



macht stark

ZDIS INTERNATIONAL CONFERENCE 2009

**at Spa Topolšica, Slovenia,
Friday, September 18, 2009**

**EXAMPLES OF GOOD PRAXIS AND
INNOVATIVE MEASURES TO MAINTAIN
EMPLOYMENT OF DISABLED
WORKERS IN THE PRESENT
ECONOMIC CRISIS**

The legal frame in Austria

- Behinderten-Einstellungsgesetz (BEinstG) – ruling the labour market
- Bundesbehinderten-Gleichstellungsgesetz (BGstG) – ruling the equal chances
- UN Convention concerning the rights of people with disability

SITUATION ON THE AUSTRIAN LABOUR MARKET **)

	May 2008	May 2009	Changes in %
Unemployed Persons with restricted chances due to their health *)			
Sum	29.205	34.105	16,78%
Men	17.872	21.633	21,04%
Women	11.333	12.472	10,05%
thereof: „officially“ handicapped persons			
Sum	4.907	5.457	11,21%
Men	3.103	3.528	13,70%
Women	1.804	1.929	6,93%
Unemployed people in sum			
Sum	184.810	239.777	29,74%
Men	96.229	136.314	41,66%
Women	88.581	103.463	16,80%
Relation between persons with restricted chances and unemployed people in sum			
Sum	15,80%	14,22%	-
Men	18,57%	15,87%	-
Women	12,79%	12,05%	-

Source: Austrian Labour Organisation

*) persons not „officially“ handicapped

***) only people registered at the Austrian Labour Organisation



ÖZIV fights for people with disability and **their right to lead an autonomous and equal life.**

- Freeing disabilities from taboos in the public – more self-confidence for people with disabilities
- Support and consulting in the business world – affordable and needs-oriented offers for disabled consumers
- Diversity – to recognise variety as a benefit – more employment possibilities for people with disabilities

ÖZIV macht stark

ÖZIV ACCESS

The treatment of disabled customers

Barriere-free surrounding

ÖZIV ACCESS

customer

People with disabilities



Business world

employee

get job ready

ÖZIV SUPPORT

Individual support — gain flexibility

Finding suitable working-places

ÖZIV Arbeitsassistentz

Maintain jobs

ÖZIV ACCESS

Offers the Business world
professional training and consulting

- **ÖZIV Gleichstellungs-Beratung**
- **ÖZIV Firmentraining**



ÖZIV Gleichstellungs-Beratung

- Consulting in barriere-free design
- Huge dissolving power because of experience
- Consulting in financial aspects
- Information about the legal situation





ÖZIV Firmentraining

- Helps the customers to avoid discrimination
- Helps the customers to fulfil their legal duties
- Development of training concept together with the customer
- Optimizing the service-chain of the company

ÖZIV ARBEITSASSISTENZ (Supported employment)



- Consultation of companies (e.i. how to adapt a working place, how to finance this, ...)
- Support for people with physical disability and / or chronic illness
- Free of charge*, professionell, effektiv

* This project is financed by official means

ÖZIV ARBEITSASSISTENZ



For Employees

- Support in looking for and finding a (new) working place
- Support in maintaining a working place which is threatened (i.e. Mobbing, ...)
- Accompanying in re-integration processes



ÖZIV ARBEITSASSISTENZ

For Employers

- Looking for appropriate employees (Matching)
- Consulting in legal and financial issues
- Information on the needs of employees with disabilities
- Conflict-Management (also in teams)
- Individual adaption of working-place and assistance in raising the financial funds therefore



ÖZIV SUPPORT- what is it?

- Coaching for people with physical disability and / or chronic illness
- Support in case of problems on the labour market
- Most of the Coaches are people with disability themselves
- They got a special training (duration: 18 months)
- Free of charge*, professionell, individual

* This project is financed by official means

ÖZIV SUPPORT

Coaching – how does it work?

- Individual process, which is personality-related and treats the coachee as a person in whole
- Works on goals, which are fixed by the coachee
- Strengthens and activates resources of the coachee
- Recognition of new and widened scopes of action happens
- Needs to be voluntary.

ÖZIV SUPPORT – what are the goals?



- Activating and empowering the skills
- Strengthening the self-awareness
- Changing the own attitude
- Improving the whole life-situation
- Improving the chances at the job-market
- Gaining professional targets
- Increasing the own contentment with the job

ÖZIV SUPPORT – What is special?

- We created new jobs for people with disability.
- We gave them a professional education.
- The common experience between coach and coachee (Peer Counseling) helps to reduce the fear of embarking on something new and to build up a trustful atmosphere quickly.
- There is enough time for the coaching process. This is necessary because people need to go deeply into the process if they want to change!

SUMMARY

It seems to be necessary to:

- Improve the legal frame
- Influence the whole society (and especially the economy). The attitude needs to be changed.
- Support people with disability to make them trust in their abilities.
- Empower people with disability to demand their right to work.

Thank you for your attention!

