describes the working atmosphere as very good: according to the motto „everybody wants to have his / her own characteristics being respected“ the communication within the personnel can be characterized as very calm and respectful. The fact that inactive periods due to sick leave are very low proves that apparently every employee strongly identifies with the enterprise and appreciates the positive climate and the harmony in the team.

Furthermore the cobbler considers the social net of his employees – their families and friends – as being very important as well. And thus, he regularly invites the close members of the family to the annual Christmas party. Mr. Zimmer is aware of the fact that the motivation of his employees and their attitude towards work is strongly influenced by their social environment – regardless of whether they have got a disability or not.

With regard to the low number of employees in his business, it is obvious that the individual care of his employees is very important for Mr Zimmer. It is true however that right at the beginning he underestimated the time that was necessary for supervising his employee with disabilities

The
employment of
the two persons

Conclusion and proposals

Looking back he can see now that his initiative and engagement was fruitful: He himself has also strongly profited from their close collaboration, especially on a personal level. Working successfully that close with people with disabilities represents for him „a very special feeling of success“ that he would not like to miss. He would re-employ his young colleagues without any hesitation. Based on his positive experiences, he clearly recommends employing people with disabilities.

At the same time however he also recognizes many improvement possibilities, especially with regard to public authorities and institutions. He would prefer to see a greater transparency on the different financial incentives and support measures that are existant, a greater transparency on the different contact persons that are able to advise objectively in detailed questions, but also a more proactive conduct of different public authorities in order to contact and inform enterprises actively.

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An example of an integration begun by the ENFOR BB -project

Good practices

- Integration support programme
- After care programme carried out by Enfor BB

WHO

The company belongs to the bakery trade; it produces an extensive range of baker's ware. The main products are confectioneries, tarts, cakes, bread and rolls.

- Bakery with a centralized production and ca. 30 shops.
- The central office is located very close to the border of Berlin, but outside of the city.
- Shops inside and outside of Berlin.
- The number of employees is fluctuating in the time of observation, due to structural changes within the company.

WHEN

At the time of the employment of the disabled person (Mr. G) the company is obliged by law to provide two jobs for persons with disabilities. One of those is already occupied, for the second one Mr. G. could be employed.

Due to a brain-damage in early childhood Mr. G. has been awarded a degree of disability of 50%. The participant lives with his parents. His mother is employed and his father is an early pensioner.

He left school after finishing the 8th grade (Polytechnical highschool of the GDR). After school he learned the trade of a machine assembler. Trouble with the fine-motor activity had already been diagnosed. In the context of a retraining a second occupational education was successfully absolved with the passing of the test in the rehab-profession as an "office-worker".

Mr. G. has only limited experiences with companies, because all of his work-contracts till now has been made on the second labour-market.

From these he has experiences in the fields of trade, the services sector and in offices. Mr. G. prefers working in small teams, on jobs with time-schedules he could not match up to the standards. The search for an office-job was assessed as unrealistic, given the actual conditions on the labour-market. On the basis of his given experiences in the field of trade an easy trade-job seemed more promising, provided his slow motor activity was taken into account.

WHY

The central management is open towards the employment of persons with disabilities; it sees the chance that there might be niche-jobs in the production- line.

HOW

The labour agency agreed to a trial-employment of one month, in which unskilled work in two areas of production were tested: in the bakery of bread and rolls and in the confectionary. Better results of work could be assessed for the cleaning, preparation and filling of transport-boxes for the bread- and rolls-bakery. In the confectionary the requirements of work were harder to achieve. The necessary

HOW

unskilled tasks there required a higher degree of skilfulness and quickness. The eagerness of Mr. G. to take on a job was very great. But on a similar level were his fears of failure. This started with his way to the worksite. The tram and the S-Bahn have to be used and a way by foot of twelve minutes is required. To solve this problem a training of transportation was conducted. The rhythm of the day had to be changed completely after the long-term unemployment (early shift with start at five a.m.). The reception in the work-teams was discussed with the respective colleagues. Part of the care-situation during the trial-employment was regular on-site contacts, complemented by phone-calls concerning the assessment of the work-day. It turned out, that Mr. G. was able to get into contact with his colleagues on his own. The acceptance of a co-worker with a disability could be noticed.

A takeover into regular employment could be reached with the management. Mr. G. gets employed on the second obligatory job, the company gets a monetary subsidy out of the funds of the contributions for persons with disabilities. Considering the limitations of the work-skill resulting from the disability (Mr. G. sometimes forgets steps in his work, needs more time for the acquisition of new skills), this financial support for the employer was an important contribution for the finding of the decision about the employment.

After care programme carried out by ENFOR BB

The ENFOR-project provides the continual intensive caring about Mr G. and his family. Personal as well as telephonic contact is held with the employer and the co-workers.

Progress in the process of settling down is noticeable, but conflicts cannot be avoided. For example, problems with memory resulted in faults of production, which had to be compensated by the co-workers. Because of necessities in the process of production, Mr. G. had to be employed mainly in the confectionary, and there his weaknesses are more exposed. Beginning with the month of June 2004 Mr. G. can no longer take the tram to the S-Bahn. The timetable of the tram has been reduced by two hours (one hour in the morning, one hour in the evening). Mr. G. now has to get to the S-Bahn by foot. This additional difficulty has been discussed in advance with him and his family. The facts which lead to faults in production are discussed by the working team together with ENFOR, steps to their avoidance are to be delineated. Mr. G. acknowledges faults himself, but needs the support of the working team. To this end, the team has developed a differentiated point of view. The team in the confectionary focuses on a consensual point of view and on a division of labour and requirements.

Conclusion and proposals

Only by the combination of all potentials of support will it be possible to succeed in this first integration of Mr. G. in the regular labour market. A self-sufficient search of Mr G. for his "dreamjob" would never have succeeded. Without the ongoing supporting measures of the ENFOR-project the actual state of affairs would not have been attained.

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A Good Example from Praxis Through the pages of the Diary of a disabled Woman

Good practice

Distance, part time work for people with disabilities

WHO

This is a woman who lives with permanent pain, and she has difficulties moving especially first thing in the morning. On the other hand it is important that she moves to minimize stiffness and pain. In addition she has a slipped disc in the neck and a faulty vertebra in the back. She has lived with pain a number of years, the diagnosis is Psoriasisartrit and she has probably had the disease for more than 20 years, but the diagnosis was not made until 8 years ago. Her health has changed for the worse the last 4 years, and she has 25% early retirement pension, and the doctors have given her 75% certificate of illness for the last 3 years.

She works as a teacher but she has not worked full time for several years and she also felt that her workload was too heavy. Her headmaster was not interested in discussing a reduced workload and felt that she should get a total sick leave if she could not cope. The headmaster felt that they could not specially consider her problems since there were lot of other employees also in need of special consideration.

The woman in this example worked the full semester but since that time she has not worked. The disease gets worse if she works too hard and this in turn only influences her mental health. The headmaster has been totally uninterested in the future of this woman and contacted her 5 times in the first 1,5 years and after that no contact at all. In the beginning she visited the school but she could not cope with the attitudes there. The climate in the school means that you do not contact persons who are on sick leave and that means that you very rapidly loose contact with the employer.

This woman has personal thoughts when it comes to reduction of ill-health in a working place.

Every year the employer and employee have a personal conversation. This is a perfect time to check the conditions of work, especially if you work part time due to ill-health. It is also important that the employer has a regular contact with the sick person in order to keep the absent person in touch with the working place.

It should go without saying that the employer should aim towards a climate characterized by consideration, care and interest for every single person. The coffee break is important and regular small talk would probably ease a lot of frustration. To find time for a common break is however difficult in the school world.

When a sick persons returns to work it is of utmost importance that the employer and colleagues look for possibilities instead of obstacles. Not all people can work full time and conditions of employment will vary in order to get a good working place.

From her diary

In February 2002 (after being away on sick leave for 1,5 years) I felt ready to start working with my situation.

The regional social insurance office had not contacted me at all. I had contacted them at several occasions and they treated me very well. I had regular meetings with my family doctor since 25 years and asked him for stress management, relaxation techniques, movement training and conversational therapy. I got everything I wanted but all at the same time which was too much for me. I have however, learned a lot of important things that I will cherish for the rest of my life. My employer has made no effort to restore me to my former work. I have consulted the same physiotherapist for 15 years and I now have an appointment three times a week. This is very valuable for me and means that I feel rather good several hours.

In April the regional social insurance office wanted to give me early retirement. I was very surprised since we had not discussed this before. I told them that this was not what I wanted and that I was trying to improve my health and that I would keep them informed.

I then got the opportunity to participate in Praxis. I was really happy and wanted to try. In the beginning I thought that there was money in the project to fix e.g. a working place but that was unfortunately not so.

I was a bit worried that I would have to use a computer since I have felt that my sickness will be worse when I work with the computer. Anyhow, I decided to make the most of it and see Praxis as an opportunity and to face the problems if and when they surface.

Praxis and I had a lot of contacts and I also contacted my school. It is not easy to find assignments that can be carried out from a distance but I had given the matter a lot of thought and had prepared a list that they could discuss.

In October my employer gave the go-ahead.

Later I was supposed to test a suitable place of work which was not so easy since I felt very unwell and nothing worked. I did not feel better until the end of February and the problems with my place of work were not solved until the end of March.

During this time, I very much appreciate that the project leader phoned several times, sent post card and invited me to meetings with other persons in the same predicament. It meant a lot to me and also gave me some hope for the future. It also meant a lot to me that the project leader has made a lot of contacts in order to solve the problems.

After a lot of practical work we decided that I would start on June 1st and I was so happy. My employer has been very generous when it comes to workroom in spite of their considerable financial cut downs. They helped me a lot and they bought a new computer and a printer, and I got a new adjustable desk, a lamp and an adjustable chair and they paid the lot.

Week 23: All the furniture in place. Still no assignments so I read some educational literature to get some ideas. I was very eager and spent too long time in front of the desk and got some pains in the neck. That also means numbering of the right arm, fingers and back ache. I rested for two days and contacted my employer.

Week 24: The project leader contacted me and we cleared a lot of questions with the employer and the regional social insurance office.

Still reading the education literature but not for such a long times. Cannot sit for long period nor bend my head. The computer arrived. Still, no chair.

Week 25: Still no chair which is a problem since the height is wrong. Very much pain and I have to take it easy. Tried to get in touch with my contact person in the regional social insurance office but she was on holiday. I have a lot of attendance reports that must be signed by the employer and sent to the regional social insurance office each month. I do not know if this is necessary and would like to clear this matter. Another administrator said that I had better follow the instructions from my administrator even if this handling no longer is necessary.

I sorted my notes for the Praxis project. I have borrowed a special tool from the local rehabilitation clinic. I have not been able to test this since I have no chair yet. My employer and I decided that I could work with the computer to the best of my ability after the annual vacation period.

Week 26: Vacation period for me as I work the same schedule as the school. My husband has vacation so he can fetch my chair. Once again I tested working with the computer. Better now when I have a correct chair but my arm aches. The roller mouse is better than the standard one. I continue to work with the computer but I cannot use my right arm so I decide to take some vacation. The project leader phoned to clear any outstanding matters.

I phoned the regional social insurance office and it is not necessary to send in the attendance reports.

Week 30: I start working a little so that I might take a week off in September together with my husband. I have tried a lot of things but together with the local rehabilitation centre we decided that I had to learn how to type properly so that I could work with the computer without looking down. When I look down my right arm and fingers go numb and I get a lot of ache in the shoulder and shoulder blade and that goes on for days even if I keep still. I have a training programme installed and started working with this. I try to sit as ergonomically correct as possible. I trained 30 minutes and had a lot of pain in my hand, arms, neck and back. Could not sleep a lot that night. In the morning my fingers were swollen and stiff, the arm was numb and my whole body was aching. No more training for two days. I talked to the local rehabilitation centre and they were not surprised. They advised me to work in 10 minute intervals in the future. On the 3rd day I still had some pains but I wanted to try the training and the result was unfortunately the same as the last time. No computer work during the weekend.

Week 31: I continued training in short spells with rest and movement in-between but I had difficulties, I slept poorly due to ache and I also felt worse during the day.

Week 32: After a total rest I tried again and I have to see that I cannot work in this way. Just spreading my fingers and pressing

down a key at a time is impossible. I cannot work 10 minutes. I feel very unhappy and get very upset because it seems as if I have irritated the nerves in the neck, arm and back. I worry that it once again will take a long time to heal. It can take months. I also worry that I will not be able to carry through the project.

Week 33: The local rehabilitation centre called and wanted the roller mouse back since they I only borrowed that. I wanted to borrow it some more because I do not want to ask my employer to buy this since I feel unsure about the outcome.

I look forward to going to Kristinehamn (where everybody in the project would meet during a weekend.) I try to sit so that I feel comfortable and I also stand up. I type with one finger at a time a long break in-between when I move about. Slowly I continue but I still have a lot of ache in my body.

Week 34: I talked to the project leader and she offered to help me to write but I am very stubborn and I would like to finish by myself. I should phone my employer this week to find out if he has work to me but I cannot do anything more, this absorbs all my energy and all my power. I however will write my report even if I have considerable problems and a lot of ache.

I contacted the regional social insurance office as my sick certificate is incorrect. I called my employer and asked for some assignments that does not require computer.

Week 35: I finish my diary today. Cannot work any more with the computer.

Situation today is that this woman has started working part-time and will continue to do so. The employer is very impressed by her efforts since she really tries even though she has a lot of pain. Her conditions were not too good but she has overcome both the pain and the problems.

Conclusion

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A Good Example from Praxis

Good practice

Adaptation and flexibility of the working place

Who

The company was founded some 50 years ago and has around 200 employees.

When

This woman has worked as an executive but her illness made that impossible. She was away from work a lot and started to work 50% in the beginning of 2003. A lot of discussion with the regional social insurance office, with the employer and with the Praxis project resulted in a test period where she could do part of her work from home. The work she does from home is a lot of writing and phoning persons.

How

A typical day for this woman looks like this.

Work between 8 and 12 at the office with everyday assignment. At 12 she leaves the office and goes home and rests for at least one hour. After the rest she feels alert again and works for one or two hours. This has proven so good that the employer wants to continue after the end of the project.

Viewpoint from the employer

This is a really good example of how it is possible to solve problems if you have the good intentions. We are very pleased that we can help her to work more that we also get more out of if. Satisfaction all around

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Three Exemplary Cases from Greece

First Case:

Centre of Education and Training of Application Executives, (KEESE), Municipal Enterprise of Municipality of Argyroupolis

Who

The object of the Municipal Enterprise is the social rise of local society. Materialises programs for health, education, training, creative employment of children and infants and in houses help for elder people. Are particularly sensitised regarding the disabled people. There exists a faculty of training of people with hearing problem and a faculty for the sign language. The disability of the employer is paraplegia.

When

KEESE was established in 1992, while the disabled persons were hired in October 2002.

What

Wish for offering employment opportunities to the disabled people. Sensitised regarding the problems faced by the disabled people.

Why

There have been made changes in the entrance of the enterprise, (a ramp), in the WC and the floor, (nonslip cover).

How

Problems regarding the access of the disabled employees in the working place, the motion in the building and the access to the WC. The rest of employees had no objections for the employment of the disabled people.

**Second Case:
Gialouris Nikolaos**

The employer is an office clerk and has multiple disabilities, (problems of sight and severe physical disability 90%). The company acquired a PC and a special program for reading, scanner and printer appropriate for people with disabilities.

**Third Case:
RENTEK**

The employer is an unskilled worker and has multiple disabilities, (epilepsy, mental illness and moderate mental deficiency). The company acquired air conditioner in order to keep the temperature of the working place stable.