Ten golden principles of including persons with disabilities in the
competitive labor market

(Position Paper of Rehabilitation International)

The following principles are based on a survey among members of Rehabilitation International (Rl), which underline the existing international experiences and practices. They must underpin the policy by all the relevant stakeholders in rehabilitation including actors such as policy makers in the areas of social security, persons with disabilities (pwd), private and public enterprises, professionals and practitioners operating in vocational fields.

1. Preventive measures for job retention and return-to-work avoid that employees with disabilities are falling out of the working life. Suitable occupational health and safety regulation could support this early intervention goal.
2. During sick-leave a rehabilitation management should be started timely on the level of enterprises and by the social security institutions using appropriate job coaches who realize the needs of pwd.
3. Statutory obligations for employers to employ a specific number of pwd (target system) should be combined with an effective bonus-malus system.

Enterprises should either pay or be supported by the target-fund.

1. Providing vocational rehabilitation benefits in social security law increases the engagement of enterprises to employ pwd. This means to pay workplace accommodation, assistive devices, wage subsidies or to reduce taxes.
2. Funds for evidence-based capacity building education by training-on-the-job or in retraining centers empower pwd in keeping or enriching their individual working-skills close to the enterprises' demands and interests.
3. Awards and recognition for good practice in private and public enterprises ensure that innovative and successful models could be published and copied by other enterprises on the national and international level.
4. Professionals who assist jobseekers with disabilities should use the suitable language of the employers. Conversation tools should be combined with disability-specified and pro-active job-coaching concepts
5. Short-term employment or internship of jobseekers with disabilities assist the productivity of pwd to the employers in co-operation with chambers of commerce and other local business partners using common websites.
6. Job coaches or disability managers need evidence-based skills including certificates for qualification and quality assurance reviews based on international standards and consensus of the state and social partners.
7. Research on appropriate and effective tools to get and keep more pwd into the competitive labor market should be initiated and financed by international organizations in cooperation with Rehabilitation International. The results need to be transferred into practice.

*These guidelines highlight some suitable experiences and express some good practices in some countries, which want to increase the number of paid jobs for pwd. This framework does not intend any prediction of the value of sheltered workshops for individual pwd.*

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