



# The EU Equality Employment Directive 2000/78/EC

## What impact for vocational rehabilitation services?

### Analysis Paper<sup>1</sup>

## Introduction

Addressing antidiscrimination and equality, at European and national level, when these apply to inclusion of people with disability in employment, is part of EPR's core business. Several past and ongoing activities, such as the Reintegrate project; the Opti-Work project, Disability Management activities and the learning group on relations with employers are, in fact, strongly related to these issues. Due to the relevance of the topic, and following an explicit request from some of its members, EPR decided to make an analysis of the impact of the EU Equality Employment Directive 2000/78/EC and its impact on vocational rehabilitation services at national or local level. The production of the study involved Simona Giarratano, EPR Public Affairs Officer and Richard Polacek, Consultant for European Affairs. They organised a meeting with some professionals from EPR members to better identify the context and perspective of services providers.

The first part of the paper explains the Directive's aim and focuses on key provisions related to people with disabilities, such as the article 5, stating the duty of employers to provide 'reasonable accommodation' with respect to candidates or employees with a disability.

The second part gives a short overview about how the Directive has been transposed and implemented across EU countries and in particular regarding the provisions important for people with disabilities.

The third part focuses on the opportunities and challenges for service providers, who have been identified by the authorities and institutions, as key actors in the implementation process. It is very important that professionals of rehabilitation services use the opportunity to act as mediators between people with disabilities and employers, empowering the firsts and sharing information and best practices with the seconds. The paper mentions specific examples in this respect.

The last session of the analysis explores future actions at European and national level for service providers that could develop capacity and willingness to take on an active role in the implementation of the Equality Employment Directive.

A set of annexes has been included at the end of the study, to provide specific information on the relevant national legislation, the employment quota schemes, funding schemes promoting reasonable accommodation in the workplace and providers of financial support.

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<sup>1</sup> Brussels, April 2009

## 1. The Employment Equality directive – aim and key provisions related to persons with disabilities

Since 1999 the European Union (EU) can adopt legislation to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Using these new powers, the EU adopted in June 2000 the so-called “Employment Equality Directive” (Directive 2000/78/EC)<sup>2</sup> to enhance equal treatment for people irrespective of their religion or belief, disability, age or sexual orientation in employment, training and membership and involvement in professional organisations (such as trade unions and employers’ organisations).

This Directive is of considerable importance for people with disabilities and their full integration and participation in the employment market. More precisely the Directive gives protection against discrimination in relation to:

- conditions for access to employment, to self-employment or to occupation, including selection criteria and recruitment conditions, whatever the branch of activity and at all levels of the professional hierarchy, including promotion;
- access to all types and to all levels of vocational guidance, vocational training, advanced vocational training and retraining, including practical work experience;
- employment and working conditions, including dismissals and pay;
- membership of, and involvement in, an organisation of workers or employers, or any organisation whose members carry on a particular profession, including the benefits provided for by such organisations.

The Directive protects against “direct discrimination”, “indirect discrimination” and “harassment” and contains clear definitions for each of these three types of discrimination.

Although the Directive aims to protect people against discrimination on all of the above-mentioned grounds (age, sexual orientation, religion or belief, disability), some specific provisions in the Directive aim only the rights of people with disabilities. A particular important provision (article 5) foresees that “employers have a duty of reasonable accommodation” with respect to candidates or employees with a disability. This means that employers are required to take appropriate measures to enable a person with a disability to have access to employment or training and to exercise their employment unless doing so would impose a disproportionate burden on the employer.

Reasonable accommodation includes for example that in a job interview, in a promotion test or in a training exam, a deaf person should be able to answer questions in a written manner. Likewise, a blind person should be able to answer questions in an oral manner. For employed people with disabilities reasonable accommodation measures include, for example, providing wheelchair access, adjusting working hours, adapting office equipment or simply redistributing tasks between the members of a team.

To determine a “disproportionate burden” which would allow an employer not to establish these measures, the Directive indicates that account should be taken in particular of the financial and other costs entailed, the scale and financial resources of the organisation and the possibility of obtaining public funding or any other assistance.

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<sup>2</sup> [http://ec.europa.eu/employment\\_social/news/2001/jul/directive78ec\\_en.pdf](http://ec.europa.eu/employment_social/news/2001/jul/directive78ec_en.pdf)

## 2. The transposition and implementation by EU Member States of the Employment Equality Directive and its provisions regarding people with disabilities

The following section gives a short overview about how the Directive has been transposed and implemented across EU countries and in particular as regards the provisions which are important for people with disabilities. Several reports from European Commission<sup>3</sup> and a recently published study carried out for the European Commission in 2008<sup>4</sup> give a more detailed insight.

### 2.1. The transposition of the Directive<sup>5</sup>

Today the Directive has been effectively transposed into national law by all the Member States of the EU (see Annex I). However there are some differences between EU countries on how the Directive has been transposed. This is particularly true as regards its specific provisions on disability, which is partly due to the fact that the Directive does not foresee a common EU-wide definition of disability. Definitions of disability continue to vary largely across countries and even within one country there may be various definitions of disability, depending on the background of specific legislation (e.g. social insurance vs. labour legislation) or on the legislative body (e.g. national vs. regional legislation).

- **Reasonable accommodation for people with disabilities**

The Directive's provision on reasonable accommodation has been transposed with specific provisions in national legislation in all countries where EPR has members, except in Estonia, Hungary and Norway where no specific provisions have been introduced into national law.

Although many countries have introduced rather comprehensive provisions in their legislation regarding obligations for reasonable accommodation, there are huge differences between EU countries on how this has been done. In general, in those countries where public funds are available to support the investments, national legislations oblige employers to make adjustments.

The following examples illustrate how differently national legislations have transposed the provision on reasonable accommodation:

In the *United Kingdom*, the Disability Discrimination Act establishes a duty to make "reasonable adjustments" and defines a failure to comply with this duty as discrimination where the failure cannot be justified. The duty applies to all aspects of employment, including recruitment and

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<sup>3</sup> See in particular: [http://www.lex.unict.it/eurolabor/en/documentation/com/2005/sec\(2005\)-1176en.pdf](http://www.lex.unict.it/eurolabor/en/documentation/com/2005/sec(2005)-1176en.pdf)

<sup>4</sup> "Providing reasonable accommodation for persons with disabilities in the workplace in the EU – good practices and financing schemes", study carried out by the *Austrian Institute for SME Research* in co-operation with *European Network for Social and Economic Research* and conducted on behalf of the European Commission/DG Employment, Social Affairs and Equal Opportunities: <http://ec.europa.eu/social/main.jsp?catId=429&langId=en>

<sup>5</sup> **Transposition of a Directive:** According to European Union law directives have to be transposed into national law within a given time period. Transposition happens through the adoption of a national piece of legislation which introduces into national law the provisions of the EU directive. As a directive sets out only broad principles and objectives, the EU Member States are free to choose how to transpose a directive into their national law and achieve its objectives. The Commission monitors that the transposition is timely and correctly done, so as to attain the results intended by the EU directive.

**The implementation of a Directive:** The implementation of a directive means the effective application of the objectives of a directive on the territory of the EU Member States. Effective application implies for example the effective respect by national authorities of the rights for disabled persons and the obligations incumbent on individuals (e.g. employers) where the directive foresees such rights and obligations.

(For more information see: [http://ec.europa.eu/governance/better\\_regulation/glossary\\_en.htm#\\_T\\_](http://ec.europa.eu/governance/better_regulation/glossary_en.htm#_T_))

selection, training, transfer, career development and retention. A reasonable adjustment is any action that an employer takes (concerning e.g. premises, practices or procedures) so that an employee or job applicant with disabilities is not placed at a substantial disadvantage in comparison to others.

In *Belgium* not providing for reasonable accommodation that would allow persons with disabilities to participate is considered to be an act of discrimination, basically because subsidies to compensate for adjustment expenses are available (since the Federal Anti Discrimination Act of 2003). Between the regions there are however some differences. The Region of Brussels-Capital compensates adjustments, but these are not obligatory. In Flanders the adjustment is obligatory and in the French-speaking community the emphasis is put on education and training.

In the legislations of *Finland, Germany, Luxembourg or Portugal* the denial of reasonable accommodation is not considered as a form of discrimination. Also in some countries, like Germany and Italy, although the transposing national legislations foresee measures related to reasonable accommodation, these measures do not cover all different kinds of disabilities.

In January 2008 the Commission initiated infringement procedures against several EU countries for wrongful transposition of the Employment Equality Directive<sup>6</sup>. For some countries the Commission has found that no provisions on reasonable accommodation exist in national law and that in some countries not all disabled workers are covered by national legislation, or they are not covered regarding all aspects required by the Directive. Some of those procedures are still on-going.

- ***National funding to support reasonable accommodation***

Across EU countries different types of funding schemes have been developed in order to support the implementation of provisions on reasonable accommodation. There are different categories of funding schemes including funding schemes for specific types of accommodation, as for example in *Germany, Portugal or Finland*. This includes e.g. funding for employers who decide to provide wheelchair access, use assistive technology, adapt office equipment, provide work assistant and training. Many national funding schemes (approximately one third) providing financial support for the reasonable accommodation of workplaces are co-financed by the *European Social Fund (ESF)*.

Throughout Europe, there is also a tendency towards support provision in kind or in form of services, as this method appears to be more unerring and to offer better control concerning quality aspects.

Annexes III and IV provide an overview of existing funding schemes at national level to support reasonable accommodation measures. Many schemes concern explicitly vocational training and vocational rehabilitation.

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<sup>6</sup><http://europa.eu/rapid/pressReleasesAction.do?reference=IP/08/155&format=HTML&aged=1&language=EN&guiLanguage=en>  
<http://europa.eu/rapid/pressReleasesAction.do?reference=MEMO/08/68&format=HTML&aged=1&language=EN&guiLanguage=en>

- ***Employment quotas to encourage labour market integration of people with disabilities***

Many countries have chosen to adopt a system of employment quotas to encourage the integration of people with disabilities within the labour market (see Annex II). Across EU countries quota systems are very different however: some countries have fixed employment quotas only for the public sector; other countries foresee quotas also for the private sector; some countries apply quotas only for enterprises with a certain number of staff.

In many countries however there is no quota system at all (e.g. *Cyprus, Denmark, Estonia, Finland, Iceland, Latvia, Liechtenstein, the Netherlands, Norway, Sweden, and the United Kingdom*) and other solutions have been set up to improve integration of people with disabilities within the labour market. In the *Netherlands*, for example, since 2006, instead of a mandatory quota system a target has been set up of 2-5 % in the public and private sectors, to be achieved voluntarily over a number of years. Under this voluntary scheme, people for whom adaptations have been made at work, or who need adaptations in order to take up a job, may be included under the quota, placing the emphasis on abilities rather than deficits, and extending the scope of quota eligibility.

In some countries where quota systems have been established, entrepreneurs, who are not able or willing to comply with a quota, are given the possibility to pay a certain amount of money to the state budget (or a specific state-owned disability compensation fund). This financial contribution may be linked to the average (or minimum) wage or have the form of a lump sum. In general, such a contribution is paid for each employee with disabilities who the employer does not occupy within the obligatory quota.

- ***National sanctions to enforce the rights of people with disabilities***

The Directive (article 17) explicitly states that “*Member States shall lay down the rules on sanctions*” to oblige employers to comply with the provisions of the Directive. Rules on sanctions have been established across EU countries but it seems that virtually no sanctions are applied in case of denial of reasonable accommodation to persons with disabilities, or existing sanctions applicable are not dissuasive. The same is true for sanctions linked to the respect of quota.

## **2.2. The implementation of the Directive and its provisions regarding people with disabilities**

Although the Directive has only been recently transposed into national legislations, there are already many existing good practices on how the provisions on reasonable accommodation are implemented and put in practice by employers.

Despite clear legal obligations, many employers are still reluctant to adopt reasonable accommodation measures. One of the main reasons put forward is the difficulty to assess the real costs of reasonable accommodations as many measures entail direct and indirect costs. Moreover, the net costs of the same measure may differ strongly depending on the given situation and the available national funding. Still, many employers across Europe have decided to adopt measures to support an employee with disabilities. Four different types of reasons and

motives of employers have been identified by the study carried out for the European Commission in 2008<sup>7</sup>:

- An accident or illness of an already employed employee: In case an appreciated employee becomes disabled due to accident or illness, the company often is interested in further employment and/or feels responsible for the disability (in case of work accidents or health problems caused in the workplace).
- A job application of a person with disabilities: The enterprise is looking for a new employee and a person with disabilities who applies for the job turns out to be the best qualified candidate. To ensure his/her employment appropriate measures are implemented.
- An initiative of a NGO or participation in a publicly launched programme: The enterprise is asked to participate in a programme or project promoting the work integration of persons with disabilities. Usually a social enterprise, NGO or organisation specialised in working with discriminated groups contacts the enterprise, prepares the work integration and accompanies the integration process.
- The implementation of a diversity strategy or commitment to Corporate Social Responsibility: Sometimes the management of enterprises actively implements diversity strategies or launches a commitment to a more socially oriented business policy. This normally entails the introduction of specific internal support programmes for specific target groups and active recruiting measures. Such programmes to promote the work integration of persons with disabilities often include quantitative and qualitative objectives and are launched in co-operation with specialised organisations.

In many cases, a consultancy process precedes the implementation of the accommodation measures, i. e. enterprises apply to public organisations responsible for the integration of persons with disabilities and/or to NGOs active in the field to consult and attend the implementation process of accommodation measures. Often consultancy services are also drawn on when a job change or the further development of job opportunities of the concerned person are planned.

The 2008 study of the Commission provides a good overview of good business practices across the EU of employers from different sectors in the economy who have implemented successfully measures for reasonable accommodations for people with disabilities. Several types of reasonable accommodations have been identified:

- The most common reasonable accommodation seems to be the technical adaptation of the workplace to the needs of the person with disability.
- Next to technical solutions, work arrangements are widespread accommodation measures and include arrangements of the working hours, recreation phases or with relation to changes in the work organisation.
- Work assistance or job coaching of the person with disability is another accommodation measure which aims to prepare the employee to his/her daily duties, to the work procedures and to habituate the person with disabilities to the work environment.

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<sup>7</sup> "Providing reasonable accommodation for persons with disabilities in the workplace in the EU – good practices and financing schemes", study carried out by the *Austrian Institute for SME Research* in co-operation with *European Network for Social and Economic Research* and conducted on behalf of the European Commission/DG Employment, Social Affairs and Equal Opportunities: <http://ec.europa.eu/social/main.jsp?catId=429&langId=en>

- Vocational training is also a frequent accommodation measure to enable the integration of the person with disabilities into the workplace.
- Finally, accommodation measures can also include awareness raising measures which focus not only on the person with disabilities but on his/her social environment. It includes training of the staff to take into account the needs of their colleague with disability.

This list shows clearly that the providers of vocational training and rehabilitation services and their expertise are at the core of the issue of reasonable accommodation measures.

### **3. The Equality Employment Directive: opportunities and challenges for service providers of vocational rehabilitation services**

The types of possible accommodation measures clearly suggest that service providers of vocational rehabilitation services can and should play a key role in the context of the implementation of the Directive. More specifically service providers could take on the following roles:

- ***Providing support about employment rights to people with disabilities***

Service providers can help inform people with disabilities about the equal treatment rights stemming from the Directive, including their right to reasonable accommodation.

Support could also include more far-reaching activities aiming to help empower people with disabilities, including building alliances with users' organisations to defend the rights of people with disability as regards access to the employment market, equal employment conditions and the right to integrate a workplace with reasonable accommodations. This could also include supporting people with disabilities in individual cases before court against employers' who are reluctant or opposed to offer equal access to employment, equal employment conditions and reasonable accommodation.

- ***Providing advise and consultancy to employers on how to set up reasonable accommodation measures***

Service providers can also inform employers about their obligations arising from the Directive, including their obligation to provide reasonable accommodation. They also can advise and consult employers in their efforts to organise recruitment procedures to ensure equal access to employment for people with disabilities and as regards the measures employers intend to establish for reasonable accommodation for already employed staff and/or for newly recruited people. This could include advice on which accommodation measures to choose in a given situation to meet best the individual needs of the person with disabilities and the particularities of the undertaking.

Advice could also be given on how employers can access available national funding to set up reasonable accommodation measures.

A co-operation with employment offices could help service providers to consolidate their role as advisors on reasonable accommodation measures for people with disabilities and help frame their contractual relationships with employers.

- ***Taking an active role in providing reasonable accommodation measures***

Service providers could also take a more pro-active role in offering to employers services which are labelled as reasonable accommodation measures. Obviously vocational training is a reasonable accommodation measure, although it might not always be recognised as such by employers. Service providers could also provide other services which build on their expertise, such as awareness raising activities and job coaching.



- ***Providing mediation between employers and people with disabilities***

Further the expertise service providers have in matters of vocational training and accommodation measures for people with disabilities puts them naturally in a situation where they can provide mediation between employers and people with disabilities in cases where conflicts arise in the process of recruitment or when setting up reasonable accommodation measures.

- ***Building up knowledge and expertise about employment equality practices and procedures to foster good practices***

Service providers can also build up knowledge about existing employment equality practices in their country and about the procedures to access funding to support reasonable accommodation measures. This could include keeping track about statistics and good/bad practices in employment procedures and reasonable accommodation measures. Ultimately this could help employers and users' organisations to have an open and transparent exchange about existing good practices and to promote these good practices.

- ***Becoming a leader in equality employment and reasonable accommodation measures***

Many service providers are themselves employers and therefore have to comply with the provisions of the Employment Equality Directive. They can therefore set up recruitment procedures and employment conditions and adopt reasonable accommodation measures which could become a leading example for employers in other sectors of the economy. This would undeniable help service providers to be credible partners for user organisations but also when taking up the role of advisors for employers or when acting as mediators.

To be able to take up the above-mentioned roles, service providers need to have a clear idea and strategy about the type and the scope of advice and support they can effectively provide to employers and people with disabilities. Some service providers may first need to develop their capacities before being able to take on the role of an advisor for employers or supporter for users' organisations.

#### **4. Some proposals for future actions at European and national level for service providers**

As mentioned national service provider organisations should have a clear idea and strategy about their capacity and willingness to take on an active role in helping to implement the measures of the Equality Employment directive. Several further actions can be envisaged at European and national level:

- ***Reinforcing dialogue with users' organisations and employers' organisations***

A dialogue at European and national level could be initiated between service providers in the field of vocational training for people with disabilities and employers' organisations and users organisation to find out what strategies they have set up to implement the Equality Employment Directive. The interests with employers' or users' organisations may be converging and service providers could be asked to take on a more active role in advising employers or supporting users.

- ***Reinforcing dialogue with national public authorities***

National public authorities have an evident interest in the correct implementation of the Directive, because of possible infringement procedures the Commission could initiate against them for non-compliance with EU law. The helping hand of service providers in ensuring correct implementation through support and advice to users and employers could be very welcome. This might be particularly true as regards support by service providers for employers on how to access available public funding to finance reasonable accommodation measures. Close contacts need to be made with the public administrations in charge of the implementation of the Directive and those in charge of the public funding schemes to define more precisely the role service providers can play.

- ***Enhancing capacities and exchanging experiences and good practices***

At European level service provider organisations could have a more detailed exchange of good practices as regards their role as vocational service providers when helping users to access the employment market or when advising employers on reasonable accommodation measures and the difficulties they face. If service providers decide to collect data and information about national practices in access to equal employment and reasonable accommodation measures, such data can be usefully compared at European level to identify common tendencies which may help providers to determine further common advocacy actions, e.g. on how to improve funding schemes.

At European level there may also be EU funding available to enhance further the capacity of service providers to take on the role of advisors of employers on reasonable accommodation measures.

## USEFUL LINKS

- “Employment Equality Directive” (Directive 2000/78/EC)  
[http://ec.europa.eu/employment\\_social/news/2001/jul/directive78ec\\_en.pdf](http://ec.europa.eu/employment_social/news/2001/jul/directive78ec_en.pdf)
- “Providing reasonable accommodation for persons with disabilities in the workplace in the EU – good practices and financing schemes”, carried out by the Austrian Institute for SME Research in co-operation with European Network for Social and Economic Research and conducted on behalf of DG Employment, Social Affairs and Equal Opportunities of the European Commission and available at  
<http://ec.europa.eu/social/main.jsp?catId=429&langId=en>
- European Disability Forum report on the implementation of the Employment Directive  
<http://cms.horus.be/files/99909/MediaArchive/pdf/Analysis%20of%20the%20transposition%20and%20implementation%20of%20ETD%20Revised.pdf>
- Definition of Disability in Europe  
<http://ec.europa.eu/social/BlobServlet?docId=2088&langId=en>

## Annex I

Overview of the main legislation at national level concerning the equal treatment in employment and occupation of persons with disabilities and the reasonable accommodation for persons with disabilities, the countries covered by EPR membership<sup>8</sup>.

country	name in English	name in national language
<b>Denmark</b>	<ul style="list-style-type: none"> <li>Act on Prohibition of Discrimination in Employment, Law Nr. 459/1996 (amended by Laws Nr. 1417/2004, 240/2006, 1542/2006 and 387/2008) (<i>amendment in 2004 reflects 2000/78/EC</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Lov om forbud mod forskelsbehandling på arbejdsmarkedet m.v., lov nr. 459/1996 (ændret ved lov nr. 1417/2004, lov nr. 240/2006, lov nr. 1542/2006 og lov nr. 387/2008)</li> </ul>
<i>Provisions on reasonable accommodation are included in national law.</i>		
<b>Estonia</b>	<ul style="list-style-type: none"> <li>Law on Estonian Employment Contracts, RT 1992, 15/16, 241 (as amended in 2004)</li> <li>Law on Employment Services and Allowances, 2006 (<i>partly transposes art. 5 of 2000/78/EC</i>)</li> <li>Law on Occupational Health and Safety</li> <li>Law of Social Compensation of People with Disabilities, 1999</li> <li>Law for Determining the Level of Disability, 2005</li> </ul>	<ul style="list-style-type: none"> <li>Eesti Vabariigi töölepinguseadus, RT 1992, 15/16, 241</li> <li>Tööturuteenuste ja -toetuste seadus, 2006</li> <li>Töötervishoiu ja tööohutuse seadus, 2006</li> <li>Puuetega inimeste sotsiaaltoetuste seadus, 1999</li> <li>Puude raskusastme määramise ja lisakulude tuvastamise kord, 2005</li> </ul>
<i>No provisions on reasonable accommodation are included in national law.</i>		
<b>Finland</b>	<ul style="list-style-type: none"> <li>Non-Discrimination Act, Law Nr. 21/2004</li> <li>Employment Contracts Act, Law Nr. 55/2001 (amended by Law Nr. 23/2004)</li> <li>Civil Servants Act, Law Nr. 750/1994 (amended by Law Nr. 25/2004)</li> <li>Municipal Officeholders' Act, Law Nr. 304/2003 (amended by Law Nr. 23/2004)</li> <li>Seafarers' Act, Law Nr. 423/1978 (amended by Law Nr. 23/2004)</li> </ul>	<ul style="list-style-type: none"> <li>Yhdenvertaisuuslaki 21/2004</li> <li>Työsopimuslaki 55/2001 (muutettu lailla 23/2004)</li> <li>Valtion virkamieslaki 750/1994 (muutettu lailla 25/2004)</li> <li>Laki kunnallisesta viranhaltijasta 304/2003 (muutettu lailla 23/2004)</li> <li>Merimieslaki 423/1978 (muutettu lailla 23/2004)</li> </ul>
<i>Provisions on reasonable accommodation are included in national law (Non-Discrimination Act, Section 5).</i>		

<sup>8</sup> Source: "Providing reasonable accommodation for persons with disabilities in the workplace in the EU – good practices and financing schemes", study carried out by the *Austrian Institute for SME Research* in co-operation with *European Network for Social and Economic Research* and conducted on behalf of the European Commission/DG Employment, Social Affairs and Equal Opportunities: <http://ec.europa.eu/social/main.jsp?catId=429&langId=en>

<b>France</b>	<ul style="list-style-type: none"> <li>• Law for Equal Rights and Chances, Participation and Citizenship for Persons with Disabilities, 2005</li> <li>• Labour Code</li> <li>• Code of Social Welfare (art. L114)</li> <li>• Decree Nr. 134/2006 relating to the recognition of the importance of disability</li> <li>• Decree Nr. 501/2006 relating to the fund for professional integration of disabled persons</li> <li>• Law for Employment of Persons with Disabilities, Nr. 517/1987</li> </ul>	<ul style="list-style-type: none"> <li>• Loi n° 2005-102 pour l'égalité des droits et des chances, la participation et la citoyenneté des personnes handicapées, 2005</li> <li>• Code du Travail</li> <li>• Code de la Sécurité Sociale (art. L114)</li> <li>• Décret n° 2006-134 relatif à la reconnaissance de la lourdeur du handicap, 2006</li> <li>• Décret n° 2006-501 relatif au fonds pour l'insertion des personnes handicapées dans la fonction publique, 2006</li> <li>• Loi n° 87-517 en faveur de l'emploi des travailleurs handicapés, 1987</li> </ul>
<i>Provisions on reasonable accommodation are included in national law (Labour Code, art. L. 323-9-1).</i>		
<b>Germany</b>	<ul style="list-style-type: none"> <li>• Book IX of the Social Code (section 81 §4 covers aspects mentioned in art. 5 of 2000/78/EC)</li> <li>• Various provisions of the Social Codes, Books I, III, IX, X, XII</li> <li>• General Equal Treatment Act of August 18, 2006</li> </ul>	<ul style="list-style-type: none"> <li>• Sozialgesetzbuch (SGB) Neuntes Buch (IX)</li> <li>• Sozialgesetzbuch (SGB) Erstes Buch (I), Drittes Buch (III), Viertes Buch (IX), Fünftes Buch (V), Siebtes Buch (VII)</li> <li>• Allgemeines Gleichbehandlungsgesetz (AGG)</li> </ul>
<i>Provisions on reasonable accommodation (limited to "people with severe disabilities") are included in federal law.</i>		
<b>Greece</b>	<ul style="list-style-type: none"> <li>• Equal Treatment Act, Law Nr. 3304/2005 (literally adopts art. 5 of 2000/78/EC)</li> </ul>	<ul style="list-style-type: none"> <li>• ΝΟΜΟΣ 3304/2005 - ΦΕΚ Α/16/27.1.2005 (Εφαρμογή της αρχής της ίσης μεταχείρισης ανεξαρτήτως φυλετικής ή εθνοτικής καταγωγής, θρησκευτικών ή άλλων πεποιθήσεων, αναπηρίας, ηλικίας ή γενετήσιου προσανατολισμού.)</li> </ul>
<i>Provisions on reasonable accommodation are included in national law.</i>		
<b>Hungary</b>	<ul style="list-style-type: none"> <li>• Act CXXV 2003 on Equal Treatment and the promotion of equality of opportunities (amended in May 2005)</li> <li>• Labour Code, XXII. 1992</li> </ul>	<ul style="list-style-type: none"> <li>• Az egyenlő bánásmódról és az esélyegyenlőség előmozdításáról szóló 2003. évi CXXV. törvény (Ebkvt.)</li> <li>• A munka törvényköve 1992. évi XXII. törvény</li> </ul>
<i>No transposition of reasonable accommodation are included in national law.</i>		
<b>Ireland</b>	<ul style="list-style-type: none"> <li>• Equality Act, 2004 (amending the Employment Equality Act, 1998 and the Equal Status Act, 2000; transposes 2000/78/EC)</li> <li>• Equal Status Acts 2000 to 2004</li> <li>• Employment Equality Acts 1998 and 2004</li> <li>• Building Regulations 1997 – 2005</li> </ul>	<ul style="list-style-type: none"> <li>• Equality Act, 2004</li> <li>• Equal Status Acts 2000 to 2004</li> <li>• Employment Equality Acts 1998 and 2004</li> <li>• Building Regulations 1997 – 2005</li> <li>• Disability Act, 2005</li> </ul>

	Disability Act, 2005	
	<i>Provisions on reasonable accommodation are included in national law.</i>	
<b>Italy</b>	<ul style="list-style-type: none"> <li>• Legislative Degree No. 216/2003 transposing Directive 2000/78/EC (amended by Legislative Degree Nr. 256/2004)</li> <li>• Act Nr. 68/1999 on provisions on the right to work of persons with disabilities</li> <li>• Law 104/1992 on the assistance, social integration and rights of persons with disabilities</li> <li>• Law 4/2004 supports the access of persons with disabilities to information technologies</li> </ul>	<ul style="list-style-type: none"> <li>• Decreto Legislativo 9 luglio 2003 n. 216 "Attuazione della Direttiva 2000/78/CE per la parità di trattamento in materia di occupazione e di condizioni di lavoro."</li> <li>• Legge 12 marzo 1999, n. 68 "Norme per il diritto al lavoro dei disabili" (Pubblicata nel Supplemento Ordinario n. 57/L alla Gazzetta Ufficiale 23 marzo 1999)</li> <li>• Legge 5 febbraio 1992, n. 104 "Legge-quadro per l'assistenza, l'integrazione sociale e i diritti delle persone handicappate." (Pubblicata in G. U. 17 febbraio 1992, n. 39, S.O.)</li> <li>• Legge 9 gennaio 2004, n. 4 "Disposizioni per favorire l'accesso dei soggetti disabili agli strumenti informatici" (Pubblicata nella Gazzetta Ufficiale 17 gennaio 2004, n. 13)</li> </ul>
	<i>Provisions on reasonable accommodation do not cover all persons with disabilities.</i>	

<b>Lithuania</b>	<ul style="list-style-type: none"> <li>• Law on Equal Treatment, Nr. IX – 1826/2003 (in force since 2005) (amended by Law Nr. X-1602/2008 07 05) • Employment Code, 2002 • Law on the Social Integration of the Disabled, 1991 (amended by Law Nr. I-2044/2004) • Law on Support for Employment, 2006</li> </ul>	<ul style="list-style-type: none"> <li>• Lygių galimybių įstatymas, IX-1826/2003 (Šio įstatymo nauja redakcija - įstatymas Nr. X-1602, priimtas 2008-06-17, įsigaliojęs 2008-07-05) • Darbo kodekso patvirtinimo, įsigaliojimo ir įgyvendinimo (STATYMAS. Darbo KODEKSAS; IX-926/2002) • Neigaliųjų socialinės integracijos įstatymas (I-2044/2004) • Užimtumo rėmimo įstatymas, X-694/2006</li> </ul>
<i>Provisions on reasonable accommodation are included in national law (Law on Equal Treatment, art. 5.9).</i>		
<b>Malta</b>	<ul style="list-style-type: none"> <li>• Persons with Disabilities (Employment) Act, 1969 • Equal Opportunities (Persons with Disabilities) Act, 2000 • Employment and Industrial Relations Act, 2002 • Equal Treatment in Employment Regulations, Law Nr. 461/2004 (amended by Law Nr. 53/2007) (<i>transposed and implemented Directive 2000/78/EC</i>)</li> </ul>	<ul style="list-style-type: none"> <li>• L-Att dwar l-Impjieg ta' Persuni Inkapacitati - Att Nru II ta' l1969, Kapitulu 210 tal-Ligijiet ta' Malta • Ligi Opportunitajiet Indaqs (Persuni b'Dizabilita), 2000 • L-Att dwar L-Impjegi u R-Relazzjonijiet Industrijali, 2002 • Regolamenti dwar Trattament Ugwali Fl-Impjegi</li> </ul>
<i>Provisions on reasonable accommodation are included in national law.</i>		
<b>Netherlands</b>	<ul style="list-style-type: none"> <li>• Act on Equal Treatment (Disabled and Chronically Sick Persons), 2003 • Ability to Work Act (WIA) • Act on Employment of the Disabled (WSW)</li> </ul>	<ul style="list-style-type: none"> <li>• Algemene Wet Gelijke Behandeling (1994) • Wet Werk en Inkomen naar Arbeidsvermogen (WIA) • Wet Sociale Werkvoorziening (WSW)</li> </ul>
<i>Provisions on reasonable accommodation are included in national law.</i>		
<b>Norway</b>	<ul style="list-style-type: none"> <li>• Working Environment Act, 1977 • Planning and Building Act • Discrimination and Accessibility Act (<i>to come into force in 2009</i>)</li> </ul>	<ul style="list-style-type: none"> <li>• Lov om arbeidsmiljø, arbeidstid og stillingsvern nr. 62/2005 • Plan og bygningsloven nr. 77/1985 • Diskriminering- og tilgjengelighetsloven nr. 42/2008</li> </ul>
<i>No provisions defining reasonable accommodation are included in national law.</i>		
<b>Portugal</b>	<ul style="list-style-type: none"> <li>• Code of Labour, Law Nr. 99/2003 • Non-Discrimination Law 46/2006, prohibiting and punishing discrimination based on disability and on the grounds that a person has a pre-existing aggravated risk to health • Accessibility Decree Law, Nr. 163/2006 • Juridical System for the Prevention, Capacitating, Rehabilitation and Participation</li> </ul>	<ul style="list-style-type: none"> <li>• Lei nº 99/2003, aprova o Código do Trabalho. • Lei nº 46/2006 – Lei, proíbe e pune a discriminação em razão da deficiência e da existência de risco agravado de saúde. • Decreto-Lei nº 163/2006, aprova o regime de acessibilidade • Lei nº 38/2004, define as bases gerais do regime jurídico da prevenção, habilitação, reabilitação e participação da pessoa com deficiência</li> </ul>

	of Persons with Disabilities, Law Nr. 38/2004	
	<i>Rules concerning reasonable accommodation are included in national law (Law Nr. 35/2004 that regulates Labour Code).</i>	
<b>Slovenia</b>	<ul style="list-style-type: none"> <li>• Act implementing the principle of equal treatment (IPETA), 2004 (amended in 2007 – IPETA-A) • Disabled Persons Organisations Act • Employment Relationship Act, 2002 (amended in 2006, 2007 and 2008) • Vocational Rehabilitation and Employment of Disabled Persons Act • Pension and Disability Insurance Act • Health and Safety at Work Act • Act on the Equality of Possibilities for Disabled (<i>in process</i>)</li> </ul>	<ul style="list-style-type: none"> <li>• Zakon o uresničevanju načela enakega obravnavanja (ZUNEO), 2004, spremembe 2007 (amended in 2007 – IPETA-A) • Zakon o invalidskih organizacijah • Zakon o delovnih razmerjih, 2002 (spremembe 2006, 2007 in 2008) • Zakon o zaposlitveni rehabilitaciji in zaposlovanju invalidov • Zakon o pokojninskem in invalidskem zavarovanju • Zakon o varnosti in zdravju pri delu • Zakon o izenačevanju možnosti invalidov (v procesu sprejemanja)</li> </ul>
	<i>Provisions on reasonable accommodation are included in national law.</i>	
<b>Spain</b>	<ul style="list-style-type: none"> <li>• Law Nr. 13/1982 for the social integration of the disabled • Law Nr. 51/2003 on equality in opportunities, nondiscrimination and universal accessibility for people with disabilities • Law Nr. 62/2003 of December 30 on fiscal, administrative and social measures • Law Nr. 53/2003 on public employment of people with disabilities • Law Nr. 49/2007 that establishes the regime of infractions and penalties on the issue of equality in opportunities, non-discrimination and universal accessibility for people with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>• Ley 13/1982 de 7 de Abril, de Integración Social de los Minusválidos • Ley 51/2003 de 2 de Diciembre sobre Igualdad de Oportunidades, No Discriminación y Accesibilidad Universal de las Personas con Discapacidad (LIONDAU) • Ley 62/2003, de 30 de diciembre, de Medidas Fiscales, Administrativas y del Orden Social • Ley 53/2003, de 10 de Diciembre sobre Empleo Público de Discapacitados • Ley 49/2007, de 26 de diciembre, por la que se establece el régimen de infracciones y sanciones en materia de igualdad de oportunidades, no discriminación y accesibilidad universal de las personas con discapacidad.</li> </ul>
	<i>Provisions on reasonable accommodation are included in national law.</i>	
<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>• Disability Discrimination Act (DDA), 1995</li> </ul>	<ul style="list-style-type: none"> <li>• Disability Discrimination Act (DDA), 1995</li> </ul>
	<i>Previously existing duty of reasonable adjustment extended to small employers and to previously excluded occupations (except armed forces) and vocational training (amendments in 2003 and 2006).</i>	



## Annex II

### Employment quota schemes<sup>9</sup>

country	sector	enterprise size (staff)	ratio/share of persons with disabilities
France	public + private sector	more than 25	6 %
Germany	public + private sector	more than 20	5 %
Greece	public + private sector	50 or more	8 %
Hungary	public + private sector	20 or more	1 per 20
Ireland	public sector	-	3 %
	private sector	-	no quota
		more than 50	7 %
Italy	public + private sector	15 or more	1 per 15
Lithuania	public + private sector	50 or more	2 %
Malta	public + private sector	20 or more	2 %
Portugal	public sector	when recruitment programme covers 3 to 10 jobs	1 person with disabilities
		when recruitment programme covers 10 or more jobs	5 %
	private sector	-	no quota
	private sector	50 or more	
Slovenia	public + private sector	more than 20	2 % to 6 %
Spain	public sector	-	5 %
	private sector	more than 50	2 %

<sup>9</sup> Source: "Providing reasonable accommodation for persons with disabilities in the workplace in the EU – good practices and financing schemes", study carried out by the *Austrian Institute for SME Research* in co-operation with *European Network for Social and Economic Research* and conducted on behalf of the European Commission/DG Employment, Social Affairs and Equal Opportunities: <http://ec.europa.eu/social/main.jsp?catId=429&langId=en>

## Annex III

### List of Funding Schemes Promoting Reasonable Accommodation in the Workplace<sup>10</sup>

country	name of the funding scheme	name in national language	type of accommodation*												
			1	2	3	4	5	6	7	8	9	10	11		
Austria	Acquisition of a Guide Dog	Anschaffung eines Blindenführhundes													x
	Creation of Work and Apprentice Places	Schaffung von Arbeits- und Ausbildungsplätzen	x												
	Formation Subsidies	Ausbildungsbeihilfen										x			
	Mobility Aids	Mobilitätshilfen													x
	Orientation and Mobility Training	Orientierungs- und Mobilitätstraining										x			
	Promotion of Investment Measures	Förderung von investiven Maßnahmen	x	x	x	x									
	Technical Work Aids	Technische Arbeitshilfen			x										
	Training Costs	Schulungskosten											x		

country	name of the funding scheme	name in national language	type of accommodation*												
			1	2	3	4	5	6	7	8	9	10	11		
Belgium	Compensation Adaptation of the Workplace (Brussels)	L'adaptation du poste de travail (Bruxelles)	x												
	Compensation Adaptation of the Workplace (Flanders)	Tegemoetkoming voor aanpassing van de arbeidspost – gehandicapten (Vlaanderen)	x												
	Compensation Adaptation of the Workplace (Wallonia)	Aménagement du poste de travail pour les travailleurs indépendants (Wallone)	x												
	Compensation of the Costs of Equipment and Clothing for Persons with Disabilities (Flanders region)	Tegemoetkoming in de kosten van arbeidsgereedschap en -kleding - gehandicapten (Vlaanderen)			x	x									
	Maintenance of the Work (Compensation Grant and Adaptation of Workplace within the Company) (Wallonia)	Maintien à l'emploi (prime de compensation et aménagement de poste de travail en entreprise) (Wallone)	x	x	x	x									
	Subsidy for Diversity Plans on the Labour Force (Flanders)	Subsidiëring van diversiteitsplannen op de werkvloer (Vlaanderen)	x								x	x			
	Transportation to Work or Training (Flanders)	Tegemoetkoming in de verplaatsingskosten - gehandicapten (Vlaanderen)				x									x
	Tutor Grant (Brussels)	La prime de tutorat (Bruxelles)									x				
	Tutor Grant (Wallonia)	Prime au tutorat en entreprise (Wallone)									x				

<sup>10</sup> Source: "Providing reasonable accommodation for persons with disabilities in the workplace in the EU – good practices and financing schemes", study carried out by the *Austrian Institute for SME Research* in co-operation with *European Network for Social and Economic Research* and conducted on behalf of the European Commission/DG Employment, Social Affairs and Equal Opportunities: <http://ec.europa.eu/social/main.jsp?catId=429&langId=en>

country	name of the funding scheme	name in national language	type of accommodation*															
			1	2	3	4	5	6	7	8	9	10	11					
Bulgaria	Financing of Projects targeted to Integration of Persons with Disabilities in Specialised Working Environment	Финансиране на проекти, насочени към интегриране на хора с трайни увреждания в специализирана работна среда	x	x	x	x												
	Incentives for Persons with Disabilities	Поощрения за хора с увреждания		x	x									x	x	x		
Cyprus	Scheme for the Reimbursement of Costs to Employers for Ergonomic and other Arrangements for the Employment of Persons with Severe Disabilities	Σχέδιο παροχής κινήτρων για πρόσληψη ατόμων με σοβαρή αναπηρία στον ιδιωτικό τομέα	x	x	x	x												
	Scheme for the Vocational Training of Persons with Disabilities	Σχέδιο Επαγγελματικής Κατάρτισης Ατόμων με Αναπηρίες σε Ειδικότητες που Δεν Προσφέρονται Από το Κέντρο Επαγγελματικής Αποκατάστασης Αναπήρων													x			
Czech Republic	Protected Work Positions	Chráněné pracovní místo	x															
Denmark	Aids or Changes in a Place of Work	Tilskud til hjælpemidler eller arbejdsredskaber	x	x	x	x												
	Mentoring Scheme	Metorordning												x				
	Personal Assistance for People with Disabilities in Work	Personlig assistance på jobbet												x				
	Social Rehabilitation	Revalidering													x		x	

country	name of the funding scheme	name in national language	type of accommodation*															
			1	2	3	4	5	6	7	8	9	10	11					
Estonia	Service Standard for the Adjustment of Workspace and Means of Production	Tööruumide ja vahendite kohandamise teenusstandard töötule	x			x												
	Support for Continuing Education for People with Disabilities	Täienduskoolitustoetus puuetega inimestele												x				
	Work Compensation for People with Disabilities	Töötamistoetus puuetega inimestele																x
Finland	Pay Subsidy	Palkkatuki												x				
	Support for Arrangement of Working Conditions	Työoloshteiden järjestelytuki	x	x	x	x	x	x	x	x	x							
France	Grant for the Adaptation of the Working Situations	Aide à l'adaptation des situations de travail	x	x	x	x												x
	Grant for Tutoring	Aide au tutorat												x				

country	name of the funding scheme	name in national language	type of accommodation*												
			1	2	3	4	5	6	7	8	9	10	11		
Germany	Adaptation of Existing Work- or Vocational Training Places to Disability Specific Needs	Behindertengerechte Einrichtung bestehender Arbeits- und Ausbildungsplätze	x	x	x	x	x						x		
	Bonuses and Subsidies for the Costs of Vocational Training for Youths and Young Adults with Disabilities	Prämien und Zuschüsse zu den Kosten der Berufsausbildung behinderter Jugendlicher und junger Erwachsener											x		
	Financial Assistance for Extraordinary Burdens	Leistungen bei außergewöhnlichen Belastungen								x	x				
	Investments for New Jobs and Vocational Training Positions for Persons with Severe Disabilities	Investitionskosten für neue Arbeits- und Ausbildungsplätze für schwerbehinderte Menschen	x	x	x	x							x		
	Measure for Maintenance and Enhancement of Professional Skills	Maßnahmen zur Erhaltung und Erweiterung beruflicher Kenntnisse und Fertigkeiten											x		
	Subsidies for Technical Equipment in the Workplace or -site	Zuschuss für Arbeitshilfen im Betrieb			x										
	Work Assistance	Arbeitsassistenz									x				

country	name of the funding scheme	name in national language	type of accommodation*												
			1	2	3	4	5	6	7	8	9	10	11		
Greece	Ergonomic Arrangements Programme	Πρόγραμμα Διαμόρφωσης του Εργασιακού Χώρου	x												
	New job Subsidy Programme for People with Special Needs, Ex-addicts, Ex-prisoners and Juvenile Delinquents or Young Persons at Risk of Social Exclusion	Πρόγραμμα επιδότησης της Απασχόλησης Νέων Θέσεων Εργασίας Ατόμων με ειδικές ανάγκες, πρώην χρήστες ουσιών, πρώην φυλακισμένους, ανήλικων παραβατών ή νέων ανθρώπων που αντιμετωπίζουν τον κίνδυνο κοινωνικού αποκλεισμού											x		
Hungary	Support of Rehabilitation Employment	Rehabilitációs foglalkoztatás támogatása	x	x									x	x	
Iceland	Investment Fund of People with Disabilities	Framkvæmdasjóður Fatlaðra	x	x	x	x									
Ireland	Disability Awareness Training Support Scheme	Disability Awareness Training Support Scheme								x		x		x	
	Employee Retention Grant Scheme	Employee Retention Grant Scheme	x	x	x	x	x			x	x	x	x		
	Job Interview Interpreter Grant	Job Interview Interpreter Grant									x				
	Wage Subsidy Scheme (WSS)	Wage Subsidy Scheme (WSS)										x		x	
	Workplace Equipment Adaptation Grant (WEAG)	Workplace Equipment Adaptation Grant (WEAG)	x			x									
Personal Reader Grant	Personal Reader Grant										x				

country	name of the funding scheme	name in national language	type of accommodation*																		
			1	2	3	4	5	6	7	8	9	10	11								
Italy	Contributions for Striking Down Architectural Barriers	Contributi per abbattimento barriere architettoniche	x	x	x	x															
	National Fund for the Right to Work of People with Disabilities	Fondo Nazionale per il diritto al lavoro dei disabili	x	x	x				x					x							x
	Project „Internships“	Progetto “Tirocini”																			x
Latvia	Providing Subsidised Workplaces for Social Risk Groups	Subsidēto darba vietu nodrošināšana sociālās atstumtības riska grupām	x	x	x	x															x
	Subsidised Employment for People with Disabilities	Invalīdu – bezdarbnieku subsidētā nodarbinātība	x	x	x	x															x
	Special Cases	Īpaši gadījumi												x							x
Liechtenstein	<i>no funding schemes have been identified</i>																				
Lithuania	Republic of Lithuania Law on Support for Employment	Lietuvos Respublikos Uzimtumo remimo istatymas																			x
Luxembourg	Accommodation of the Working Place or of the Access	L'aménagement du poste de travail ou des accès	x	x	x	x															
	Formation/Training Subsidies	Participation à des frais de formation																			x
	Provision of Professional Adapted Equipment	La fourniture d'équipements professionnels adaptés				x	x														
Malta	VAT Refund	VAT Refund	x																		

country	name of the funding scheme	name in national language	type of accommodation*																		
			1	2	3	4	5	6	7	8	9	10	11								
Netherlands	Act on Employment of the Disabled	Wet sociale werkvoorziening (Wsw)	x											x							
Norway	Adaption Contribution	Tilretteleggingstilskudd	x			x		x		x				x	x						x
	Equipment for Work and Education	Hjelpemidler til arbeidslivet og utdanning			x	x															
Poland	Adaptation of Workplaces and Premises to the Needs of Persons with Disabilities	Przystosowanie stanowisk pracy i adaptacji pomieszczeń dla potrzeb osób niepełnosprawnych	x	x	x	x															x
	Computer for Homer – Assistance with Vocational and Social Rehabilitation	Komputer dla Homera – Pomoc w rehabilitacji zawodowej i społecznej				x	x														
	Training and Education of Persons with Disabilities	Szkolenia i edukacja osób niepełnosprawnych																			x
Portugal	Employment in the Standard Labour Market of Persons with Disabilities	Apoios ao emprego de pessoas com deficiência em mercado normal de trabalho	x	x	x	x								x	x						
	Innovation Incentive System	Sistema de Incentivos Inovação	x	x	x	x			x					x							
	Protected Employment for Persons with Disabilities	Emprego Protegido de Pessoas com Deficiência	x	x	x	x	x							x	x						
	Re-adaptation to Work	Readaptação ao Trabalho	x													x	x				
	SME Qualification Incentive System	Sistema de Incentivos Qualificação PME	x	x	x	x			x					x	x						
	Telework	Teletrabalho												x		x	x				

country	name of the funding scheme	name in national language	type of accommodation*											
			1	2	3	4	5	6	7	8	9	10	11	
Romania	Improvement of Access and Participation for Vulnerable Groups in the Labour Market	Improvement of Access and Participation for Vulnerable groups in the Labour Market					x	x		x	x			x
Slovakia	Contribution for Activities of the Assistant at Work	Príspevok na činnosť pracovného asistenta									x			
Slovenia	Co-financing of Experimental and Developmental Programmes which Stimulate Employment of Persons with Disabilities	Sofinanciranje eksperimentalnih in razvojnih programov, ki vzpodbujajo zaposlovanje invalidov												x
	Qualification in the Workplace and Integral Programmes for Persons with Disabilities	"Usposabljanje na delovnem mestu in Integrirani programi za invalide"									x	x		
Spain	Incentives for the Labour Hiring of Workers with Disabilities - Support to the Permanent Hiring	Incentivos a la Contratación Laboral de Trabajadores con Discapacidad - Fomento de la Contratación Indefinida	x	x	x	x								

country	name of the funding scheme	name in national language	type of accommodation*											
			1	2	3	4	5	6	7	8	9	10	11	
Sweden	Compensation for Rehabilitation	Rehabiliteringsersättning									x	x	x	
	Grant for Physical Investments in the Workplace	Bidrag till arbetshjälpmedel	x	x	x	x								
	Support for Personal Assistance	Stöd till personligt biträde									x			
United Kingdom	Access to Work (AtW)	Access to Work (AtW)	x		x	x				x				x

\* Type of Accommodation:

1. Adaptation of the workplace
2. Providing wheelchair access
3. Using assistive technology
4. Adapting office equipment
5. Adjusting working hours
6. Teleworking arrangements
7. Re-distributing of tasks between the members of a team
8. Work assistance
9. Training
10. Giving periodically rehabilitation
11. Others

Source: Austrian Institute for SME Research (KMFA)

## Annex IV

### List of Providers of Financial Support – First National Contacts<sup>11</sup>

country	name and contact details
Denmark	Beskæftigelsesministeriet (The Ministry of Employment) Ved Stranden 8 1061 København K Tel.: +45/(0)7220 5000 Fax: +45/(0)3312 13 78 E-mail: bm@bm.dk Web page: <a href="http://www.bm.dk/">http://www.bm.dk/</a>
	Jobcenter København (Jobcentre Copenhagen) Skelbækgade 4 1717 Copenhagen V Tel.: +45/(0)82/56 56 82 E-mail: <a href="mailto:jobcenter.skelbaekgade@bif.kk.dk">jobcenter.skelbaekgade@bif.kk.dk</a> Web page: <a href="http://www.jobnet.dk">www.jobnet.dk</a> (There are 91 Job Centres throughout Denmark; complete list of Job Centres: <a href="http://www.jobnet.dk">www.jobnet.dk</a> .)
Estonia	Eesti Tööturuamet (Estonian Labour Market Board; ELMB) Ms. Nele Labi Ehitajate tee 114 15156 Tallinn Tel.: +372/625 7710 Fax: +372/625 7702 E-mail: <a href="mailto:tta@tta.ee">tta@tta.ee</a> Web page: <a href="http://www.tta.ee">www.tta.ee</a> (There are 15 regional offices of the Estonian Labour Market Board.)
	Sotsiaalkindlustusamet (Social Insurance Board) Ms. Külli Pedak Lembitu 12 15092 Tallinn Tel.: +372/640 8118 Fax: +372/640 8155 E-mail: <a href="mailto:ska@ensib.ee">ska@ensib.ee</a> Web page: <a href="http://www.ensib.ee">www.ensib.ee</a>
Finland	Työ- Ja Elinkeinoministeriö (Ministry of Employment and the Economy Employment and Enterprise Services) Mr. Jarmo Palm P.O. Box 32 00023 Government Tel.: +358/(010)/60 6000 (switchboard) E-mail: <a href="mailto:jarmo.palm@tem.fi">jarmo.palm@tem.fi</a> Web page: <a href="http://www.tem.fi">www.tem.fi</a>
	Helsinki työvoimatoimisto (Employment Centre Helsinki) PL 172 00531 Helsinki Tel.: +358/(010)/19 4100 E-mail: <a href="mailto:helsinki@mol.fi">helsinki@mol.fi</a> Web page: <a href="http://www.mol.fi/toimistot/helsinki/">www.mol.fi/toimistot/helsinki/</a> (There are over 200 local Employment Centres in Finland; complete list of Employment Centres: <a href="http://www.mol.fi/mol/fi/tyovoimatoimistot.jsp">www.mol.fi/mol/fi/tyovoimatoimistot.jsp</a> .)
France	Association de Gestion du Fonds pour l'Insertion des Personnes Handicapées (AGEFIPH) (Management Association of the Fund for the Integration of Persons with Disabilities) 192, av. Aristide Briand 92226 Bagneux cedex Tel.: +33/(0)1/46 11 00 11 Fax: +33/(0)1/46 11 00 71 E-mail: <a href="mailto:contact@agefiph.asso.fr">contact@agefiph.asso.fr</a> Web page: <a href="http://www.agefiph.fr">www.agefiph.fr</a> (There are 21 regional offices of the AGEFIPH.)

<sup>11</sup> Source: "Providing reasonable accommodation for persons with disabilities in the workplace in the EU – good practices and financing schemes", study carried out by the *Austrian Institute for SME Research* in co-operation with *European Network for Social and Economic Research* and conducted on behalf of the European Commission/DG Employment, Social Affairs and Equal Opportunities: <http://ec.europa.eu/social/main.jsp?catId=429&langId=en>

Germany	<p>Bundesagentur für Arbeit (Federal Employment Agency) Regensburger Straße 104 90478 Nürnberg Tel.: +49/(0)911/179/0 Fax: +49/(0)911/179/2123 E-mail: zentrale@arbeitsagentur.de Web page: www.arbeitsagentur.de (List of offices: <a href="http://www.arbeitsagentur.de/nn_29892/Navigation/Dienststellen/Dienststellen-Nav.html">http://www.arbeitsagentur.de/nn_29892/Navigation/Dienststellen/Dienststellen-Nav.html</a>.)</p>
	<p>Deutsche Gesetzliche Unfallversicherung (DGUV) (Occupational Accident Insurance) Mittelstraße 51 10117 Berlin-Mitte Email: info@dguv.de Web page: www.dguv.de (List of offices: <a href="http://www.dguv.de/inhalt/BGuUK/index.html">http://www.dguv.de/inhalt/BGuUK/index.html</a>.)</p>
Germany	<p>Deutsche Rentenversicherung Bund (Federal Pension Funds) Ruhrstraße 2 10709 Berlin Tel.: +49/(0)30/8651 Fax: +49/(0)30/8652/7240 E-mail: drv@drv-bund.de Web page: www.deutsche-rentenversicherung-bund.de (List of offices: <a href="http://www.deutsche-rentenversicherungbund.de/nn_15830/SharedDocs/de/Navigation/Deutsche__RV/Versicherungstraeger__node.html__nnn=true#doc5902bodyText10">http://www.deutsche-rentenversicherungbund.de/nn_15830/SharedDocs/de/Navigation/Deutsche__RV/Versicherungstraeger__node.html__nnn=true#doc5902bodyText10</a>.)</p>
	<p>Integrationsämter (Federal Association of the Integration Offices) Erzbergerstraße 119 76133 Karlsruhe Tel.: +49/(0)721/8107/901 or -902 Fax: +49/(0)721/8107/903 E-mail: bih@integrationsaemter.de Web page: www.integrationsaemter.de (List of offices: <a href="http://www.integrationsaemter.de/webcom/show_article.php/_c526/_nr-6/_lkm-767/i.html">http://www.integrationsaemter.de/webcom/show_article.php/_c526/_nr-6/_lkm-767/i.html</a>.)</p>
Greece	<p>OAED (Manpower Employment Organisation) Ethnikis Adistaseos 8 str. 17456 Alimos Tel.: +30/(0)210/9989000 Fax: +30/(0)210/9989500 Web page: www.oaed.gr</p>
Hungary	<p>Foglalkoztatási és Szociális Hivatal (Hungarian Public Employment Service) Mr. Károly Pirisi, Director Kálvária tér 7 1089 Budapest Tel.: +36/(0)1/303 9300 Fax: +36/(0)1/210 4255 E-mail: fh@lab.hu</p>
Ireland	<p>Foras Áiseanna Saothair (FÁS) (National Training &amp; Employment Authority) Disability Policy and Development Unit 27-33 Upper Baggot Street Dublin 2 Tel.: +353/(0)1/607 0500 Fax: +353/(0)1/607 0600 E-mail: disability@fas.ie Web page: <a href="http://www.fas.ie/en/Equality/Disability/default.htm">http://www.fas.ie/en/Equality/Disability/default.htm</a></p>
Italy	<p>Italia Lavoro SpA (Work in Italy) Via Guidubaldo del Monte, 60 00197 Rome Tel.: +39/(0)6/802441 Fax: +39/(0)6/8082085 E-mail: info@italialavoro.it Web page: www.italialavoro.it (There are provincial and local employment offices throughout Italy.)</p>



Lithuania	Lietuvos Darbo Birža (Lithuanian Labour Exchange) Geležinio Vilko g. 3A 03131 Vilnius Tel.: +37/(0)85/236 0793 Fax: +37/(0)85/236 0788 or +37/(0)85/236 0794 E-mail: info@ldb.lt or eures@ldb.lt Web page: www.ldb.lt (The contact details of the Territorial Labour Exchange offices can be found on the internet: www.ldb.lt/en/Information/About/Pages/TLE_addresses.aspxwww.mol.fi/mol/fi/tyovoimatoimistot.jsp.)
Malta	Kummissjoni Nazzjonali Persuni b' Dizabilita' (National Commission Persons with Disabilities) Istituto Vincenzo Bugeja Centru Hidma Sociali Triq Braille Sta. Venera HMR18 Tel.: +356/(0)2148 7789 Fax: +356/(0)2148 4609 E-mail: eocu@knpd.org Web page: www.knpd.org
Netherlands	Centre for Work and Income (CWI) Naritaweg 1 postbus 58191 1040 HD AMSTERDAM Tel.: +31/(0)20/7515000 and UWV (Body Implementing Employee Insurance Schemes) La Guardiaweg 36 – 66 1043 DG Amsterdam Web page: www.werk.nl
Norway	Arbeids- og velferdsdirektoratet (NAV) (Norwegian Labour and Welfare Administration) Postboks 5 St. Olavs plass 0130 Oslo Business address: C. J. Hambros plass 2 0164 Oslo Tel.: +47/(0)21/07 00 00 E-mail: pk@nav.no Web page: www.nav.no
Portugal	Instituto de Emprego e Formação Profissional (IEFP) (Institute for Employment and Vocational Training) Av. José Malhoa, 11 1099-018 Lisbon Tel.: +351/(0)218/614 100 Fax: +351/(0)217/227 013 Web page: www.iefp.pt
Slovenia	Zavoda RS za zaposlovanje (Employment Service of Slovenia) Rožna dolina, cesta IX/6 1000 Ljubljana Slovenia Tel.: +386/(0)1/479 09 10 Fax: +386/(0)1/479 02 60 Web page: www.ess.gov.si Sklad Republike Slovenije za Vzpodbujanje Zaposlovanja Invalidov (Sklad)
	(Fund for Fostering Employment of Disabled of the Republic of Slovenia) Zemljemerska 12, 1000 Ljubljana, Slovenia Tel.: +386/(0)1/230 94 82 Fax: +386/(0)1/230 94 83 E-mail: srsvzi-info@gov.si Web page: www.svzi.gov.si
Spain	Servicio Público de Empleo Estatal (INEM) (National Public Employment Service) c/ Condesa de Venadito 28027 Madrid Tel.: +34/(0)91/585 98 88 Fax: +34/(0)91/377 58 81 Web page: www.inem.es
Sweden	Försäkringskassan (The Swedish Social Insurance Agency) Adolf Fredriks Kyrkogata 8 103 51 Stockholm Tel.: +46/(0)8/786 90 00 (switchboard) E-mail: huvudkontoret@forsakringskassan.se Web page: www.forsakringskassan.se
	Arbetsförmedlingen (The Swedish Public Employment Service) Hälsingegatan 38 113 43 Stockholm Tel: +46/(0)771 416 416 E-mail: registrator@arbetsformedlingen.se Web page: www.ams.se
United Kingdom	Jobcentre Plus Web pages: www.jobcentreplus.gov.uk and www.jobcentreplus.gov.uk/JCP/Customers/HelpForDisabledPeople