



THE HANDICAPPED AND THEIR EMPLOYMENT

Statistical study of the situation in the
Member States of the European Communities



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Statistical study of the situation in the
Member States of the European Communities

by
Guy Mangin

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PREFACE

In 1981 the Statistical Office of the European Communities commissioned a research project to study the situation of handicapped persons in the Community, with particular reference to available statistics on their employment.

The purpose was twofold - to make a concrete contribution to the United Nations' Year of the Disabled and to extend and deepen research already sponsored by the Statistical Office some years ago¹ in order to make a start on work in this field.

For this second study, the Statistical Office concluded a research contract with the Direction Technique et Pédagogique de la Délégation Régionale de l'Est de l'A.F.P.A. in Metz/Nancy. The study itself was carried out by Mr Guy Mangin, Chargé d'Etudes.

The Statistical Office would like to thank Mr Mangin and, in view of the difficulties associated with work in such a complex field, congratulate him on the quality of the report. Thanks are due also to those responsible in the private and public organizations which supported Mr Mangin in his investigations and provided him with the most recent statistical and legal information.

Greece was not a Member State of the Community at the time when the research project was formulated so the report is restricted to the other nine Member States.

This report, including any findings and opinions given in it, is the sole responsibility of the author and does not commit the Statistical Office or the Commission in any way.

¹ Cf. G.Y. Rouault, 'The Handicapped and their Employment', Eurostat, Luxembourg/Brussels, 1978.

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¹ Detailed contents precede each section on the individual countries.

INTRODUCTION

At the request of the Statistical Office of the European Communities in Luxembourg, the Direction Technique et Pédagogique (Technical and Educational Directorate) of the AFPA in Metz (France), with the authority of its regional office, undertook to make a study of disabled persons with particular reference to disabled workers in all Member States except Greece¹.

This was also done in 1976 and the report was published in 1978². The UN International Year of the Disabled in 1981 was the obvious time for the Statistical Office to look into the subject matter of this initial study again and update the information collected in 1976. This would of course involve rather more than simply updating historical facts and statistical data.

Over the past five to eight years many changes and improvements have been made in the Member States to facilities for the disabled from birth to old age. This trend had in some cases only just started in 1976 or was in its initial stages. We have seen the emergence within a few years of one another of social, economic and political movements to help people with physical, mental or other disabilities, and the author is aware of two possible obstacles to his study.

Firstly, in most countries the legislation is too recent or incomplete to provide a ready supply of information which can usefully be compared on a term to term basis.

The second obstacle is connected with the history of the institutions in each country. Wars and their victims have affected legislation and the principles of solidarity in each country. Some states have tried to integrate disabled people into the economic and social life of the community too quickly. Others have tried to find appropriate measures based on the experience of the member countries.

During the last few years of the decade 1970-1980 the member countries became more aware of the legislation and regulations of the other countries. The activities of European organizations, such as the European Social Fund and the Council of Europe (The Partial Agreement), are still firmly based on the idea of possible common ground.

There is, however, no question of making too strict a comparison of the legal systems and general statistical categories in this study.

This is why the presentation of the information on legislation varies according to whether a country has, for example, based its legislation on new schemes or has institutionalized movements originally voluntary and spontaneous.

Statistical information itself is another field where the countries differ considerably. The author had to go to each country to find useful sources and data. As these were explained to him, they took on a specific character according to the country or even to the administrative body surveyed within a single country.

¹ Greece was not an official member of the Community when the study was commissioned.

² 'The handicapped and their employment - a statistical study of the situation in the Member States of the European Communities', by Georges Rouault.

The statistics and any comments on them are therefore intended to be comprehensive to illustrate, in some cases, the refinement of a given investigation or data processing system and, in others, the complexity of the statistics collected and how they can be simplified.

The Statistical Office's intention was to use the general divisions of the first report published in 1978 as the basic framework of the final report.

The only change is the attempted comparison within each country of the specific problems encountered by disabled workers in relation to the able-bodied working population in finding or keeping a job both in sheltered employment and in open industry.

The author was delighted to be able to meet and obtain information from a large number of people in the nine member countries. He is sure that although this document may be incomplete and unsatisfactory in some respects, it will nevertheless help these people to communicate more readily with one another.

To this end, the report is followed by a list of experts and organizations. This covers the various institutions contacted and the people the author actually met or consulted indirectly.

The author would like to take this opportunity to thank all those who helped him and particularly those who are to all intents and purposes the co-authors of the report.

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1 - LEGISLATION

Sources: Part 1, Legislation, was drawn up in cooperation with Ms Jacqueline Brand and Mr Léon Laureys of the Office National de l'Emploi (National Employment Office) under the Ministère de l'Emploi et du Travail (Ministry of Employment and Labour) in Brussels.

The final text was revised by Mr A. Maron, administrative head of the 'Fonds National de Reclassement Social des Handicapés' or FNRSH (National Fund for the Social Rehabilitation of Handicapped Persons).

Preliminary remarks

1. Community differentiation

The Royal Orders of 6 July 1979 followed by the special Act of 8 August 1980 on institutional reform set out the areas of policy on the disabled which called for differentiation according to the linguistic community.

This affects the whole of the policy on the disabled with the exception of:

- a) the rules on and financing of disabled persons' allowances, including the treatment of individual cases
- b) the rules on financial assistance for employers taking on disabled workers.

The communities in question are the Flemish and French speaking areas, plus the small German-speaking community, all of which represent present-day Belgium.

2. The position of the rehabilitation programme in legislation on social and rehabilitation services for the disabled

There are about 30 laws in Belgium providing for social benefits and concessions for disabled persons or certain categories of them.

The following are the most important schemes:

Social security schemes
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provide considerable aid for the disabled. Examples are the sickness and invalidity insurance scheme, which mainly covers medical treatment, and the family allowance scheme which provides special benefits for the disabled.

Compensatory schemes

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are intended to provide compensation for people who have become disabled either at work or as a result of specific events. Mention should be made of the legislation on compensation for occupational accidents and diseases, the provisions of the Code Civil (common law) on compensation for accidents and the legislation on military and civilian war victims.

Financial assistance schemes

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provide financial aid in the form of community assistance for disabled persons with congenital impairments or social diseases. Examples are allowances granted by the Ministère de la Prévoyance Sociale (Ministry of Social Security), allowances for the disabled (previously known as allowances for the crippled), aid granted by the Ministère de la Santé Publique (Ministry of Health) through the Fonds de Soins Médico-socio-pédagogiques pour Handicapés (Medical, Social and Educational Fund for the Disabled) or the Fonds spécial d'Assistance (Special Aid Fund) and grants from public social assistance centres.

Rehabilitation schemes

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can now be regarded as a special category. Part of the work of the above social security, compensation and financial assistance schemes is concerned with rehabilitation. The FNRS is responsible for completing and coordinating work in this field.

Special concessions

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are made to certain categories of the disabled, e.g. exemption from the luxury tax on motor vehicles, exemption from road tax, exemption from radio and TV licence fees.

This then represents a brief summary of the legislation on rehabilitation.

1.1 - Military and civilian war victims

On 1 January 1982 the Act of 8 August 1981 came into force¹. This set up the 'Institut National' and the 'Conseil Supérieur' for the war disabled, ex-servicemen and other war victims.

The 'Institut National' provides any material or moral support war victims and ex-servicemen may need in their daily life, such as

- a) free general or special medical treatment, drugs and medicines for all types of impairment, whether resulting from war or not. This aid is based on a scale fixed by the Ministerial Order of 30 December 1959, amended by that of 17 July 1963;
- b) the supply, repair and replacement of prostheses and orthopaedic appliances necessi-

¹ Act of 8 August 1981 (Moniteur Belge of 8 September 1981) rescinding

- the Act of 11 October 1919 which established the Oeuvre Nationale des Invalides de Guerre (ONIG)
- the Acts on the Oeuvre Nationale des Anciens Combattants et Victimes de la Guerre of 18 March 1958
- the Act of 10 July 1957 which established a 'Conseil Supérieur des Oeuvres Nationales des Victimes de la Guerre' and a 'Bureau Permanent des Oeuvres Nationales des Victimes de la Guerre'.

tated by war injuries; the organization which provides this service has a prostheses committee which is responsible for approving suppliers of appliances and for setting prices;

- c) the promotion of vocational training and rehabilitation for those covered. The skills and aptitudes of the disabled person are assessed by means of a medical and psycho-technical examination with a view to vocational guidance to ensure that he will benefit from the training or studies.

1.2 - Workers covered by the social security scheme

The extension of the field of application of this legislation¹ means that the concept of rehabilitation applies to the whole population.

There are two types of assistance under the social security system:

a) Sickness and invalidity insurance

Under this legislation, persons covered and their dependents may claim assistance from the Medical Board of the Sickness and Invalidity Insurance Fund.

The Board is responsible for deciding on Fund assistance for functional and vocational rehabilitation programmes for persons covered by medical insurance.

When this rehabilitation programme involves benefits under the medical classification, the Board cannot introduce conditions of repayment other than those laid down for these benefits in that classification.

b) Unemployment²

The following persons may apply to the National Employment Office for vocational training:

- a worker in receipt of unemployment benefit,
- an employed or self-employed worker aged at least 21 who has worked for at least two years during the three years preceding his application,
- an employed or self-employed worker aged between 18 and 21 who can provide evidence:
 - . either that he has been bound by an employment or apprenticeship contract or registered as seeking employment for at least 12 months,
 - . or that he has been in paid employment for at least 6 months after completing secondary or technical education or after the expiry of an apprenticeship contract;
 - . or that he has been self-employed for at least two years during the three years preceding his application.

To facilitate the employment of an unemployed person who is difficult to place, the National Employment Office may:

- contribute to his remuneration for a maximum of one year on the basis of decreasing percentages³,
- grant the employer for a period of one year - which may be extended - a maximum of 50%

¹ Act of 27 June 1969 amending the Order of 28 December 1944 on social security for workers.

² Royal Order of 20 December 1963 (Moniteur Belge of 18 January 1964).

³ Article 53 of the Royal Order of 20 December 1963.

of the remuneration and social security contributions to cover the temporary lack of productivity of the person concerned¹.

1.3 - Victims of accidents at work and occupational diseases

Under the Act of 29 June 1981² laying down the general principles for the social security of employees, workers' social security covers all social benefits to which insured persons are entitled and which are intended to replace or make up the worker's income in order to offset the effects of certain occupational hazards, family situations and living and social conditions.

Workers' social security covers benefits in respect of occupational accidents and diseases.

Until this legislation is brought into application, the provisions in this field can be divided into two distinct sectors:

a) Private sector

The Act of 10 April 1971 rescinds and replaces the various general and specific systems in force in the private sector.

In addition to compensation for the victims, the Act provides for medical treatment, medical rehabilitation and payment of the full cost of prosthetic and orthopaedic appliances.

The acts relating to compensation for injury resulting from occupational diseases of 3 June 1970 introduce a scheme of compensation and assistance for hospital, medical, pharmaceutical and medical rehabilitation expenses; provision is also made for vocational rehabilitation.

b) Public sector

- Compensation for injuries resulting from occupational accidents, accidents sustained on the way to and from work and occupational diseases in the public sector is governed by the Act of 3 July 1967.
- The provisions of this Act contain identical rehabilitation measures as those provided for in the private sector.
- Members of the armed forces and equivalent persons are covered by the Compensation Pensions Acts, coordinated on 5 October 1948.

1.4 - Social rehabilitation of the disabled

The act of 16 April 1963 on the social rehabilitation of disabled persons provided for the setting up of a public institution, the Fonds National de Reclassement Social des Handicapés (FNRS) (National Fund for the Social Rehabilitation of Handicapped Persons), responsible for launching, promoting and coordinating a national rehabilitation programme for the disabled.

¹Royal Order of 4 February 1977 - Article 81a of the Royal Order of 20 December 1963.

²Act of 29 June 1981 - Moniteur Belge of 2 July 1981.

To achieve this objective, the Fund operates at two levels:

- a) personal benefits for each disabled person,
- b) general benefits for institutions for the disabled or for the promoting of rehabilitation and the application of its techniques.

The areas for which provision is made for assistance in the rehabilitation programme are:

- detection and registration,
- medical and functional rehabilitation,
- educational and vocational guidance,
- schooling, training and vocational rehabilitation,
- finding employment,
- social assistance.

This legislation is important for the following reasons:

- it is intended for all disabled persons (whose chances of employment are reduced as a result of a deficiency or reduction of at least 30% in their physical capacity and at least 20% in their mental capacity),
who, whatever their age, sex, type of disability, social status
. apply for aid under this legislation and
. undertake to accept any suitable employment;
- it provides for a rehabilitation programme for each person in receipt of benefit; this programme is a continuous process adapted to the individual to determine, with the cooperation of specialists, the person concerned and his family, what kind of support is likely to facilitate his social and occupational integration;
- it coordinates all information likely to help the disabled person to integrate;
- it helps to solve the human, social and economic problems with which the disabled person is faced;
- it takes account of any financial assistance and support provided under other laws.

Schooling

The Act of 6 July 1970 laying down rules for special education introduces the principle of compulsory schooling for disabled children of 3-21 years.

There are 576 special education establishments, arranged according to the level and language, for:

- persons with slight mental handicaps,
- persons with moderate and severe mental handicaps,
- persons with psychopathic disorders,
- the physically handicapped,
- patients in hospital,
- persons with visual handicaps,
- persons with hearing defects,
- persons with functional disorders.

As part of the public health system, the Medical, Social and Educational Fund for the Disabled approves institutions and finances accommodation, maintenance, treatment and education for disabled persons covered by the Royal Order of 10 November 1967:

- disabled persons who are under age are provided with residential accommodation (173 establishments - 16 911 beds),

- semi-residential accommodation is provided for disabled persons who are under age but able to follow their education; these establishments differ from the fully residential establishments in that they are open only from 8 a.m. to 6 p.m. (92 establishments - 6 788 places),
- family placement services (12).

The policy of the FNRSH is to encourage wherever possible the integration of the disabled person into educational establishments for able-bodied persons at the earliest opportunity.

The setting up of functional rehabilitation centres open to disabled children or functioning as day centres, assistance from the FNRSH to guarantee the best medical and surgical treatment, the provision of appliances and mobility or communication aids are all practical ways of integrating a large number of disabled people into the normal educational system.

Another point is that, to deal with the inherent problems of the disability, the FNRSH covers the extra cost of travelling to and from normal schools over and above the costs borne by the able-bodied.

Vocational training and rehabilitation

The legislation on the social rehabilitation of the disabled provides for five kinds of vocational training and rehabilitation.

- 1) An apprenticeship contract in a trade or business and
- 2) a contract for intensive vocational training in centres run by the National Employment Office,

for disabled persons who can follow normal courses.

However, many disabled people require specially adapted training courses. There are three options laid down by law:

- 1) a special apprenticeship contract for trades, business and industry. The advantage of this contract is that it provides vocational training and often facilitates reinsertion into the working environment;
- 2) treatment of academic education as vocational training; because of the location of the establishments, this offers a wide range of options for both studies and job opportunities. The conditions are as follows:
 - the disabled person must be at least 18 years of age,
 - he must have interrupted his studies for the two years preceding the date on which he goes back to them,
 - he must follow the training best suited to his aptitudes and chances of employment in accordance with the rehabilitation programme drawn up for him by the FNRSH;
- 3) a training contract with special training centres for the disabled approved and subsidized by the FNRSH.

A regulation adopted by the administrative board of the FNRSH lays down the conditions for approval of these institutions.

Employment and placement

The legislation on the social rehabilitation of the disabled established the principle of the employment of disabled persons in private undertakings such as industrial, commercial and agricultural firms, public authorities and public utility companies, craft trades, self-employment and sheltered workshops.

Employment in undertakings

The law provides for compulsory employment of disabled persons by private firms and public bodies. However, except where public authorities are concerned, these measures have not yet been applied because it is felt that persuasion is better than compulsion.

Therefore, to deal with the practical problem of placement, various kinds of incentive are preferred to this kind of compulsion.

- Under the law on economic expansion, when the State grants a subsidy for the setting up or extension of an undertaking, this decision is sometimes made conditional on the firm taking on a quota of disabled people among its new workers. The present economic recession has made it impossible to apply this provision at this stage.
- Under collective agreement No 26 concluded on 15 October 1975 by the Conseil National du Travail (National Employment Council), the employer is authorized to pay a disabled worker in proportion to his output; the difference between the 'actual wages' and normal wages is covered by a subsidy from the FNRSB or the Office National de l'Emploi (National Employment Office) if this office has been responsible for the placement.
- Financial assistance for a maximum of one year to make up the remuneration or social contributions of a disabled person beginning work or taking on a new job: this is a lump sum subsidy to cover the employer's losses while the disabled person is adjusting to his job.
- The cost of adaptation of the workplace: the FNRSB bears the cost of arranging, or providing access to the workplace.
- Help from the FNRSB with the cost of working clothing or tools when this cost is not borne by the firm and with the additional cost, resulting from the handicap, of transport to and from work.

The results of the personal rehabilitation programme and all other personal aspects of the disabled person's life, such as his family and social situation and his choice of occupation, are taken into account to ensure the most suitable placement. The National Employment Office, which is responsible for placing applicants for jobs in the private sector, is authorized to deal with this problem in connection with the disabled. To this end, the departments of the FNRSB provide the specialist employment officers in the regional offices of this body with the data necessary for the placement of the disabled.

Public authorities and public utility companies

A Royal Order of 1 December 1964 included special clauses on the placing of disabled persons in 'public' employment. These provisions in effect replaced the strict rules on the skills required of applicants for jobs by more personal criteria based on the ability of the person concerned to carry out the job for which he was competing.

A further measure was introduced to encourage the employment of the disabled by public authorities. This took the form of the Royal Order of 11 August 1972 (amended subsequently), which reserves 1 200 jobs for disabled persons registered with the FNRSB in public authorities and 90 for disabled persons in semi-public establishments. It has been extended since 1978 to the Provinces and Communes.

The FNRSB cooperates in this area with the Secrétariat Permanent de Recrutement du Personnel de l'Etat (State Employees Recruitment Secretariat) by keeping files on the qualifications, wishes and skills of disabled persons and analysing their suitability for the job in each individual case.

Craft trades and self-employment

The law also covers disabled people in craft trades or self-employment and the FNRSB is

responsible for granting or guaranteeing loans - with or without interest, in cash or in kind - for disabled persons who set up as craftsmen or in self-employment.

Sheltered workshops

The law provides for the placement in sheltered workshops of disabled persons with a disability which because of its nature or severity prevents them temporarily or permanently from working in a normal firm.

146 sheltered workshops approved by the FNRS now provide jobs for over 13 000 workers.

2 - BASIC DATA

2.1 - Total population of Belgium as at 31 December 1981 (forecasts)

Source: Ministère des Affaires Economiques (Ministry of Economic Affairs)
Institut National de la Statistique (National Statistical Institute)

Age group	Male	Female	Total
0 - 14	976 122	935 426	1 911 548
15 - 19	400 225	384 851	785 076
20 - 24	407 002	389 027	796 029
25 - 29	397 136	375 592	772 728
30 - 34	380 547	359 672	740 219
35 - 39	318 136	305 254	623 390
40 - 44	282 215	278 984	561 199
45 - 49	296 679	299 070	595 749
50 - 54	305 587	314 398	619 985
55 - 59	290 897	310 775	601 672
60 - 64	208 855	236 474	445 329
65 and over	545 258	829 503	1 374 761
TOTAL	4 808 659	5 019 026	9 827 685

2.2 - Trends in the working population between 1976 and 1979 and unemployment rate

Source: ONEM: annual report 1980

Year	Male		Female		Total	
	working population	unemployment rate	working population	unemployment rate	working population	unemployment rate
1976	2 622 921	3.7	1 408 562	9.2	4 031 483	5.7
1977	2 612 281	4.1	1 443 668	10.9	4 055 949	6.5
1978	2 604 243	4.3	1.475 187	11.6	4.079 430	6.9
1979	2 618 708	4.2	1.518 839	12.1	4.137 547	7.1

3 - ESTIMATES OF THE NUMBER OF HANDICAPPED PERSONS

3.1 - Census of physically handicapped persons (31 December 1970)

Source: Institut National de la Statistique (National Statistical Institute), Volume 12, 1975

For the first time in Belgium, a survey was organized as part of a population census at the request of the 'Conseil Supérieur des Handicapés' under the Ministry of Social Security.

The aim of this survey was to obtain basic data by means of questions included in the individual census form (type B). All persons under the age of 65 (i.e. born after 31 December 1905) with a permanent handicap were requested to answer these questions.

In view of the difficulty in defining the very varied conditions associated with mental handicaps, persons suffering from such handicaps were not included in the survey.

The replies received were classified as follows:

- total number of affirmative replies to the question, 'Are you suffering from a permanent physical handicap?'	184 339
- replies used in the census:	
physically handicapped persons	124 681
persons suffering from chronic and equivalent diseases	19 605
	<hr/>
TOTAL	144 286
- the following were excluded from the census:	
persons suffering from chronic diseases	23 621
mentally handicapped persons	16 432
	<hr/>
TOTAL	40 053

The 23 621 replies relating to chronic diseases not taken into consideration were diseases which did not necessarily constitute permanent physical handicaps and should not therefore be included in this census. Furthermore, 16 432 persons mentioned mental handicaps, although such handicaps did not have to be declared.

The 19 605 replies concerning chronic and equivalent diseases were broken down as follows:

- epilepsy	1 676
- pneumoconiosis	9 257
- multiple sclerosis	2 452
- haemophilia	370
- myopathy	336
- other diseases not specified	5 514
	5 514
TOTAL	19 605

With the limitations mentioned, the number of physically handicapped persons recorded in Belgium as at 31 December 1970 was 144 286, i.e. 1.73% of the total population.

There are twice as many male handicapped persons as female handicapped persons.

Motor infirmities, which represent 37.9% of the total, are the most frequent; this type of infirmity is found relatively more frequently in women than in men.

3.2 - Comparison of the number of applications for assistance and the total population

Source: FNRSH - annual report 1980

- Population as at 1 January 1980	9 855 110
- Number of applications as at 31 December 1980	368 752
- Proportion per 10 000 inhabitants	374
(these data include the foreign population)	

3.3 - Breakdown of handicapped persons by age and sex

Source: FNRSH Annual report 1980 (applications recorded)

Age group	Male	Female	Total
0 - 13	38 813	24 472	63 285
14 - 20	30 138	17 924	48 062
21 - 34	37 877	25 194	63 071
35 - 44	17 435	14 277	31 712
45 - 54	25 720	22 752	48 472
55 - 64	29 958	25 846	55 804
65 and over	25 690	32 594	58 284
TOTAL	205 631	163 059	368 690
Plus incomplete files			62
			368 752

3.4 - Type of handicap and disability rating

Source: FNRS Annual Report 1980

Type of handicap	Number	Disability rating			
		under 30%	30-69%	70% and over	Not specified
Infectious diseases	11 451	537	7 555	2 639	720
Neof ormation	9 691	193	8 638	573	287
Allergic, endocrine, metabolic, nutritional diseases	12 908	424	10 211	1 712	561
Diseases of the bloodstream	709	30	472	143	64
Psychosis and psychopathy	112 439	64 154	30 263	11 230	6 792
Diseases of the nervous system and sense organs	55 405	2 846	33 708	15 502	3 349
Heart and circulatory diseases	24 879	416	19 445	4 149	869
Respiratory diseases	5 530	115	3 935	1 217	263
Diseases of the digestive organs	2 851	143	2 215	348	145
Diseases of the genito-urinary system	4 623	159	3 606	696	162
Skin diseases	617	36	457	55	69
Diseases of the locomotor organs	42 827	971	33 008	7 168	1 680
Congenital malformation	12 443	566	8 919	2 341	617
Infantile diseases	492	26	400	45	21
Senility, ill-defined symptoms and conditions resulting in a lesion	4 230	824	2 612	594	200
Accidents, poisoning, traumatation	14 093	478	10 063	2 784	768
(not specified)	53 564				
TOTAL	368 752	71 918	175 507	51 196	16 567

3.5 - Trends in applications by age group between 1976 and 1980

Source: FNRS - annual report 1980

Age group	1976	1977	1978	1979	1980
0 - 6	3 034	3 194	3 086	3 176	3 122
6 - 13	7 725	7 476	6 625	6 317	6 228
14 - 20	2 736	2 602	2 384	2 220	2 180
21 - 34	2 972	3 489	2 901	2 527	2 655
35 - 44	3 440	3 162	2 954	2 226	2 305
45 - 54	6 018	7 916	5 338	3 863	3 817
55 - 64	5 992	6 602	4 749	3 488	3 488
65 and over	3 252	4 305	2 931	1 867	1 726
TOTAL	35 169	38 747	30 968	25 684	25 521

3.6 - Distribution of applications made in 1980 by age and sex in relation to the total population

Source: FNRS - annual report 1980

Age group	Male	Female	Total	Population as at 31 December 1979
0 - 13	40.85	31.12	36.63	18.71
14 - 45	28.92	26.75	27.77	44.38
45 - 65	28.25	29.12	28.63	22.60
65 and over	1.98	13.01	6.77	14.31
TOTAL	56.66	43.34	100.00	100.00

4 - ROAD ACCIDENTS

According to the Revue Belge de Sécurité Sociale, January 1981, No 1, page 125, 1 744 people are killed, 20 378 people seriously injured and 62 001 people slightly injured in road accidents per year. The author says that:

'If we are to deal effectively with the disabilities caused by road accidents, attention must be given not only to active road safety but also to passive road safety.

Active road safety means improving the behaviour of road users and avoiding accidents in this way; passive safety means taking steps to reduce the effects of an accident; they are therefore in most cases not related to the behaviour of the user.'

5 - VICTIMS OF ACCIDENTS AT WORK AND OCCUPATIONAL DISEASES

5.1 - Accidents at work

Source: Ministère de la Prévoyance Sociale (Ministry of Social Security), Occupational Accidents Fund (Mr Mathelin) - Situation as at 31 December 1979

Type of accident victim	Fatalities	Permanent disability	Temporary disability	Cases in which no action was taken	Cases rejected
Manual workers - at work	182	10 362	187 445	54 770	2 333
non-manual workers - at work	54	1 472	19 680	12 799	322
on the way to or from work: - manual and non-manual workers	141	2 516	23 805	6 359	1 264
at work and on the way to and from work: - domestic servants	2	151	746	221	22
extension of the law of 10 April 1971	4	144	1 129	449	23
TOTAL	383	14 645	232 805	74 598	3 964

5.2 - Occupational diseases

Source: Ministère de la Prévoyance Sociale (Ministry of Social Security), Occupational Diseases Fund, report for the financial year 1978

Cause of occupational disease	Temporary disability	Permanent disability	Temporary disability followed by permanent disability	Total incapacity for work
Chemical agents	444	1 097	29	1 541
chemical agents (skin diseases)	571	746	42	1 317
harmful substances and agents inhaled	-	55 429	-	55 429
bacteria or parasites	402	65	3	467
physical agents	12	4 164	-	4 176
TOTAL	1 429	61 501	74	62 930

The data in this table refer to the total number of victims whose incapacity for work was recognized by the Fund during the 1978 and preceding financial years.

6 - SCHOOLING FOR HANDICAPPED CHILDREN (SPECIAL EDUCATION)

This type of education is governed by the Law of 6 July 1970 which is an 'outline' law; it entered into force under the Royal Order of 22 July 1972 which defined the types of special education.

This original Order, which provided for eight types of education and the possibility of grouping children with different handicaps together at the secondary stage, was rescinded and replaced by the Royal Order of 28 June 1978.

This Order defines the types of special education and lays down conditions for admitting and keeping pupils at the various levels. Furthermore, it makes provision for general organization and the organization of the various educational levels, i.e. special nursery, primary and secondary education. The last level is also divided into forms of education which should be regarded as complementary to the basic types.

- Types of education:

type	adapted to the educational needs of children with
1	. slight mental retardation
2	. moderate and/or severe mental retardation
3	. psychopathic disorders
4	. physical defects
5	. diseases
6	. impaired vision
7	. impaired hearing
8	. functional disorders.

- Forms of education:

Special secondary education can be divided according to the types of special education and according to the aptitudes of pupils, either separately or together, as follows:

- . form 1 special secondary education for social adaptation
- . form 2 special secondary education for social and vocational adaptation
- . form 3 special secondary education for vocational purposes
- . form 4 general, technical, artistic and vocational secondary education for transitional or qualification purposes.

It should be pointed out that types 1 and 8 do not apply to special nursery education and that type 8 does not apply to secondary education. This kind of arrangement helps to integrate disabled children into ordinary schools.

6.1 - Distribution of the number of pupils undergoing special education
School year 1979-1980

Type	Nursery education		Primary education		Total
	Dutch-speaking	French-speaking	Dutch-speaking	French-speaking	
1	-	-	12 418	4 924	17 342
2	1 185	240	2 472	1 816	4 288
3	100	82	747	1 354	2 101
4	236	148	959	610	1 569
5	299	174	724	396	1 120
6	53	19	160	133	293
7	122	133	480	279	759
8	-	-	3 425	6 334	9 759
TOTAL	1 995	776	21 385	15 846	37 231

Special secondary education

Form	Dutch-speaking	French-speaking	Total
1	918	360	1 278
2	1 546	1 976	3 522
3	10 147	10 986	21 133
4	419	133	552
TOTAL	13 030	13 455	26 485

- Total number of pupils undergoing special education:

education for Dutch speakers	36 410
education for French speakers	30 077
TOTAL	66 487

Source of information in Chapter 6: Revue Belge de Sécurité Sociale, January 1981, No 1.

7 - FONDS NATIONAL DE RECLASSEMENT SOCIAL DES HANDICAPES (NATIONAL FUND FOR THE SOCIAL REHABILITATION OF HANDICAPPED PERSONS - FNRSH)

Source: Brochure distributed by the FNRSH, 1981 - (Tel. 02.218.30.80)

It was realized in 1958 that, while much was already being done to help in the rehabilitation and social resettlement of the disabled, there was an urgent need to take existing aid further and make a specific public body responsible for coordinating all these activities. This body was the FNRSH, a public institution under the Ministry of Employment and Labour which was set up under the Act of 28 April 1958 (superseded by the Act of 16 April 1963).

The job of the FNRS is to implement measures to enable the disabled to resettle in the economic and social community.

The assistance provided by the FNRS is divided into two general headings: 'personal' benefits, i.e. provided on a personal basis to each disabled person and 'general' benefits, i.e. those granted to institutions helping the disabled, who ultimately benefit collectively.

Personal benefits

All persons whose disability involves a reduction of at least 30% in their physical capacity or at least 20% in their mental capacity are eligible for assistance from the Fund.

It does not matter very much whether the disability is congenital or the result of a disease or accident. Originally, benefits were restricted to persons of Belgian nationality but since 1968 they have also been granted to foreign nationals under certain conditions.

The FNRS grants assistance in a wide range of fields

- medical rehabilitation
- educational and vocational guidance
- schooling and education
- vocational training and rehabilitation
- placement in 'normal' or sheltered employment
- social assistance.

By 31 December 1980, 369 000 disabled persons had applied to register with the FNRS.

It should be noted that for advice on how to draw up his file, the disabled person may go to organizations for the disabled authorized to do this by the FNRS, friendly societies recognized under the Act of 23 June 1894, self-employed workers' organizations and workers' organizations.

General benefits

The FNRS approves and subsidizes the following institutions:

- functional and medical rehabilitation centres
(269 as at 31 December 1980, 13 of which were set up in 1980)
- specialized vocational guidance centres
(67 as at 31 December 1980)
- vocational training centres for the disabled
(9 as at 31 December 1980, one of which was set up in 1980)
- sheltered workshops
(146 as at 31 December 1980, two of which were set up in 1980),

i.e. a total of 491 approved institutions.

7.1 - Applications made to the FNRSH

Source: FNRSH, annual report 1980

Definition	Flow in 1980	Stock as at 31/12/1980
Applications for registration		
- files opened	25 521	368 752
- applications not followed up	-	10 454
Files at the central offices	-	1 493
Files sent to provincial offices	25 999	355 943
Files dealt with	28 480	349 126
- basic decisions	25 878	292 025
- no rehabilitation process	1 007	23 135
- filed without a decision	2 726	52 160
New instructions	30 648	231 783
- return to work	1 131	18 194
- additional decisions	-	213 589
To be dealt with (basic and additional decisions)	-	9 855

7.2 - Trends in the number of cases on which decisions have been taken in connection with placement and rehabilitation

Source: FNRSH Annual Report 1980

Type of decision	1976	1977	1978	1979	1980	end 1980
Placement	374	344	482	441	356	5 472
Social rehabilitation ¹	58 480	74 367	60 682	61 472	61 963	579 764
Final decisions	58 009	72 028	61 519	62 517	59 632	573 014
Favourable	54 489	68 416	58 268	58 531	55 895	507 242
- basic decision	28 731	34 780	29 683	23 817	24 912	288 257
- additional decision	25 467	33 351	28 439	34 531	30 890	207 567
- registration only	291	285	146	183	93	11 418
Unfavourable	3 520	3 612	3 251	3 986	3 737	65 772
- registration turned down	262	404	367	368	248	3 507
- filed but not pursued	2 104	2 245	2 153	2 517	2 726	52 160
- rehabilitation not possible	986	847	619	1 000	666	8 210
- foreigners (not assimilated or not followed up)	168	116	112	101	97	1 895
Decisions being notified at the end of the year	3 962	6 301	5 464	4 419	6 750	6 750
Number of files involved in a final decision ²	32 542	38 677	33 080	27 986	28 742	365 447
Total number of files ³	58 854	74 711	61 164	61 913	62 913	585 236

¹ Number of final decisions plus or minus the difference in relation to the number of decisions 'being notified' at the end of the preceding year.

² 'Final' decisions without additional decisions.

³ Number accumulated since the Fund was set up.

7.3 - The various phases of resettlement on which decisions were notified in 1980

Source: FNRSB Annual Report 1980

1) Functional rehabilitation

- opinion	5 542 cases
- medical check-up and care	39 050
- hospitalization, treatment and observation	6 573
- paramedical care (logopedics, physical therapy, kinesitherapy)	28 558
- various appliances	6 952
- assistance refused (no treatment or no connection with the disability)	363

2) Vocational guidance

- ordinary examinations	66
- special examinations	2 996

3) Schooling, vocational rehabilitation and retraining

a) during schooling	
· opinion	9 650
b) during training, rehabilitation and vocational retraining	
· opinion	440
· allowance and remuneration supplement	665
· bonus	930

4) Placement

- opinion	9 291
- registered with the ONEM as seeking employment	661
- registered for public employment	329
- registered for sheltered employment	2 280
- job assistance	14

5) Social assistance

- schooling expenses	80
- travelling expenses	7 380
- material aid	2 894
- medical and paramedical benefits	255

7.4 - Education, training and vocational retraining

Source: Brochure distributed by the FNRSH, 1981

General and technical education

The FNRSH encourages training within ordinary institutions by providing subsidies.

The special education network is essential for a certain number of disabled persons (Cf. Chapter 6, Special Education). This network is organized by the Ministry of Education and Cultural Affairs, which sees to the education of the disabled, the development of their physical and intellectual skills and their social adjustment and prepares them for family life, for a job compatible with their disability under normal conditions or in a sheltered workshop.

Practical vocational training

Some disabled people are able to follow normal vocational training schemes, such as apprenticeship in small and medium-sized firms and accelerated training courses in ONEM centres.

Specially adapted training methods are, however, required for many disabled persons.

Trends in training, rehabilitation and vocational retraining services

Source: FNRSH Annual Report 1980

Type of service	In progress						Being trained end 1980
	1976	1977	1978	1979	1980	Total	
Academic equivalent	60	23	26	21	30	1 065	57
Ordinary apprenticeship contract	29	31	48	24	25	412	48
Special apprenticeship contract	189	242	316	368	376	2 588	520
ONEM centre	19	16	15	12	12	175	4
FNRSH centre for the disabled	129	146	158	159	184	1 713	278
TOTAL	426	458	563	584	627	5 953	907

Category	completed					
	1976	1977	1978	1979	1980	Total
Academic equivalent	34	27	25	11	17	576
Ordinary apprenticeship contract	17	14	20	22	21	205
Special apprenticeship contract	85	100	112	173	176	988
ONEM centre	16	5	13	11	11	126
FNRSH centre for the disabled	67	84	73	102	67	822

7.4.1 - Training contract in vocational training centres for the disabled
.....

There are nine vocational training centres for the disabled, catering for the following categories of disablement: locomotor and medical, visual and mental.

These centres are approved by the FNRSB. They must fulfil the following main conditions:

- give priority to disabled persons registered with the FNRSB,
- conclude a vocational training or retraining contract with the disabled person,
- develop the residual vocational abilities of the disabled and provide them with the necessary general and professional knowledge,
- provide medical services,
- pay the disabled persons allowances and remuneration supplements and ensure that they are given travelling and subsistence expenses.

The FNRSB provides these centres with:

- subsidies for setting up, adapting and equipping,
- subsidies for maintenance,
- assistance with the average individual cost of training to be borne by the centre.

These centres train an average of 360 disabled persons per year.

7.4.2 - Special apprenticeship contract
.....

This is the most common type of vocational training for the disabled.

The contract is concluded between an employer and the disabled person but must be ratified by the FNRSB, which sets the contract period, the subjects in which the person is to be trained and the qualification he could obtain in view of his disability and his vocational prognosis.

This contract is very successful because of its many advantages, such as objectives suited to the skills of the disabled, suitable duration, closeness to the disabled person's home, a very wide range of jobs, help with integration into the working environment.

7.4.3 - Treatment of academic education as vocational training
.....

This system is used when the skills of the disabled person are such that he can follow a higher education course (university or para-university) but does not have the financial means to allow him to make this sacrifice, or when his studies have been interrupted for more than two years.

In this case the FNRSB bears the cost of the studies, travelling expenses and an allowance to replace his wages during his studies.

Disabled persons undergoing vocational training receive allowances and income supplements designed to ensure a minimum income from the age of 18.

In addition to these allowances and income supplements, the FNRSB provides assistance to cover training, travelling and subsistence expenses, the cost of teaching aids and employers' compulsory social security contributions.

8 - PLACEMENT OF DISABLED PERSONS

Source: National Employment Office - Annual Report 1980

Each 'Subregional' Employment Office has one or more social workers responsible for helping people who are 'difficult to place' and who are looking for employment. These may be elderly and/or disabled persons whose vocational resettlement is beset with problems.

This work is carried out in cooperation with the whole range of social institutions (FNRS, Centre Public d'Aide Sociale (Public Social Assistance Centre), friendly societies, etc.).

Only placements are recorded; a large number of ONEM measures to assist people seeking employment who are 'difficult to place' are not recorded, precisely because these measures are not always intended for placement: a solution may often be found with the help of other social services.

To help in the placement of people with low output, the ONEM can, under certain conditions, give firms subsidies towards their wages. There are a number of possibilities.

8.1 - Financial assistance with remuneration and social contributions

(Articles 53-58 of the Royal Order of 20 December 1963)

The purpose of this financial assistance is to compensate for the temporarily reduced output of unemployed persons in receipt of benefit who, as a result of a reduction in their physical or mental capacity, have become difficult to place.

Year	Placed		Total
	Financial assistance with remuneration	No financial assistance with remuneration	
1978	34	3 029	3 063
1979	37	2 875	2 912
1980	19	2 719	2 738

8.2 - Placement of disabled persons

(Collective wage agreement No 26)

Agreement No 26 of 15 October 1975 guarantees disabled persons employed in a normal job remuneration equal to the statutory minimum remuneration.

The ONEM, which has been made responsible for implementing this agreement in the case of disabled persons not registered with the FNRS, may, by means of an extremely complicated procedure, refund to the employer up to 50% of the remuneration of the worker to be taken on or already employed whose handicap leads to reduced output.

Year	Male	Female	Total
1978	7	11	18
1979	6	12	18
1980	8	6	14

8.3 - Placement in sheltered workshops of unemployed persons who are 'difficult to place'

In order to help workers who are regarded as difficult to place in accordance with Article 54 of the Royal Order of 20 December 1963 to reintegrate into normal working life, they may, under Article 171 'bis' of the same Royal Order, be placed in a sheltered workshop and maintain their right to unemployment benefit during this time. This is regarded as a step towards normal employment on the open market.

Year	Number of placements in sheltered workshops	Number of unemployed persons working in sheltered workshops	Difference in relation to the preceding year
1978	206	1 031	+ 94
1979	222	918	- 113
1980	215	989	+ 71

9 - UNEMPLOYMENT AMONG DISABLED PERSONS

Source: ONEM annual report 1980

The general trends in unemployment over the past few years have continued throughout the country.

The disturbing development in the services sector (+ 10 333 unemployed persons, i.e. + 20.60%) appears to be the result of improvements in productivity margins due to technological progress.

Another branch particularly affected by the crisis is the construction industry; this sector has suffered from the economic recession and the effects of the rise in interest rates (from 28 104 to 33 428 unemployed persons, i.e. an increase of 18.94%).

Flanders is faced with a crisis in the textile and clothing sectors (+ 1 531 unemployed persons, 1 503 of whom are women).

The upturn which started in 1979 in the metal construction industry (unemployment down by 949 on 1978) appears to be slowing down. The reduction in the number of unemployed was only 443 in 1980.

9.1 - Long-term unemployment

Source: ONEM report 1980

The problem of long-term unemployment - i.e. unemployment which lasts for more than a year - is becoming extremely worrying.

12 192 more people were unemployed in 1980 (+ 10 956 women and + 1 236 men - December figures), i.e. 7.3% up on December 1979.

47.5% of all totally unemployed persons have been registered for over a year.

Of the 179 074 unemployed people registered for over a year in December 1980, the majority are women, i.e. 129 976, representing 72.6% of the total or 57.8% of the total number of women registered as totally unemployed.

75.1% of the women who have been unemployed for over a year are over the age of 25.

Where men are concerned, 32.2% have been registered as unemployed for over a year (49 098 men out of 152 330 totally unemployed persons in December 1980) and 89% of these are over the age of 25, i.e. 43 700.

9.2 - Monthly averages (1980) for persons seeking employment

Breakdown by sex, age group, aptitude (totally unemployed persons receiving benefit)

Source: ONEM annual report 1980

Age group	Aptitude			Total
	Normal	Partial	Very reduced	
<u>Male</u>				
- under 20	11 321	198	33	11 552
20 - 25	23 129	724	235	24 088
25 - 40	29 801	2 546	1 163	33 510
40 - 50	13 889	3 183	2 156	19 228
50 and over	18 707	7 284	6 350	32 341
TOTAL	96 847	13 935	9 937	120 719
<u>Female</u>				
- under 20	17 536	419	36	17 991
20 - 25	50 757	2 388	238	53 383
25 - 40	77 772	6 028	1 205	85 005
40 - 50	20 924	4 216	1 509	26 649
50 and over	11 516	4 819	1 813	18 148
TOTAL	178 505	17 870	4 801	201 176
<u>Total</u>				
- under 20	28 857	617	69	29 543
20 - 25	73 886	3 112	473	77 471
25 - 40	107 573	8 574	2 368	118 515
40 - 50	34 813	7 399	3 665	45 877
50 and over	30 223	12 103	8 163	50 489
TOTAL	275 352	31 805	14 738	321 895

9.3 - Trends in the number of persons seeking employment from 1976 to 1980
 (Monthly averages) - breakdown by sex and aptitude for work

Source: ONEM Annual report 1980

Year	Aptitude for work			Total
	Normal	Partial	Very reduced	
<u>Male</u>				
1976	65 035	17 171	16 098	98 304
1977	74 425	17 180	14 682	106 287
1978	84 951	14 603	11 685	111 239
1979	85 665	13 666	10 675	110 006
1980	96 847	13 935	9 937	120 719
<u>Female</u>				
1976	106 437	17 987	5 809	130 233
1977	132 377	19 739	5 881	157 997
1978	147 699	18 238	4 988	170 925
1979	161 690	17 887	4 833	184 410
1980	178 505	17 870	4 801	201 176
<u>Total</u>				
1976	171 472	35 158	21 907	228 537
1977	206 802	36 919	20 563	264 284
1978	232 650	32 841	16 673	282 164
1979	247 355	31 553	15 508	294 416
1980	275 352	31 805	14 738	321 895

9.4 - Trends in applications for jobs from disabled persons in 1980

Source: FNRSH Annual report 1980

Heading	Applicants for jobs in			Total
	the public sector	the private sector	sheltered workshops	
Balance as at 31.12.1979	370	1 854	3 069	5 293
- Registrations in 1980	73	487	768	1 328
Placement in 1980	14	283	370	667
- in the public sector	11	16	24	51
- in the private sector	1	251	5	257
- in sheltered workshops	2	16	341	359
Not followed up (died or retired)	3	42	120	165
Balance as at 31.12.1980	426	2 016	3 347	5 789

Breakdown of the balance of job applicants as at 31 December 1980

Age group	M	W	M	W	M	W	M	W
under 35	153	88	527	322	935	670	1 615	1 080
35 - 50	96	27	425	187	733	318	1 254	532
over 50	51	11	411	144	558	133	1 020	288
TOTAL	300	126	1 363	653	2 226	1 121	3 889	1 900

BELGIUM - LIST OF ADDRESSES

Ministère de l'Emploi et du Travail (Ministry of Employment and Labour)

Administration de l'Emploi: Direction de la Politique de l'Emploi
53, rue Belliard, 1040 - Bruxelles
Ms Jacqueline Brandt (legislation, regulations).

Office National de l'Emploi (ONEM) (National Employment Office)
5, Boulevard de l'Empereur - Bruxelles
Mr Maurice André, Administrateur-Directeur
Mr Léon Laureys, Conseiller (employment, placement, statistics).

Fonds National de Reclassement Social des Handicapés (National Fund for the Social Rehabilitation of Handicapped Persons) - FNRS

Rue du Meiboom 14 - 1000 Bruxelles
Mr A. Maron, Administrateur-Directeur Général
Mr Delfosse, Conseiller
(legislation, employment, placement and vocational training for the disabled, social assistance, etc.).

Ministère de la Prévoyance Sociale (Ministry of Social Security)

Fonds des Maladies Professionnelles
1, Avenue de l'Astronomie - 1030 Bruxelles
Mr Bourdeaud'Huy

Fonds des Accidents du Travail
35, rue Belliard - Bruxelles
Mr De Proortere.

Ministère de l'Education Nationale et Culture Française (Ministry of Education and Cultural Affairs for the French-speaking Community)

Direction Générale de l'Enseignement Spécial
90, rue Royale - Bruxelles
Mr René Vierne, Inspecteur.

Ministry of Education and Cultural Affairs for the Dutch-speaking Community

138, Königstraat - Bruxelles
Mr Van Der Straaten, Inspector of Special Education.

Institut National de Statistique (National Statistical Institute)

Service de Renseignements et de la Documentation Générale
44, rue de Louvain - 1000 Bruxelles
Mrs J. Bavin, Conseiller-Adjoint.

DENMARK

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1 - LEGISLATION¹

1.1 - Social legislation and the regional system

(reform of the Communes in 1970)

Over the past five years the legislation on the disabled has not changed radically in Denmark. However, the way in which the various acts and regulations were implemented did change, in some cases considerably, after the gradual decentralization associated with the reforming of the communes in 1970.

This was supplemented by the act on national and regional planning and that on regional planning in the metropolitan district (both in 1973), and then by the 1975 act on 'commune' planning. The regional plans do have an effect on the vocational resettlement and employment of the disabled because they determine the economic vitality of a region and the social conditions under which it develops.

The regional system also has direct effects on the administration of the counties. Each county council, set up by the 1970 reform, is empowered to choose its administrative system. Of course there is provision for measures to avoid mixed state-commune bodies at both regional and local level, the aim being that public administration should represent a unit (particularly through the setting up of the Association of County Councils in Denmark: Amtsrådsforeningen i Danmark). Of the tasks of the county councils, the social/health and education/culture services have become the government's direct vehicles for the application and promotion of assistance for the disabled.

1.2 - Basic historical data

The first legislation to refer to the disabled specifically may be regarded as Act No 192 of June 1959. This act, amended on 27 May 1970 by Act No 228, defined services for the mentally retarded.

As social systems developed, the existing legislation no longer satisfied new requirements or needs which had come to light.

Reform bills and new laws were proposed to extend to all persons suffering from a handicap, whatever its cause, the social and health assistance originally intended for specific categories of disability.

The social and care services came under the state until the 1970s when they were gradually transferred to the communes (Cf. paragraph 1.1).

The final phase was completed when, as from 1 January 1980, the organization and dispensing of special care for mentally handicapped persons and persons of particularly low intelligence, epileptics, the blind and seriously visually handicapped, the deaf and hard of hearing were brought under the umbrella of the local authorities².

1.3 - The 1974 Social Assistance Act

(referred to here as the LSA)

The LSA No 333, adopted on 19 June 1974, lays down the duties of the community and citizens and rules of application. It was amended in 1979.

¹ Sources: - Socialstyrelsen, National Board of Social Welfare,
Mr Olarur Christiansen and B. Schmith, Copenhagen.
- Amtsrådsforeningen, Mrs Marianne Aaboe.

² Local authorities: these may be communes or counties.

When the Act came into force on 1 April 1976, it immediately made the communes responsible for all persons under their jurisdiction and decisions on the assistance to be given to those who required it. These responsibilities now cover all categories of physically and mentally handicapped persons.

The wording and scope of the Act are given under the main chapter headings and articles relating to disabled persons and their vocational rehabilitation. It lays down basic social, medical and financial measures to help the disabled¹.

Chapter 1 Article 1, defines the obligations of the community to the citizen as follows:

'It shall be the duty of the competent public authorities to grant assistance under the provisions of this Act to any person residing in this country who for himself or for members of his family is in need of advice, financial or practical assistance, support for development or restoration of working capacity, or for care, special treatment or educational support'.

This new legislation provides for various forms of assistance, in particular:

Part II

General provisions on advice and special provisions for children and young persons.

Chapter 7 Section 30 (2)

Lays down that the Minister of Labour shall make regulations providing for the preferential admission to certain publicly regulated occupations of persons who by reason of disablement have difficulty in finding employment in private industry.

Chapter 8

Lays down provisions for children and young persons

Part III

Cash payments for temporary and long-term assistance and assistance in special cases.

Part IV

Practical assistance in the home for carrying out domestic duties.

Part V

Aids to relieve the affliction and facilitate the life of persons suffering from a disability due to sickness or old age.

Part VI

Day and residential care for children.

Part VII

Institutions.

Chapter 16

Institutions run by the local councils.

¹ Act No 333 is still worded as quoted in the first EUROSTAT report in 1976 except for a number of corrections and the additional chapter 17 proposed by the persons mentioned on the first page.

Day care institutions and day care centres for children (which already existed).

- Day care institutions and day care centres.
- Private nursing homes and flats for persons requiring special attention.

Chapter 17

- Institutions under the local county councils.
- Child and youth guidance centres.
- Vocational rehabilitation centres, sheltered workshops and sheltered employment in general.
- Special day care centres and institutions for children and adolescents with serious physical and mental handicaps.
- Reception centres for children and young persons.
- Homes for women before and after confinement.
- Reception centres etc. for homeless persons or persons incapable of adapting to ordinary community life.

Note:

Chapters 17 and 18 of the Act have recently been amended.

The following paragraphs come under Chapter 17 and not under the former Chapter 18.

Special institutions for the treatment and care of the severely physically or mentally handicapped, epileptics and persons of particularly low intelligence, the blind and the severely weak-sighted, the deaf and hard of hearing.

Special nursing homes, intended for persons suffering from an affliction which either requires the nursing home to possess certain facilities or calls for periodic admission for convalescence or treatment.

The Act of 1974 does not apply to the Farce Islands or Greenland.

2 - BASIC DATA¹

Table 1

Total population by sex and age group as at 1 January 1980

Age group	Male	Female	Total
0 - 14	553 432	527 999	1 081 431
15 - 24	390 185	372 366	762 551
25 - 44	740 337	710 132	1 450 469
45 - 54	270 694	276 436	547 130
55 - 64	263 442	282 305	545 747
65 and over	310 963	423 774	734 737
TOTAL	2 529 053	2 593 012	5 122 065

Source: Results of a sample survey of the working population as at 25 October 1978, Statistical Year Book 1980.

Table 2

Population aged between 15 and 75 as at 24.10.1979 by employment situation, age and sex

Age group	Employed working population			Unemployed working population			Total population		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	15 - 24	252 100	210 500	462 600	136 300	159 900	296 200	388 400	370 400
25 - 44	713 700	597 000	1 310 700	25 100	112 400	137 500	738 800	709 400	1 448 200
45 - 54	256 500	197 200	453 700	14 300	78 600	92 900	270 800	275 800	546 600
55 - 64	205 100	125 700	330 800	59 800	157 600	217 400	264 900	283 300	548 200
65 - 74	50 700	18 400	69 100	151 300	228 000	379 300	202 000	246 400	448 400
TOTAL	1 478 100	1 148 800	2 626 900	386 800	736 500	1 123 300	1 864 900	1 885 300	3 750 200

Source: Results of a sample survey of the working population. Statistical Yearbook 1980.

3 - ESTIMATES OF THE NUMBER OF HANDICAPPED PERSONS

Since 1961 there have been no new studies or statistical surveys to estimate the total number of handicapped persons. Furthermore, statistics on the disabled, victims of occupational or war injuries, road accidents and various kinds of congenital disabilities are available only by sector specializing in the persons concerned. There is no central office to coordinate these data and devolution to the local authorities is too recent for a joint statistical system to have been set up.

The most comprehensive statistics cover handicapped workers who wish or are able to go back to work and disabled persons who are on the labour market for a first job (see chapters on the vocational rehabilitation and placement of the disabled).

A brief reminder is given here of the figures from the 1961 study mentioned above. These correspond to the relevant chapter in the first EUROSTAT report in 1978, pages 47-48.

The Social Research Institute of Denmark carried out a sample survey of the population between 15 and 61 years of age, covering 18 591 persons. The percentage of persons in this reference population with some kind of incapacity was 6.5%. This percentage represented approximately 176 000 persons. In relation to the estimated total population in 1961, the number of handicapped persons represented 3.85%.

The handicapped persons to be covered by the Social Research Institute study were mainly physically handicapped. This also includes people who are unfit for work (or have suffered a partial loss of earning capacity)¹.

The situation in 1981

According to the Association of County Councils, the number of persons with handicaps of various kinds - not necessarily functional - is inevitably increasing significantly. The percentage of 3.85 estimated in 1961-1962 is likely to reach 5%, i.e. over 8% of the working population between the ages of 15 and 61.

This rise can be explained by an increase, followed by a levelling off in accidents at work, road accidents and occupational diseases and an increase in the number of congenital disabilities because of the increased efficiency of peri- and post-natal care. On the other hand there has been a significant decrease in the number of persons who are, or who are registered as, mentally handicapped.

¹ The English translation of the Danish word 'Erhvervshoemme' is 'partially disabled persons'.

4 - ROAD ACCIDENT VICTIMS

4.1 - Accidents involving injury or damage

Table 3

Total number of persons killed or injured in accidents in the population per day

Year	Number of persons involved in accidents and situation						
	Killed	Seriously injured	Slightly injured	Total	Per day	Per 1 000 inhabitants	Per accident
1975	827	10 783	9 317	20 927	57.3	4.14	1.31
1976	857	11 698	7 901	20 456	55.9	4.03	1.28
1977	828	11 493	8 155	20 476	56.1	4.03	1.28
1978	849	11 196	8 321	20 366	55.8	4.00	1.30
1979	730	9 267	7 220	17 217	47.2	3.37	1.28
1980	690	8 477	6 584	15 751	43.0	3.08	1.28

Source: Statistical Yearbook 1980, years 1975-1980.

4.2 - Total number of accidents involving injury or damage and number of claims sent to insurance companies in respect of road accidents between 1975 and 1980

Table 4

Year	Total number of accidents		Number of claims for damage
	Total	Per day	
1975	15 929	43.6	504 728
1976	15 951	43.6	563 117
1977	15 942	43.7	628 482
1978	15 705	43.0	663 210
1979	13 467	36.9	665 119
1980	12 334	33.7	600 661

N.B.: A general improvement can be seen in the figures, with a steady drop from 1976 onwards.
(20 507 accidents, 693 000 claims in 1971).

Source: Statistical Yearbook 1980, years 1975-1980

5 - VICTIMS OF ACCIDENTS AT WORK AND OCCUPATIONAL DISEASES¹

5.1 - Occupational accident and disease prevention policy

According to the accident statistics department of the Labour Inspectorate, many phases of the work remain to be completed before comprehensive statistics on all accidents involving or likely to involve incapacity will be available.

However, procedures for the acquisition and processing of information on accidents have now been established and reliable data on and accurate estimates of the main occupational risk factors are available by branch of activity and type of employment. An accident and disease prevention policy has been launched at the same time based on the gradual refinement of analysis of the statistics available. A recent example can be found in the meat trade. Since the jobs and gestures causing certain common accidents have been ascertained statistically, there has been a reduction of approximately 50% in the number of accidents as a result of strict preventive measures.

The occupational accident research department of the Labour Inspectorate (Mr Rasmussen) takes a strong stand on preventive measures in the work it does for the authorities and companies on the improvement of working conditions: 'There is no human error when accidents occur - there are conditions which give rise to error Attention to the environment and to the organization of work may be much more important than attention to individuals.' An act on the working environment, Act No 681 of 23 December 1975, amended by Act No 158 of 12 April 1978, set up bodies such as the twelve trade safety councils for the fourteen counties.

The same act also sets out the duties of employers (with particular reference to information for employees), supervisory staff and employees, suppliers and owners of premises, etc.

Another act on accident prevention measures is being brought into application: the Industrial Injuries Act No 79 of 8 March 1978. This very comprehensive act requires a complex statistical system as a check on its application. The work has not yet been completed. Furthermore, numerous points of reference are still being negotiated, such as the publication of a list of occupational diseases (section 11 of the Act).

The transition from the old to the new legislation, including the application of Act No 79 of 1978, involves a number of problems. The Yearbook for 1981 (available in 1982) should be more consistent than the present statistics.

5.2 - Statistical data

The information provided on accidents at work has changed somewhat since 1980 which means that optimum use can be made of the data.

¹ We are grateful for the many details in this chapter provided by Mr Arne Rasmussen (Arbejdstilsynet Direktoratet) and the data compiled by Mr O. Christiansen (Socialstyrelsen).

Table 5

Number of accident victims by technical factor and by major sector of activity

Type of cause		1	2	3	4	5	6	7	8	9	10	Total
<u>Sector of activity</u>												
0	Undefined		1	2								3
1	Craftsmen, employers, farmers (total)	8	138	273	21	4	276	1	168	14	54	957
2	Employees (including civil servants)		4	14			3		6	1	1	29
3	Industry including:	60	4 402	4 496	789	211	3 517	127	2 348	368	431	16 749
31	Food and tobacco industries	14	636	1 466	321	62	2 309	51	780	61	216	5 916
37												
38	Metal processing	33	2 311	1 898	290	102	869	35	1 020	199	134	6 891
4	Water, gas, electricity	5	48	182	46	26	99	-	165	8	14	593
5	Building	18	461	1 079	83	28	597	7	1 050	84	80	3 487
6	Trade (wholesale and retail) Restaurants and hotels	5	220	749	128	15	224	4	405	53	46	1 849
7	Transport and warehouses	7	105	2 005	72	16	161	5	1 086	53	109	3 619
8, 9	Other activities	12	555	2 254	363	81	540	86	2 102	44	583	6 620
1.9	All industries	115	5 934	11 054	1 502	381	5 417	230	7 330	625	1 318	33 906
TOTAL												

Key to figures across 1-9:

- 1 = engines, generators, etc.
2 = stationary or mobile production machinery
3 = transport equipment
4 = pressurized containers for warehouses or transport
5 = electrical or chemical equipment
6 = mechanical and other hand tools
7 = chemical substances or products
8 = flooring or structures, etc.
9 = merchandise, fitting equipment, etc.

Source: Accidents at work in 1980 (Teknisk Stadefaktor), compiled by the Labour Inspectorate on 20 August 1981.

6 - EDUCATION AND THE EDUCATIONAL SYSTEM FOR THE PHYSICALLY AND/OR MENTALLY HANDICAPPED

6.1 - Basic legislation¹

Primary schools come under the communes in Denmark. Compulsory schooling, which started in 1814, was only extended to special education (special classes) as from 1900 (backward pupils 1916), (the hard of hearing), 1922 (the partially sighted), 1935 (dyslexics), 1961 (disabled) and 1967 (psychotic children). From 1958, primary schools had to take appropriate steps to provide special education in all circumstances.

In 1969, Parliament laid down the principle of integration in connection with the education of the disabled. Since 1 January 1980, special education, like all other forms of general education, has come under the Ministry of Education. Boarding schools and schools for the mentally retarded still come under the Ministry of Social Affairs.

6.2 - The design and objectives of the 'Folkeskole'

(primary school and upper secondary level)

The 'Folkeskole' is a municipal school responsible for teaching under the Education Act. As part of the intellectual and educational development of its pupils, all the activities of the Folkeskole must be geared to the preparation of pupils for active participation in life and society and for the sharing of responsibility for solving community problems. It is therefore in the broad context of schooling and the principles of democracy and intellectual freedom on which it is based that the concept of integration for the physically and mentally handicapped in Denmark should be seen. This principle applies to the Ministry of Education and the assistance it has to provide for handicapped children, as well as to other ministries.

For this reason all statistical data given here, which refer to the country as a whole, include an undetermined number of handicapped young persons of both sexes who are in ordinary classes and are not therefore shown separately.

The aim of special education for young persons who cannot follow courses in ordinary classes is to enable the maximum number of pupils to become progressively integrated into ordinary classes.

To this end, the education departments employ a large number of educational psychology specialists for the purposes of guidance and direct assistance to pupils who need special attention for differing lengths of time.

At the end of their schooling and before leaving school, pupils may take advantage of the advice of a 'Kurator'. This is a teacher with special training and considerable teaching experience who tries to ensure that pupils leaving compulsory schooling have the best possible chance of continuing their education or finding and keeping a job. Follow-up may go on for 2-3 years and may also involve the pupil's family.

There are no national statistics on the further education of these pupils or their access to jobs, but extrapolation from local studies suggests that 85-90% of pupils who have had special education become skilled workers or find work immediately as unskilled workers.

Of course these remarks do not apply to very severely handicapped persons.

¹ Source: 'Inspektionen for Specialundervisningen' (Special Education Inspectorate) under the Ministry of Education, Mr Dan Nielsen, consultant, and No 11 of the CEC Study Series 'Special Education in the European Community'.

6.3 - The 'Ungdomsskolen' or municipal schools for the young

This kind of school has existed for years independent of and quite distinct from the ordinary school. The children concerned are between 14 and 18 years old. Although these schools function independently and have different rooms, teachers, budget, management, etc., there is very close cooperation between the two types of school, which have very natural ties.

The 'Ungdomsskolen' provide the following main types of education: school-type training with a creative and manual bias; education leading to the final examination of the Folkeskole; special education to compensate for limitations resulting from handicaps, EFG or basic vocational training (movements), initiation and information courses on a number of occupations; courses particularly geared to pupils undergoing special education; preparation for the moped driving test - 'How to drive a moped' (compulsory for anyone over 16 who wants to drive a moped); full-time schooling for all those who for various reasons cannot go to the Folkeskole.

6.4 - Basic statistics

The tables given show simply the scope of the various school systems described above. It can be seen that disabled pupils do not only come under specialized categories. Furthermore, the special schools which have courses for severely handicapped children only are not covered here.

All the statistics were drawn up as at 1 September 1980 and supplied by Mr Nielsen (see p. 47).

Table 6

Number of pupils in the various types of education, including occupational initiation, throughout the country and percentages per type

a) 'Folkeskole'

Class	7	8	9	10	Full-time education	Others	Total	%
Number	3 803	58 431	51 260	26 480	913	2 006	142 913	78.9

b) Upper secondary level

Class ^a	1.G	2.G	3.G	1.H	2.H	Other forms of general theoretical education	Total	%
Number	7 188	3 603	1 101	972	284	1 493	14 641	8

c) EFG vocational training and other vocational courses

Course	EFG	Apprenticeship	Other forms	Total	%
Number	6 488	5 448	2 837	14 773	8.2

^a G: grammar school - HF: higher preparatory examination.

Table 6a

Number of pupils covered by the statistics (overall figures)
but outside the educational system

Situation	Outside school	In a steady job	Others	Total	%	
Number	7 500	4 379	1 204	8 705	4.8	
TOTAL tables 6 and 6a					181 032	100%

National data for comparison purposes: in 1980, 786 000 pupils were enrolled for all kinds of education and schools.

These figures can be compared with more overall statistics covering the whole of the school system (municipal schools, county schools, private schools, etc.).

Table 7

a) Number of pupils of both sexes in special classes,
taking all schools together

<u>Special classes^a:</u>	
Number of girls	4 389
Number of boys	8 164
TOTAL	12 553

b) Number of hours of courses given, taking all schools
together, by type of teaching

Special classes, special education	58 160
In nursing homes or ordinary classes ^b	151 138
Total - Special education	209 298
Total - Supplementary tuition ^c	20 611
Including: - in a hospital	3 598
- in a home	873

^a There are 2 160 special classes and the pupil quota per class is 5.8.

^b Refresher or supplementary courses given to the pupils in a normal class.

^c Supplementary tuition outside school hours or for foreigners or new arrivals.

Table 8

The 'Ungdomsskolen'
Number of young persons between the ages of 14 and 18 attending such schools

The young persons are distributed as follows over the 347 municipal and 13 private schools.

Total population aged between 14 and 18		Pupils	
Number of boys	163 222	Number of boys	87 335
Number of girls	158 784	Number of girls	93 032
	<u>TOTAL</u> 322 006		<u>TOTAL</u> 180 367
		#: Number of boys	53.5
		Number of girls	59.0
			<u>TOTAL</u> 56.0

Table 9

Schools and institutions catering only for
severely handicapped children

Total number of specialized establishments as at 1 October 1981	
Schools or institutions for:	
Severe mental handicaps	87
Serious speech disorders	13
Serious hearing disorders	24
Severe visual handicaps	2
Severe physical handicaps	2
Other institutions	2
	<u>TOTAL</u> 130

(120 are run by the counties, 9 by the municipalities and 1 is private).

7 - THE REHABILITATION OF MENTALLY AND PHYSICALLY HANDICAPPED PERSONS - TRAINING AND PREPARATION FOR EMPLOYMENT¹

7.1 - General comments on data acquisition

All the following tables, Nos 10-14, describe the situation as it was on 30 September 1979. They are based on the normal statistics on the disabled compiled by the special departments of the Ministry of Social Affairs. Until 1 January 1980, these statistics were centralized at the Ministry. Since then, the acquisition of statistical information on the disabled has been uneven because the special central services have been replaced by the county authorities (1978 amendment to the Social Assistance Act - SAA).

In fact, since 1 January 1980 information on the institutions of the special services in the fields of health and social care has been more scanty and there are no longer any central statistics on any disabled persons among those covered by social insurance; the only statistics available are those compiled by the counties.

7.2 - Mentally handicapped or mentally retarded persons

NB: In English these handicaps tend to come under 'mental retardation'.

Table 10

Number of persons of both sexes suffering from mental retardation,
by type of institution under the mental retardation department

A) Residential reception institutions	Number of institutions	Number of patients
Large establishments ^a	11	5 172
Small establishments ^a	29	1 908
Rest homes and holiday homes	7	46
Children's homes ^b	11	148
Private nursing homes	1	24
Boarding schools	3	62
Homes for children attending a local school	21	366
Hostels ^b	41	843
Semi-private nursing homes	9	223
TOTAL	133	8 792

¹ We are grateful to Mr O. Christiansen, quoted above, (Socialstyrelsen) for the statistics in this chapter.

B) Day reception institutions	Number of institutions	Number of patients
Schools and workshops within large establishments ^c		3 206
Schools	72	3 464
Nursery schools	62	529
Workshops	58	3 775
Secondary schools	1	186
TOTAL	193	11 160
C) Number of patients registered, net: A + B - 4 668 (C above) =		15 284
D) Services for non resident patients		4 843
GRAND TOTAL	326	C + D = 20 127

^a Establishments catering for large or small numbers of people.

^b Nursing homes.

^c See figure under A), i.e. 11 establishments. Of a total of 11 160, 4 668 are in residential institutions.

Source: Åndssvageforsorgens Klientregister, 30.9.1979.

Table 11

Age distribution of persons suffering from mental retardation, as given in Table 10

Age group	0-6	7-14	15-20	21-29	30-39	40-49	50-59	60-69	70 and over	Total
Number	877	2 507	3 056	4 214	3 367	2 122	1 934	1 283	767	20 127

7.3 - Physically handicapped persons

As stated in paragraph 7.1, all the statistics on the physically handicapped were drawn up on 30 September 1979. After 1979, data acquisition was transferred to the county authorities. Furthermore, the statistical department of the Socialstyrelsen no longer centralizes the regional and local statistics.

Table 12

Number of physically handicapped persons of both sexes registered by the health services, by type of institution

Type of institution	Number of residential places	Number of places in day centres
Private nursing homes for children	40	47
Homes for spastic children	70	99
Craft centres	21	129
Centres for the severely physically handicapped	49	19
Centres for adult spastics	30	33
Institutions for persons suffering from respiratory handicaps	15	1
Central family and home help service ^a	-	98
TOTAL	225	426 + (250)

^a To this service and the total of 98 places should be added 250 assistance facilities for patients outside an institution.

Source: Socialstyrelsen.

N.B.: Table 12 above includes two totals which may seem rather low. In fact, the number of persons sent to or seeking admission to specialized establishments is going down considerably: handicapped persons and their families prefer increasingly to receive advice and help at home.

Table 13

Number of blind and severely weak-sighted persons of both sexes, by type of institution

Type of institution	Number of residential places	Number of places in day centres
National institutes for the blind and severely weak-sighted	77	110
Boarding schools for the blind	130	106
Homes for blind adults	48	43
TOTAL	255	259 ^a

^a To the support provided by these institutions should be added 1 507 assistance facilities for patients outside an institution.

Source: Socialstyrelsen.

Table 14
Number of deaf persons and persons who are hard of hearing of both sexes, by type of institution

Type of institution	Number of residential places	Number of places in day centres
National schools for children who are hard of hearing	-	67
National schools for deaf children	192	1 524
Institutions for deaf adults ^a	115	59 ^b
TOTAL	307	1 650

^a This figure was going down in 1981.

^b To the support provided by these institutions should be added 259 assistance facilities for patients outside institutions.

Source: Socialstyrelsen.

Table 15
Number of persons of both sexes suffering from epilepsy, taking all institutions together^a

	Number of residential places	Number of places in day centres
All institutions	506	463

^a Epileptics are usually treated as out-patients.

8 - REHABILITATION, VOCATIONAL TRAINING AND EMPLOYMENT OF THE DISABLED¹

8.1 - Summary of legislation

'The further education of the disabled is intended to form an extension of the special education at lower secondary school level so that these pupils can take advantage of the normal educational system' (Resolution No B.83, Folketinget, June 1980).

Similarly, the 1974 Social Assistance Act (Cf. Chapter 1) provides for assistance, whenever necessary, for the disabled for vocational training, rehabilitation or retraining. They should thus be able to look after themselves and their families through their own resources.

The decision to grant assistance for training or rehabilitation is taken by the local Rehabilitation and Pensions Office on the recommendation of the local Social Welfare Committee.

¹ We are grateful to Mr O. Christiansen of the Socialstyrelsen and Mrs M. Aaboe quoted above, of the Amsrådforeningen, for the information in this chapter.

8.2 - Decentralization of services for the disabled

In connection with the changes brought about by the 1974 Act (SAA), particularly Section 91, it was stressed that the provisions also covered bodies providing socio-educational services, including specialized day-care homes and day-care centres. These are attached to a number of sheltered workshops taking severely handicapped persons (see paragraph 8.3 below for the activities and functions of these day-care homes and centres).

Furthermore, it is possible to set up special clubs for the disabled as part of the facilities of a workshop or school for the disabled.

Since 1 January 1980, the types of institution existing under the Social Assistance Act, paragraph 91, have been as follows:

1. Rehabilitation centres (Revalideringsklinikker)
2. Training organizations
3. Sheltered workshops
4. Rehabilitation institutions combined with sheltered workshops
5. Specialized day-care homes and centres
6. Clubs
7. Sheltered jobs in individual cases.

There are of course many ways of transferring between these categories of institution.

Table 16
Number of places per type and number of institutions according to
the 1981 and 1986 forecasts

Institution and places	Forecast		% growth from 1981 to 1986
	1981	1986	
Number of institutions	182	206	13
Number of places	10 737	12 522	17
including:			
places in rehabilitation centres	480	525	9
places in skill training centres	1 688	1 876	11
places in sheltered workshops	7 447	8 366	12
specialized day-care homes and centres	1 122	1 755	56

Source: Socialstyrelsen.

Long waiting lists:

the increase in the need for rehabilitation now means that people have to wait longer for admission to rehabilitation establishments and sheltered workshops. The Copenhagen County says that for this year (1981) 50% of persons registered at rehabilitation centres had to wait 6 months or more to be admitted during the period from the end of 1979 to August 1980.

This increase in demand has been felt particularly in the metropolitan communes, which have a relatively low number of rehabilitation institutions in relation to the population. Furthermore, the persons concerned want to be in an establishment in their county, and this does not help those coming from neighbouring counties.

Because of the shortage of local rehabilitation centres and sheltered workshops, the time spent travelling is still a problem.

8.3 - Activities and functions of specialized day-care centres and homes¹

As these were intended to function in conjunction with sheltered workshops, they are usually housed in buildings sufficiently near to the workshops. The different establishments can thus share common services and facilities such as canteens, but their 'work' is done on separate premises.

The specialized day-care centres (or simply day centres)¹

Their purpose is to take pensioners and others in order to improve or simply maintain their physical and psychological condition in an atmosphere of friendship and activity. The day centres are intended to provide activities using skills required in daily life, such as canteens, shopping, library visiting, the development of social behaviour, various kinds of leisure-time activities (possibly as a preparation for sheltered work).

Specialized day-care homes (or simply day homes)

These institutions are for persons requiring training who have to be looked after.

The purpose is to give them a complete change of daily environment and to help them to learn to look after themselves.

Day homes are also expected to pursue the more general objective of developing and maintaining physical and psychological well-being. Activities should include training for meals, dressing and undressing, washing, physical training and the stimulation of perception and speech.

Leisure-time activities of various kinds - music, films, do-it-yourself, walking - should also be provided.

8.4 - Basic statistics on rehabilitation institutions

It is interesting to compare the number of places available in the various types of rehabilitation institution over a period. Paragraph 91 of the SAA did not come into force until 1980.

¹ 'Day-care centres' and 'day-care homes'.

Table 17

Number of places in rehabilitation centres, training establishments, sheltered workshops and day-care centres and homes and places actually taken up between 1976 and 1980

Places in	Year	7 April 1976	12 January 1977	11 January 1978	17 January 1979	16 January 1980
Rehabilitation centres		391	391	406	393	505
Training establishments		1 055	1 125	1 206	1 272	1 589
Sheltered workshops		1 156	1 193	1 337	1 441	6 703 ^a
Day-care centres/homes		-	-	-	-	893 ^a
Total number of places		2 602	2 709	2 949	3 106	9 690
Places actually taken up		2 531	2 518	2 751	2 717	9 492 ^b

A further 558 persons enrolled for club activities in 1980.

^a The total of 7 596 places (6 703 + 893) can be broken down into:

full-time places: 6 163

part-time places: 1 433 (total: 7 596)

^b Including persons in receipt of a disability pension: 3 743, of whom persons living in institutions for the severely physically/mentally handicapped = 3 106.

Source: Social Resource Statistics, 1981.

Table 18

Breakdown by age group of persons registered in rehabilitation institutions as at 16 January 1980

Age group	Number	Persons included who have severe handicaps and are in residential establishments
under 18	91	20
18 - 19	284	68
20 - 29	3 198	906
30 - 39	2 600	821
40 - 49	1 586	526
50 - 59	1 184	465
60 and over	549	300
TOTAL	9 492	3 106

Source: Social Resource Statistics, 1981.

9 - EMPLOYMENT AND PLACEMENT OF AND UNEMPLOYMENT AMONG DISABLED PERSONS

9.1 - Sheltered employment for groups of persons and individuals

The idea of sheltered employment includes sheltered workshops, sheltered employment and sheltered jobs. Legislation on sheltered employment is restricted to incentives, particularly for public authorities¹. Sheltered workshops and, more recently, sheltered jobs are being given more attention, partly as a result of paragraph 91 of the SAA quoted above (see paragraphs 8.3 and 8.4).

Where sheltered employment and access to sheltered workshops are concerned, priority tends to be given to persons with the most severe disabilities who are still capable of working.

Reference should be made to the sheltered employment statistics in the preceding chapter.

Special emphasis is placed on combatting unemployment among disabled persons who are able to work and facilitating access to individual sheltered jobs.

To this end, the Ministry of Labour has set up a Committee on Disabled Persons and the Labour Market to deal with the difficult problems of unemployment. It particularly affects those social groups which because of their physical or mental disabilities have difficulty in keeping or finding the right kind of work.

It is strongly suggested that the number of places and individual sheltered jobs available should be investigated².

This is regarded as preferable in many cases to admission to sheltered workshops and the aim is to apply it to the private sector as well as the public sector. An increase of 60% is now expected in the number of individual places in sheltered employment. We must make sure that this expected growth rate is realistic.

Table 19
Number of places and individual sheltered jobs
in the whole country - forecasts for 1981 and 1986

Year	1981	1986	Growth rate
Number of individual jobs	700 - 800	1 693	635 or 60%

Source: Social Resource Statistics, 1981.

¹ However, paragraph 30, Chapter 7, of the 1974 Act (cf. Chapter 1 of this report) gives the Ministry of Labour the right to control access to certain jobs in private industry.

² According to the provisions of the 1974 Act, expenditure on remuneration is divided as follows: minimum Labour Market remuneration: 40% is met by the public authorities (20% by the local authority and 20% by the county) and 60% by the employer.

Table 20^a

Number of disabled persons placed; registered initially: A) By the original institution
 B) By type of handicap
 C) By type of placement effected
 D) Other cases according to sex and age for 1980

	Age groups and sex												Total		
	under 17		18 - 24		25 - 29		30 - 39		40 - 54		55 and over				
	Male	Fe- male	Male	Fe- male	Male	Fe- male	Male	Fe- male	Male	Fe- male	Male	Fe- male	Male	Fe- male	Male + Female
A) Disabled persons sent by:															
Social Security Centres	293	261	811	959	573	589	1 111	1 120	1 254	1 045	242	93	4 284	4 067	8 351
Other public authorities	15	8	45	37	26	19	45	42	70	29	11	7	212	142	354
On their own initiative	5	11	33	27	24	16	48	28	44	32	12	3	166	117	283
TOTAL	313	280	889	1 023	623	624	1 204	1 190	1 368	1 106	265	103	4 662	4 326	8 988
B) Type of handicap:															
a) mental	45	37	105	154	109	121	169	194	122	143	11	8	561	657	1 218
b) physical	133	118	421	393	267	177	564	457	757	499	146	52	2 288	1 696	3 984
c) social	73	88	124	241	84	140	116	193	106	116	35	11	538	789	1 327
a) + b) + c) combined	65	40	244	242	170	190	373	360	399	361	77	34	1 326	1 227	2 553
TOTAL	316	283	894	1 030	630	628	1 222	1 204	1 383	1 129	268	105	4 713	4 369	9 082

Table 20^a (cont'd)

	Age groups and sex												Total		
	under 17		18 - 24		25 - 29		30 - 39		40 - 54		55 and over		Male	Female	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
C) Placements:															
In the private sector	78	41	144	104	118	74	176	165	200	132	38	7	754	513	1 267
In the public sector	14	24	85	114	54	73	79	133	98	127	13	4	343	465	808
Jobs found with financial assistance under:															
(\$ 42 (education-training)	41	37	156	149	97	78	149	144	101	65	9	1	553	474	1 027
(\$ 42 (vocational training)	104	105	236	375	168	217	319	336	339	290	21	6	1 187	1 329	2 516
1974 Act (SAA) (sheltered jobs)	8	9	38	22	12	13	42	21	55	24	9	-	164	89	253
(\$ 30.2 (sheltered employment)	3	3	6	5	3	-	14	8	30	6	1	1	58	22	80
TOTAL	248	219	665	769	452	455	779	807	823	624	92	18	3 059	2 892	5 951

D) Other cases

Found jobs by themselves	23	23	76	65	46	54	117	80	101	77	18	4	381	303	684
Placement abandoned	12	5	37	61	49	30	97	89	199	157	98	41	492	395	887
File returned	59	48	161	191	119	116	247	239	283	246	60	26	929	866	1 795
Contact broken	16	25	89	88	70	51	126	92	107	87	19	6	427	349	776

^a These data were supplied by Mr Christiansen (quoted above) and Mr Laekholm of the Arbejdsdirektoratet.

Source: Drawn up on 12 March 1981 by the public employment services of the Labour Inspectorate (Arbejdsdirektoratet).

An extensive pilot project - the Viborg-Vejle Pilot Project - covering two counties has encouraged the idea of individual jobs. Many counties in their turn intend to apply the principles of this experiment for the benefit of the disabled.

9.2 - Placements made by the employment services

The placement services of the Ministry of Labour are responsible for the statistical recording of disabled persons who have found jobs either as a result of the above measures or on their own initiative.

The following statistics refer to disabled persons registered by the employment offices.

It should be pointed out that these offices take sole responsibility for recognizing a person as disabled. 90% of persons sent to employment offices have already been recognized as disabled by the health or social services authorities.

Table 21

Overall number of placements of disabled persons by employment offices in 1980

	Male	Female	Total
All counties	3 440	3 195	6 635

9.3 - Comparison of unemployment among disabled and able-bodied persons

The number of persons seeking employment throughout the country increased considerably in 1980 after a significant improvement in 1979 (Table 21).

In the case of the disabled there is a very clear difference between the number of placements effected by the employment services and the number of persons seeking employment (Table 21 and Table 22).

Table 22

Average annual numbers of unemployed persons for the whole country and all occupations from 1976 to 1980 (persons employed full-time)

Year	Annual average number of registered unemployed persons			% of unemployed persons in relation to the working population		
	Male	Female	Total	Male	Female	Total
1976	81 429	51 842	133 271	5.5	5.0	5.3
1977	90 385	73 645	164 030	6.1	6.9	6.5
1978	98 802	91 839	190 641	6.6	8.3	7.3
1979	77 134	84 711	161 845	5.1	7.4	6.1
1980	94 003	89 832	183 835	-	-	-

Source: Social Resource Statistics, 1981.

Table 22

Number of disabled persons registered with
employment offices and seeking placement
in 1980, total

	Male	Female	Total
All counties	4 713	4 369	9 082 ^a

^a Including 8 351 sent by social security services.

Source: Social Resources Statistics, 1981.

DENMARK - LIST OF ADDRESSES

Ministry of Social Affairs

National Board of Social Welfare: Socialstyrelsen
Kristineberg 6 - 2 100 København Ø.

Mr Elith Berg (international coordinator)

Mr Olavur Christiansen (social statistics and legislation)

National Safety Board: Sikringsstyrelsen
Aebeløgade 1 - 2 100 København Ø.

Mr Ole Behn (accident insurance statistics)

Ministry of Labour

Labour Inspectorate: Arbejdstilsynet
Kristineberg 6 - 2 100 København Ø.

Mr Arne Rasmussen (occupational accident statistics)

Employment directorate: Arbejdsdirektoratet
Adelsgade 13, 1 304 - København K.

Mr Willy Olsen and Mr Laekholm (employment statistics)

Ministry of Education

Special Education Inspectorate: Inspektionen for Specialundervisning
Vester Voldgade 117 - 1 552 København V.

Mr Skov Jørgensen (chief inspector)

Mr Dan Nielsen, consultant

Administration of provinces and communes

Association of County Councils: Amtsrådsforeningen
Landemaerket 10 - 1 119 København K.

Miss Marianne Aaboe, coordinator

Institutions

Rehabilitation hospital: Optraeningsinstituttet ved Rigshospitalet
Tagensvej 22 - 2 100 København N.

Mr V. Wessman, Director

Vocational Training School and Home for the Disabled: Handvaerkskolen
Borgervaenget 7 - 2 100 København Ø.

Mr I.B. Nielsen, Director

FEDERAL REPUBLIC OF GERMANY

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1 - LEGISLATION

In past centuries the rehabilitation of the disabled used to be the job of the family and charitable organizations. It has only gradually become part of national social and labour policy.

The general idea of the rehabilitation policy is to enable the disabled person to develop his personality freely in society.

1.1 - Legislation on military and civilian war victims

The Federal Law of 1950 on assistance for war victims, amended by the 2nd Reform Law of 21 February 1964, covers curative treatment for the victims of injuries or accidents arising during military or paramilitary service, as a result of conditions inherent in this service or as a direct result of war.

This Law also provides for assistance for the vocational rehabilitation of war victims, social assistance and help with placement or access to sheltered employment.

1.2 - Legislation on victims of accidents at work

The statutory accident insurance institutions are responsible for functional rehabilitation and vocational retraining for the victims of accidents at work (vocational and social assistance).

The third volume of the Insurance Code of the Reich, amended by the Law of 30 April 1963, constitutes the legal basis for rehabilitation for the victims of accidents at work. Under this Law, curative treatment and vocational assistance are a compulsory part of the cover provided by the Employers' Accident Insurance Associations (Berufsgenossenschaften). All appropriate means must be used to cure lesions caused by injury, avoid any loss in earning capacity resulting from the accident, prevent any deterioration, enable the victim to go back to his previous job or, if this is impossible, to find other gainful employment and help him to maintain or obtain a job, which must wherever possible be equivalent. The Law is supplemented by the Order of 14 November 1928 on medical treatment and vocational assistance under accident insurance.

NB: This information is taken mainly from the Council of Europe documentation (quoted in the introduction) and from:

- a) Literatur - Dokumentation zur Arbeitsmarkt- und Berufsforschung; Sonderheft 8 - 1980 - "Berufliche Rehabilitation" (Institut für Arbeitsmarkt- und Berufsforschung der Bundesanstalt für Arbeit)
- b) Mr M. Harrer, Ministerialrat, Bundesministerium für Arbeit und Sozialordnung, Bonn. Tel. (0228) 527 27 52.

1.3 - Legislation on workers covered by national insurance and social security schemes

Measures to maintain, improve and recover earning capacity, generally referred to as 'rehabilitation', come under the Insurance Code of the Reich, workers' disability/old-age insurance schemes, employees' disability/old-age insurance schemes and the miners' scheme.

Measures include curative treatment and vocational and social assistance.

Curative treatment includes any medical treatment required in, for example, spas or special institutions.

Vocational assistance includes measures to help a disabled person restore or increase his earning capacity in his previous occupation, train him for another similar job and help him to maintain or obtain a job.

Social assistance includes the provision of a temporary allowance during curative treatment and vocational retraining and any other measures required to consolidate the results of such treatment or retraining.

The bodies responsible for applying these measures are the Landesversicherungsanstalt (workers' disability/old-age insurance fund at 'Land' level), the Bundesversicherungsanstalt (employees' disability/old-age fund at national level) and the Knappschaft (miners' insurance fund).

The Law to Promote Employment of 25 June 1969, which came into force on 1 July 1969, made the Manpower Office of the Federal Ministry of Labour and Social Affairs responsible for coordinating rehabilitation through its specialized departments and the network of regional offices which provide direct access to the labour market.

Assistance in this case takes the form of personal benefits and general grants (for institutions and sheltered workshops).

Recent improvements:

- improved social security protection for the disabled. The Law, which came into force on 1 July 1975, introduced social security cover for all disabled persons employed in sheltered workshops, workshops for the blind, hospitals and homes as well as for disabled persons undergoing vocational training in vocational training centres. Furthermore, persons covered by disability/old-age insurance whose earning capacity is reduced when they join the scheme may now claim a disability pension on condition that they have contributed for two years. So far, this category of persons has only been able to claim a retirement pension;
- the law has added or extended a number of statutory benefits (sickness insurance for students, preventive medical examinations for children, hospital treatment following a disease, home helps). Under the 1972 Law reforming disability/old-age pensions, the severely handicapped and persons who are totally or partially incapable of working and have been insured for at least 35 years have, since 1 January 1973, been able to claim the flexible retirement pension as from the age of 62;
- the general section of the 1976 Social Assistance Book lays down the right to social reintegration for all disabled persons. The 5th Law reforming retirement insurance reduced to 60 years the flexible age limit for the severely handicapped (Schwerbehinderte) covered by statutory retirement insurance;
- under the Law which came into force on 1 October 1979, the severely disabled (with at least 80% loss in earning capacity) can travel free on urban and intercity public transport within a radius of 50 km of their place of residence. Provision is also made for facilities and financial assistance to adapt car driving seats or workplaces being used for vocational retraining.

1.4 - Legislation on other persons not covered for accidents at work

The 1924, 1957 and 1959 Laws were rescinded when the Federal Law on Social Assistance of 30 June 1961 came into force. The provisions of the 1957 Law on assistance for the disabled and the 1959 Law on assistance for tuberculosis sufferers have largely been incorporated into the Law on Social Assistance.

Under the terms of Article 31, the Federal Law on Social Assistance extends the assistance for social integration granted to the disabled to the blind, persons with impaired hearing or dysphasia and persons suffering from mental or psychic handicaps.

Under Article 2 of the same Law, social benefits and, therefore, assistance for the disabled, are granted to anyone who does not have the necessary assistance from his family or other social institutions.

Under article 9 of the Law, social assistance is the responsibility of the local and interregional social assistance bodies (District and 'Land' Social Assistance Office).

A revised version of the Federal Law on Social Assistance of 30 June 1961 was published on 18 September 1969. A new version of the regulation came out on 28 May 1971 (provisions to help the authorities responsible for implementing the act with the definition of categories of persons in receipt of assistance with a view to re-employment (Article 40).

The regulations also provide for appropriate education, help with placement in suitable jobs - where necessary in sheltered workshops - and help with accommodation.

Considerable improvements have been made since the application of the Law to Promote Employment of 25 June 1969, which came into force on 1 July 1969.

Personal

Disabled persons must be informed as early as possible of the assistance to which they are entitled and a particular effort must be made to provide them with the rehabilitation necessary for their vocational training and placement.

General

The Federal Manpower Office plays a special part, not only by helping individuals but also by financing equipment (assistance to rehabilitation establishments). This aid comprises subsidies and loans.

In addition to the Federal Ministry of Labour and Social Affairs, the Federal Ministry of Youth Family Affairs and Health, the Federal Manpower Office, the social insurance funds and other public lending establishments have made a considerable financial contribution to the setting up of medical, vocational and social rehabilitation establishments.

As a result of the Law on Vocational Training of 14 August 1969 (Bundesgesetzblatt 1, page 1112), vocational education has improved. Two sections of this Act make special provision for the disabled, giving them equal opportunities and the conditions necessary for secure economic and social development.

1.5 - Special legislation on specific categories of disabled person

- Assistance for sufferers from tuberculosis and thalidomide victims (1961 and 1971 respectively).
- Orthopaedic equipment for the war disabled (1970).

- Second Order for Implementing the Law on Severely-Disabled Persons (Schwerbeschädigtengesetz).

This Order, which came into force on 12 August 1978, contains detailed provisions on compensation to be paid by employers who fail to fulfil all or part of their legal obligation to employ severely disabled persons.

The funds collected through this compensation must be used primarily to increase the number of jobs and training places for the severely disabled and for assistance after placement.

Examples:

Adaptation of workplaces, transport to and from work, achieving and maintaining independence at work, providing and maintaining accommodation taking specific needs into account, maintaining working capacity and provision for any other special circumstances resulting from disability..

Furthermore, special assistance must be granted for informing, training and educating disabled persons.

The final, but no less important, use to which the funds are put is the setting up, developing, equipping and modernizing of institutions promoting the vocational training of the severely disabled and their settlement in an occupation.

The funds also help to finance supraregional measures to integrate the severely disabled into working life. Priority is to be given to the setting up of a national network of workshops for the disabled with accommodation incorporated.

- Federal Law on Assistance to Young Persons

This Law of 11 August 1961 contains important provisions on young disabled persons:

public assistance to young persons is to contribute to children's education by supporting and supplementing the education started within the family.

Under § 5 (1), the job of the local youth office is to suggest, promote and, where necessary, set up establishments and initiate appropriate measures to help young people.

This Law has an indirect effect on the rehabilitation of young persons.

1.6 - Legislation on the employment of the disabled

The main aim of the Law of 16 June 1953 was the reintegration of war victims into working life. The provisions were extended and improved in 1961.

Under the Law on the Employment of the Disabled - revised version of 14 August 1961 - employers are obliged to employ the following quotas of disabled persons.

- a) 10% of all jobs in government departments;
- b) 6% of all jobs in public or private companies.

Under the Law of 27 December 1955, these quotas may vary according to the economic sector from 5% to 8% and be as low as 2% under certain specific conditions.

The compulsory employment of at least one physically handicapped person applies to any employer in category (a) who has more than nine employees and any employer in category (b) who has more than 15 employees.

Any private employer who does not take the requisite number of disabled persons for his company and does not fulfil all his obligations must, for each designated job which is not taken, pay a monthly fine of DM 100. This fine is set by the employment office and paid by the employer to the main Assistance Office (Hauptfürsorgestelle) (see § 1.5).

The Law also protects the disabled from dismissal. They are entitled to further training and have the right to six extra days holiday.

Compulsory employment on a quota system and under certain conditions necessitates a detailed definition of a disabled person:

There is no legal definition accurately describing all disabled persons. The social rights regulations covering the disabled generally accept the following distinctions:

- physically handicapped (Körperbehinderte)
- mentally handicapped (geistig Behinderte) e.g. the mentally deficient, educationally subnormal, etc.
- persons with psychic handicaps (psychisch Behinderte), e.g. schizophrenics, epileptics, etc. (some people may also have a combination of handicaps).

The degree and severity of the handicap are assessed under Federal social law according to the degree of loss of earning capacity (Grad der Minderung der Erwerbsfähigkeit: M d E). Persons who as a result of a handicap have a reduction in their earning capacity of at least 50% are regarded as severely handicapped under the Law on Severely Disabled Persons (Schwerbehindertengesetz) of 8 October 1979, amended on 18 August 1980.

Furthermore, in addition to being obliged to employ a quota of disabled persons, employers are given financial incentives to offer jobs to the disabled. These measures supplement the assistance provided for vocational training and rehabilitation to help a disabled person settle or resettle in a job.

1.7 - Authorities responsible for implementing legislation on rehabilitation

- Under the Law on Social Assistance the local public health authorities are responsible for:

- . medical advice,
- . cooperation with the bodies responsible for social benefits,
- . the registration of the disabled.

- Special provisions for war victims:

entitlement to vocational training and the maintenance of their jobs in competition with able-bodied persons. The main body responsible for assistance for these victims (Hauptfürsorgestelle) must cooperate with the employment service.

- A number of independent public-law bodies help with vocational rehabilitation under the aegis of various authorities: the Ministry of Labour and Social Affairs, the Ministry of the Interior, the Ministries responsible for the Länder and the Federal Insurance Office.

The running of vocational rehabilitation and retraining schemes is the responsibility of the following bodies:

the Federal Office for Placement and Unemployment Insurance, the disability/old-age (survivors) insurance institutions, the statutory health insurance funds, the Employers' Accident Insurance Associations (Berufsgenossenschaften), the social assistance organizations and, for curative treatment, the physicians' associations approved by the health insurance funds.

1.8 - Coordination of regulations and legislation on rehabilitation

It is compulsory for the public authorities and institutions responsible for rehabilitation to cooperate closely. The Law to Promote Employment of 25 June 1969, which came into force on 1 July 1969, makes the Federal Ministry of Labour and Social Affairs responsible for the whole of the social security sector, the war victims' assistance scheme and the protection of the severely disabled. It cooperates with the other Federal Ministries and the authorities of the 'Länder' to coordinate occupational rehabilitation measures. Its staff and the way in which it is organized give the Federal Manpower Office a key position in this field.

2 - BASIC DATA

2.1 - Total population of the Federal Republic of Germany

Source: Federal Statistical Office in Wiesbaden (Statistisches Bundesamt)¹ - Mini-census of May 1976 and April 1980

Distribution by age group and sex in 1976 and 1978

Age group	Total/1 000	Male	Female
1976 - 0 - 14	12 924	6 620	6 304
15 - 24	8 764	4 484	4 280
25 - 44	16 860	8 644	8 216
45 - 64	13 853	6 097	7 756
65 and over	9 141	3 479	5 662
TOTAL	61 542	29 324	32 218
1978 - 0 - 14	11 219	5 759	5 460
15 - 24	9 599	4 945	4 654
25 - 39	12 120	6 152	5 967
40 - 64	18 811	8 922	9 890
65 and over	9 768	3 606	6 162
TOTAL	61 517	29 384	32 133

¹ We are grateful to Mr Cornelsen of the Statistisches Bundesamt for all the data in Chapter 2 (Tel. 6121 7524 05).

2.2 - Working population - comparison between the total population and the disabled population

Working population by age group and sex

Age group	Total/1 000		Male		Female	
	1976	1978	1976	1978	1976	1978
15 - 24	5 070	5 467	2 768	3 046	2 302	2 422
25 - 49	15 120	15 673	9 955	10 084	5 165	5 589
50 - 64	4 987	5 288	3 102	3 385	1 885	1 903
65 and over	576	446	347	266	228	179
TOTAL	25 753	26 874	16 172	16 782	9 580	10 092

Disabled persons working by age group, sex and proportion of the total working population (%)

(Only the figures for the 1976 mini-census are available at the moment; the proportions they show are very likely to be similar to those for 1980)

Age group	Disabled persons working/1 000			Proportion/total working population (percentage)		
	Total	Male	Female	Total	Male	Female
15 - 24	70	41	29	1.4	1.5	1.2
25 - 49	361	266	95	2.4	2.7	1.8
50 - 64	448	347	101	9.0	11.2	5.3
65 and over	53	33	20	9.1	9.4	8.7
TOTAL	931	687	245	3.6	4.2	2.6

Disabled persons not working (Nichterwerbstätige) by age group and sex

Age group	Total/1 000	Male/1 000	Female/1 000
0 - 14	137	75	63
15 - 24	107	57	50
25 - 49	309	121	188
50 - 64	622	282	340
65 and over	1 192	478	713
TOTAL	2 368 ^a	1 014	1 354

^a This figure can be compared with the estimated total number of disabled persons, i.e. 4.25 million (cf. Chapter 3).

3 - ESTIMATES OF THE NUMBER OF HANDICAPPED PERSONS

Sources: Statistisches Bundesamt (already quoted). Some of the data are from a work specially published for the International Year of the Disabled "Zur Situation der Behinderten in der Bundesrepublik Deutschland" (The position of the disabled in the Federal Republic of Germany), 1981.

3.1 - The mini-census of May 1976

This mini-census, which included a number of questions on the disabled and the type and cause of their disability, is the only source of important structural data on the disabled. An initial publication (see "Wirtschaft und Statistik" 8/1978, p. 491) provided data on age, sex, loss of earning capacity and trends over a period in the number of disabled persons.

A table, taken from the mini-census, shows the proportion of disabled persons in the total population.

Results of the mini-census of May 1976

disabled persons (whether recognized and registered or not), distribution by age group and sex

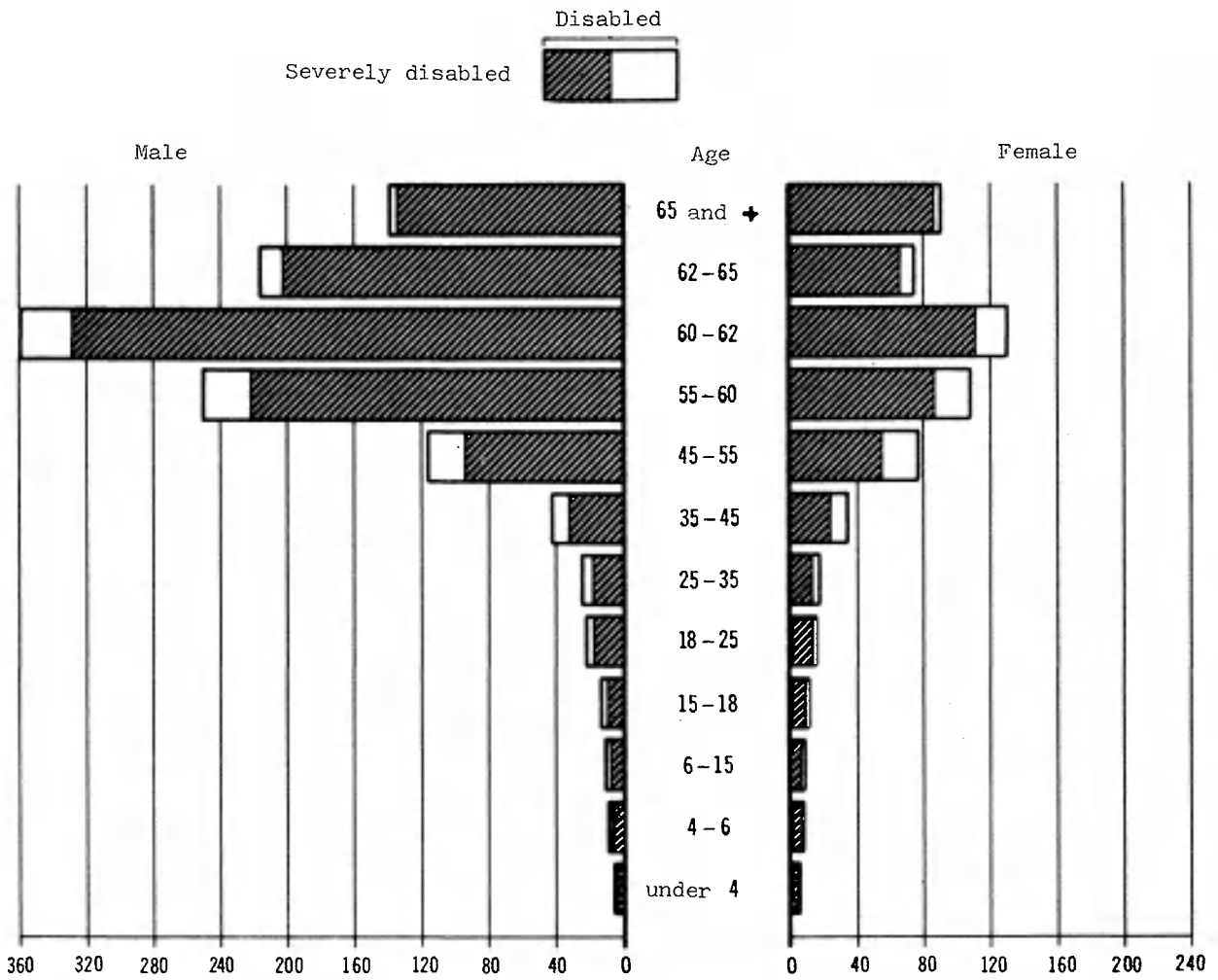
Age group.	Total/1 000		% Male	% Female
	Number	%		
0 - 25	314	1.4	1.6	1.3
25 - 40	314	2.4	2.6	2.2
40 - 50	357	4.5	5.3	3.6
50 - 65	1 070	10.8	15.3	7.7
65 - 75	772	12.6	14.5	11.5
75 and over	472	15.6	15.4	15.7
TOTAL	3 299	5.4	5.8	5.0

These data were obtained from voluntary statements made during the surveys. The total is not therefore the final figure, which is likely to be higher. We should, therefore, add at least those receiving a disability pension (Behindertenrente) who did not consider themselves disabled.

Group	Total/1 000		Male/1 000		Female/1 000	
	Number	%	Number	%	Number	%
Disabled persons (according to their own statement)	3 299	77.6	1 700	51.5	1 599	48.5
Persons in receipt of a disability pension (or equivalent) who did not regard themselves as disabled	953	22.4	655	68.7	298	31.3
TOTAL	4 252	100.0	2 355	55.4	1 897	44.6

Disabled persons in relation to the total population

Disabled persons as at 31 December 1979 by age and sex per 1 000 inhabitants



Apart from persons whose loss of earning capacity is under 30%, these statistics also disregard those who are above this threshold but have not so far been registered as disabled or whose registration has not yet been readjusted by the health services.

3.2 - The proportion of disabled males/females in the total population

1979: - Male 6.6%
- Female 4.7%.

The higher average percentage for males is found in all age groups.

3.3 - Distribution of disabled persons according to their loss of earning capacity

N.B.: significant increase between thresholds 50-60%.

Distribution by severity thresholds (in % earning capacity loss) per 1 000 disabled persons

30 to under 40%	82 persons
40 to under 50%	57 persons
50 to under 60%	214 persons
60 to under 70%	126 persons
70 to under 80%	130 persons
80 to under 90%	145 persons
90 to under 100%	45 persons
100%	201 persons

The figure for war victims, including those receiving statutory benefits, is going down steadily.

At the beginning of 1980 there were 940 451 such persons. The recognized earning capacity loss of over half these war victims (53%), was under 50%, 37% had a loss of between 30 and 40%, while nearly 9% had recovered some earning capacity with a loss of 90% or over.

3.4 - Disabled persons by type and cause of disability

Disabled persons as at 31 December 1979 by type of handicap, age group and sex

Age group	Total	1	2	3	4	5	6	7	8	Others and not specified
<u>Male</u>										
under 4	3 149	53	467	71	141	153	44	533	1 343	344
4 - 6	3 909	55	517	102	41	392	41	515	1 778	368
6 - 15	31 906	377	3 929	891	1 444	3 153	133	4 099	15 138	2 742
15 - 18	16 705	204	2 365	635	1 074	1 337	84	1 848	7 813	1 345
18 - 25	59 592	1 486	10 642	3 734	3 270	3 270	244	6 898	24 819	5 229
25 - 35	83 801	2 486	16 820	8 244	4 525	3 733	262	14 229	24 491	9 011
35 - 45	182 549	5 812	34 318	30 195	8 198	6 655	432	48 831	25 623	22 485
45 - 55	374 818	13 610	62 011	57 695	11 576	9 779	784	140 340	26 190	52 833
55 - 60	314 944	19 008	61 264	39 751	9 741	8 733	625	114 155	16 986	44 681
60 - 62	96 763	5 243	18 360	12 790	2 995	2 862	254	37 020	4 900	12 339
62 - 65	119 231	6 673	22 738	15 107	3 883	3 366	255	45 784	6 475	14 950
65 and over	411 526	24 362	76 279	42 112	22 183	14 386	716	166 200	26 045	39 243
TOTAL	1 698 893	79 369	309 710	211 327	69 171	57 819	3 874	580 452	18 601	205 570
<u>Female</u>										
under 4	2 773	69	357	88	146	115	18	469	1 187	324
4 - 6	3 038	33	413	130	126	274	10	406	1 386	260
6 - 15	24 434	283	2 964	1 058	1 137	2 455	98	3 231	11 120	2 088
15 - 18	12 588	171	1 934	1 108	485	1 046	49	1 448	5 353	994
18 - 25	40 809	595	6 875	3 715	1 819	2 300	369	4 718	17 335	3 083
25 - 35	58 111	757	9 809	5 880	2 359	2 958	1 142	11 997	16 406	6 803
35 - 45	137 626	1 483	17 790	18 094	3 504	4 394	6 962	43 031	18 668	23 700
45 - 55	262 187	1 996	28 607	41 163	6 099	5 914	16 958	91 973	18 712	50 765
55 - 60	200 734	1 496	24 487	35 775	5 337	4 508	11 465	72 510	11 563	33 593
60 - 62	52 657	350	6 964	9 624	1 500	1 294	2 773	19 912	2 872	7 368
62 - 65	65 117	531	8 885	11 581	2 212	1 683	3 213	25 462	3 764	7 786
65 and over	484 205	4 668	72 492	74 051	32 182	13 694	13 763	202 588	30 448	40 319
TOTAL	1 344 279	12 432	181 577	202 267	56 906	40 635	56 820	477 745	138 814	177 083

Age group	Total	1	2	3	4	5	6	7	8	Others and not specified
under 4	5 922	122	824	159	287	268	62	1 002	2 530	668
4 - 6	6 947	88	930	232	267	666	51	921	3 164	628
6 - 15	56 340	660	6 893	1 949	2 581	5 608	231	7 330	26 258	4 830
8 - 18	29 293	375	4 299	1 743	1 559	2 383	133	3 296	13 166	2 339
18 - 25	100 401	2 081	17 517	7 449	5 089	5 570	613	11 616	42 154	8 312
25 - 35	141 912	3 243	26 629	14 124	6 884	6 691	1 404	26 226	40 897	15 814
35 - 45	320 175	7 295	52 108	48 289	11 702	11 049	7 394	91 862	44 291	46 185
45 - 55	637 005	15 606	90 618	98 858	17 675	15 693	17 742	232 313	44 902	103 598
55 - 60	515 678	20 504	85 751	75 526	15 078	13 241	12 090	186 665	28 549	78 274
60 - 62	149 420	5 593	25 324	22 414	4 495	4 156	3 027	56 932	7 772	19 707
62 - 65	184 348	7 204	31 623	26 688	6 095	5 049	3 468	71 246	10 239	22 736
65 and over	895 731	29 030	148 771	116 163	54 365	28 080	14 479	368 788	56 493	79 562
TOTAL	3 043 172*	91 801	491 287	413 594	126 077	98 454	60 694	1 058 197	320 415	382 653

1: Loss or partial loss of limbs

2: restricted function of limbs

3: restricted function of the vertebral column and trunk

4: blindness or impaired vision

5: impaired speech or delivery, deafness, reduced hearing, impaired balance

6: dwarfism, impaired growth

7: dys-function of internal organs (nervous and respiratory systems, circulation, etc.)

8: medullary lesion, cerebral disorders, mental handicaps, neuroses.

* Excluding the 388 228 disabled persons in Bavaria who cannot be included in the statistics.

Disabled persons as at 31 December 1979 by cause and type of handicap

Type of handicap	Total		Cause of handicap*							Other or several causes
	Number	%	A	B	C	D	E	F	G	
- Loss or partial loss of limbs	88 619	3.0	2 321	11 076	4 197	640	4 089	43 551	19 050	3 695
- restricted function of limbs	475 590	16.0	28 775	28 947	13 385	3 972	14 334	79 103	268 552	38 522
- restricted function of the vertebral column and trunk	403 100	13.6	8 662	4 057	1 961	795	2 337	7 686	334 770	42 832
- blindness and impaired vision	121 749	4.1	10 065	2 880	1 457	1 103	3 406	10 060	82 851	9 927
- impaired speech or delivery, deafness, impaired hearing, impaired balance	95 455	3.2	18 597	1 190	226	90	407	3 871	63 062	8 012
- dwarfism, impaired growth	59 393	2.0	1 633	134	108	35	97	827	51 984	4 575
- dys-function of internal organs	1 028 337	34.7	9 211	5 767	600	132	405	31 329	886 181	94 712
- medullary lesion, cerebral disorders, mental handicaps, neuroses	315 180	10.6	75 976	4 457	5 808	629	3 218	15 645	175 176	34 271
- other or several handicaps	2 966 706	100.0	162 582	64 387	29 422	7 867	29 378	221 255	2 127 992	323 823

* Causes of disability:

- A: congenital disability
- B: occupational accident or disease (including during Journey to and from work)
- C: road accident
- D: accident at home
- E: other accidents
- F: war injuries (civilian and military)
- G: other diseases.

3.5 - The severely disabled

For the definition of severely disabled as laid down by law, reference should be made to § 1.6.

The earning capacity loss of most of the 3.4 million recognized disabled persons (i.e. 3 million or 86%) is at or above the 50% threshold.

Because of the high proportion of severely disabled persons among the total number of disabled persons, the two groups are fairly similar. This applies both to distribution by age and sex and to distribution by type of handicap.

4 - ROAD ACCIDENTS

4.1 - Road accident victims

Source: "Zur Situation der Behinderten", already quoted in Chapter 3

Since 1970, the number of vehicles on the road has risen from 18 to 26.8 million. However, the number of seriously injured persons per road accident has gone down by 11%.

Road accident victims between 1976 and 1979 by sex

	1976	1977	1978	1979
<u>Fatal accidents</u>				
Male	10 593	10 608	10 334	9 588
Female	4 220	4 363	4 325	3 627
TOTAL	14 820	14 978	14 662	13 222
<u>Serious injuries</u>				
Male	98 169	102 555	102 077	98 373
Female	47 510	51 115	51 169	48 062
TOTAL	145 728	153 735	153 310	146 526
<u>Total number of accident victims</u>				
Male	324 643	339 950	338 496	325 591
Female	170 393	182 724	184 336	173 525
TOTAL	495 401	523 120	523 306	499 663

5 - VICTIMS OF ACCIDENTS AT WORK AND OCCUPATIONAL DISEASES

Victims of accidents at work and occupational diseases

Source: "Zur Situation der Behinderten", see Chapter 3.

5.1 - As a result of improved preventive measures, the number of accidents with victims has gone down since 1970 by 28% or 56 408 cases.

The number of accidents on the way to and from work increased slightly between 1976 and 1978 and reached 194 291 in 1978, which is still about 24% down on the number for 1970.

5.2 - The increase in the number of declared occupational diseases from approximately 20 000 to 45 000 is probably partly due to the extension of the list of diseases and conditions recognized by the Ministry of Labour as occupational diseases.

5.3 - Breakdown of accidents at work, occupational diseases and accidents on the way to and from work (declared at the time of the first compensation) from 1976 to 1978 by victims

Victims	1976	1977	1978
<u>Industrial groups</u>			
Total accidents at work	1 471 240	1 456 301	1 454 617
- 1st compensation	39 459	40 009	38 827
- fatal	2 049	1 989	1 927
Total occupational diseases	36 552	44 477	41 470
- 1st compensation	5 697	6 844	6 582
- fatal	147	163	148
Total accidents on the way to and from work	155 223	155 059	161 256
- 1st compensation	9 810	10 340	10 393
- fatal	1 190	1 149	1 199
<u>Agriculture</u>			
Total accidents at work	199 605	197 063	202 240
- 1st compensation	15 633	15 176	13 838
- fatal	895	802	716
Total occupational diseases	470	470	653
- 1st compensation	75	91	81
- fatal	10	10	16
Total accidents on the way to and from work	2 678	2 588	2 833
- 1st compensation	228	200	191
- fatal	47	31	31
<u>Personal accident insurance</u>			
Total accidents at work	157 898	156 446	160 653
- 1st compensation	4 186	3 748	3 743
- fatal	210	179	182
Total occupational diseases	3 016	3 242	3 361
- 1st compensation	702	646	585
- fatal	4	6	5

Victims'	1976	1977	1978
Total accidents on the way to and from work	30 278	28 785	30 202
- 1st compensation	1 707	1 626	1 587
- fatal	136	125	127
<u>All categories</u>			
Total accidents at work	1 828 743	1 809 810	1 817 510
- 1st compensation	59 278	58 933	56 408
- fatal	3 154	2 970	2 825
Total occupational diseases	40 038	48 189	45 484
- 1st compensation	6 474	7 581	7 248
- fatal	161	179	169
Total accidents on the way to and from work	188 179	187 432	194 291
- 1st compensation	11 745	12 166	12 171
- fatal	1 373	1 305	1 357
<u>All categories and injuries taken together</u>			
Grand total	2 056 960	2 044 431	2 057 285
- 1st compensation	77 497	78 680	75 827
- fatal	4 688	4 454	4 351

6 - SPECIAL EDUCATION - INSTITUTIONS FOR HANDICAPPED CHILDREN

Source: "Zur Situation der Behinderten", quoted above

6.1 - Kindergartens for handicapped children (3-6 years)

These are attached to schools for the handicapped.

Kindergartens for handicapped children, broken down by groups or classes, pupils and pupils taken out of school

	1976	1977	1978
Kindergartens for handicapped children	322	361	375
- Public institution	187	209	212
- Private institution	135	152	163
Groups/classes	434	538	566
- Public institution	340	387	398
- Private institution	94	151	168

	1976	1977	1978
Pupils	5 789	6 454	6 602
- Public institution	3 097	3 333	3 465
- Private institution	2 692	3 121	3 137
Taken out of school	1 400 ^a	1 597 ^a	-
- Public institution	564	589	-
- Private institution	836	1 008	-

^a Excluding the Land of North-Rhine-Westphalia.

6.2 - Special kindergartens

These take physically handicapped children, blind children, children with impaired speech or hearing and backward children.

Special kindergartens and places available from 1976-1978

Year	Special kindergartens	Places available
1976	592	16 711
1977	589	17 096
1978	588	16 951

6.3 - Schools for handicapped children

These are institutions providing full-time compulsory schooling and support for physically, mentally or socially handicapped children who cannot, or cannot satisfactorily, undergo education in normal schools.

Schools for the handicapped by type of school, pupils and classes, by type of class from 1976 to 1978

Year	Total	1	2	3	4	5	6	7	8	
					<u>Schools</u>					
1976	2 705	1 822	354	278	90	94	60	35	72	
1977	2 751	1 726	461	186	94	104	64	38	78	
1978	2 757	1 689	481	194	97	116	66	39	75	

Year	Total	1	2	3	4	5	6	7	8
		<u>Classes</u>							
1976	28 586	18 524	4 752	1 197	1 163	831	1 156	436	527
1977	29 684	18 563	5 371	1 281	1 277	936	1 251	449	556
1978	30 273	18 361	5 730	1 339	1 321	1 039	1 295	473	695
		<u>Pupils</u>							
1976	398 176	303 011	41 214	13 254	10 301	9 993	9 858	3 729	6 816
1977	398 015	294 457	45 978	13 766	11 189	11 121	10 497	3 930	7 077
1978	387 829	280 716	47 863	13 670	11 558	12 197	10 747	3 937	7 141

Key to the table:

1: educationally subnormal children	5: children with impaired speech
2: mentally handicapped children	6: children with impaired hearing
3: children with behavioural disorders	7: visually handicapped children
4: physically handicapped children	8: children with other handicaps

7 - VOCATIONAL TRAINING AND INTEGRATION OF THE DISABLED

Sources: 1) Mr Harrer (see Chapter 1)
 2) 'Zur Situation der Behinderten' (quoted above)
 3) Bundesanstalt für Arbeit, Nürnberg

7.1 - Vocational integration

'Considerable attention is being given to the resettlement of disabled persons in work and employment in the Federal Republic of Germany. Work and employment are not only the basis of economic existence; they help to give a disabled person a sense of his identity and an awareness of his value and of his relations with his family and his environment as a whole.'

For the funding of rehabilitation services and organizations see Chapter 1, 'Legislation'.

In some cases, persons not covered by the statutory old-age insurance schemes (victims of accidents at work, war, persons covered by social insurance, etc.) may be covered by the Bundesanstalt (Federal Institution for Labour) and its subsidiaries (Arbeitsämter). This provides the same cover as the old-age insurance schemes.

Other insurance networks exist, e.g. the health insurance funds laid down by law, social assistance for persons in need, communal or regional educational insurance schemes: these bodies guarantee treatment in case of sickness, functional rehabilitation and school and vocational retraining.

All these medical and insurance schemes, including those run by private and religious bodies, are frequently heavily involved in vocational retraining and social resettlement through preparation for and access to normal jobs.

It is agreed that preparation for the choice of a job starts at school, whether the preparation is common for everyone or for persons with specific categories of disability. This is why the labour offices use employment advisers who specialize in young and adolescent disabled persons. Parents, doctors and persons connected with the career are involved in the diagnosis of capacity and educational or vocational guidance.

Particular attention is given to openings appropriate to the various types of handicap

and to the motivations of the people concerned. The 450 training courses recognized in the Federal Republic of Germany are producing good results.

7.2 - Vocational training and integration

Assistance for the disabled with vocational integration can be divided into four sections:

- 1) access to or applications for jobs,
- 2) seeking employment and assessing capacity for work,
- 3) vocational adaptation, training and further training,
- 4) specific support for the promotion of jobs and activities at work.

It may, in some cases, be necessary to continue training or retraining until a place which really suits the wishes and skills of the disabled person has been found. If this happens, it must be possible for specific compensatory aids to be made superfluous when a correct choice has been made.

While the initial training of young persons usually takes three years, the training or retraining of an adult takes 18-24 months. It may be provided by firms or special training centres. Proper training means one of the 450 courses already mentioned, leading to an officially recognized examination.

There are 17 establishments specifically for vocational training (10 of which are being built or are at the design stage) with a total of approximately 7 500 places.

However, in many cases special training has to be arranged according to its own rules for young or adult disabled persons who cannot undertake a complete training course.

There are many specialist institutions for the rehabilitation and vocational guidance of the disabled. They are often based on the same principles as normal training establishments and include medical, psychology and social services.

19 establishments are already in operation; two more are being built. These establishments had a total of 12 000 places at the end of 1981. They are equipped with boarding accommodation specially adapted for the disabled, have between 400 and 1 000 places and offer the range of services necessary for the medical, physical and psychological recovery of disabled persons undergoing rehabilitation.

8 - PLACEMENT OF AND UNEMPLOYMENT AMONG DISABLED PERSONS

8.1 - Placement and special schemes for the vocational integration of the severely disabled

Special provision is made for the supply and maintenance of jobs for disabled persons with under 50% residual earning capacity.

All private and public employers with more than 15 employees are obliged to employ 6% severely disabled persons (under 50% earning capacity). There is a fine of DM 100 per person per month for failure to meet this obligation. These fines are paid into a fund for the vocational rehabilitation of the disabled. Employers who apply can obtain financial assistance from this fund for the adaptation of workplaces or for taking on more than their quota of 6% severely disabled persons.

Overall, through this compulsory quota system, approximately 33 000 severely disabled persons have been placed in a firm and/or on training courses.

According to the Bundesanstalt für Arbeit (BA), 4.8% of the total number of jobs are taken by severely disabled persons.

Firms with under 100 employees take a smaller proportion of disabled persons: 3.4%. In very large companies (over 100 000 employees), the proportion is the highest: 6%. The main sectors of activity where severely disabled persons have found jobs are energy, water and mining.

Jobs filled between 1976 and 1978 with the compulsory quota and jobs taken by severely disabled persons

Year	Employers	Companies, relevant departments	Jobs		jobs estimated according to the compulsory quota	Jobs taken by severely disabled persons	
			Total	(a)		Total	(b)
1976	117 769	180 130	17 029 302	16 386 746	983 205	671 153	4.1
1977	119 011	181 106	17 462 221	16 777 455	1 006 647	747 424	4.5
1978	121 402	181 333	17 640 444	16 925 659	1 015 540	812 370	4.8

(a) Including statutory quota of 6%.

(b) Percentages of jobs compulsorily taken by the disabled.

8.2 - Unemployment among the severely disabled (over 50% loss in earning capacity)

Unemployment among the severely disabled is a very vexed question. While unemployment generally has gone down slightly since 1976, unemployment among the severely disabled has increased considerably.

In 1975, for 619 079 jobs filled by disabled persons there were 24 235 unemployed disabled persons. By 1979 this figure had more than doubled.

Severely disabled unemployed persons in comparison with those seeking employment from 1976 to 1979 by sex

Heading	1976	1977	1978	1979	July 1980
Unemployed persons					
- male	566 511	518 054	488 832	416 943	385 981
- female	493 825	511 941	504 116	459 194	467 096
TOTAL	1 060 336	1 029 995	992 948	876 137	853 077
Percentage ^a	- 1.3	- 2.9	- 3.6	- 11.8	- 2.6
Including severely disabled persons					
- male	28 992	33 624	38 849	43 079	45 767
- female	8 372	12 441	14 834	18 339	22 385
TOTAL	37 364	46 065	53 683	61 418	68 152
Percentage ^a	+ 54.2	+ 23.3	+ 16.5	+ 14.4	+ 11.0
Percentage ^b	3.5	4.5	5.4	7.0	8.0

^a Difference in relation to the previous year.

^b Percentage of general unemployment figure.

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FRANCE

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1 - LEGISLATION¹

SECTION 1

1.1 - Main changes since 1976

In the very year that the first EUROSTAT study on 'The handicapped and their employment' was carried out, a very important outline law was beginning to be implemented: Law No 75 534 of 30 June 1975. From the point of view of the legislator, this law has a guiding function because it reflects a deep-rooted change in political and social awareness of the place of handicapped persons in society.

'Indeed, in 1919, the introduction of the very first measures to help those disabled in the first world war was the symbol of the amends which society owed to those who had left a part of themselves on the battlefield. The extension of these measures and the creation of specific rights, first for victims of accidents at work, then for disabled civilians, illustrated a desire to help the entire handicapped population. This population was then regarded as naturally disadvantaged or penalized by the rapid development of working methods. The passing of an outline law to assist the entire handicapped population in June 1975 marked a step forward. Public assistance must give way to national solidarity, so that handicapped persons may enjoy the same rights as other citizens and derive real benefit from them. The declared aim of this law is to enable handicapped persons to acquire or recover all the independence of which they are capable.' (Extract from an article by Elisabeth Lion, entitled 'Législation et Handicap', for the Italian periodical 'Formazione e Lavoro' (Ministry of Labour)).

Enterprises with more than 10 employees are obliged to fill 10% of their posts with war disabled and handicapped workers. The procedure leading up to this compulsory employment involves reservation of the posts, and then declaration to the National Employment Agency (ANPE) of any reserved posts which fall vacant (cf. § 1.6).

If enterprises do not agree to abide by this procedure, they must in principle pay dues calculated per handicapped person short of the required figure per day.

Whereas the administration has hitherto been fairly indulgent in implementing these texts, it is now tending to lay renewed stress on this obligation and to redevelop a policy of incentives to overcome the dual problems of increased unemployment and the natural caution of employers with regard to handicapped workers. The incentive measures include the following:

- the bonus (FF 7 000) paid to an apprentice's master;
- aids for the adaptation of work stations (up to 80% of the proposed expenditure, with a maximum of FF 10 000);

¹ Among the very many information sources available on this subject, and more particularly on the social and vocational integration of handicapped persons, the following should be mentioned: Council of Europe, 1979 and 1981 updatings of the Collection of European Legislation on Rehabilitation (in the context of the Partial Agreement); Documents d'Information de la Délégation à l'Emploi du Ministère du Travail; 'Les Personnes Handicapées', study by A. Labrégère (March 1981), Documentation Française.

- deductions from wages compensated for by the income guarantee;
- subsidies to sheltered work establishments.

In addition, the State grants direct aids for the employment of handicapped persons:

- income guarantee (a)
- establishment subsidy (b)
- resettlement bonus (c)
- placement (d).

(a) The income guarantee

applies to any wage-earning handicapped worker. The amount varies according to the type of activity, the output of the individual and his working environment. Five different situations are found in three main categories of establishment:

- the Centres d'Aide par le Travail (CAT) - 'assistance through work' centres - medico-social establishments approved by the Ministry of Health and paying daily rates;
- the Ateliers Protégés (AP) - sheltered workshops - proper firms which are approved and in some cases subsidized (equipment and operating expenditure);
- ordinary industry.

In a CAT, the guaranteed income is equivalent to 70% of the SMIC (Salaire Minimum Inter-professionnel de Croissance - guaranteed minimum wage) if the person concerned receives at least 15% of the SMIC from his establishment.

In a sheltered workshop, the minimum guaranteed income is equivalent to 90% of the SMIC.

In ordinary industry, the minimum guaranteed income is equivalent to 100% of the SMIC.

Moreover, in the ordinary environment, the authorized 50% deduction from wages is made up by the State so as to guarantee overall remuneration from 80% of the SMIC (minimum) to 130% of the SMIC (maximum). An agreement between the State and each employer sets out the conditions for deductions from wages.

(b) The establishment subsidy

This new aid enables a skilled handicapped worker to set up in business on his own. The maximum amount is FF 10 000.

(c) The resettlement bonus

Paid at the end of a training or vocational rehabilitation course. It enables a handicapped worker to acquire the small items of equipment needed for his trade. The present amount is FF 1 000.

(d) Placement

Placement must be sought primarily in enterprises.

Placement in a CAT must be handled by a COTOREP (Technical Committee for Vocational Guidance and Resettlement).

When the handicapped worker has a working capacity of more than 33%, the National Employment Agency (ANPE) has the task of helping him to find a place in a sheltered workshop or in open industry. The placement specialists of the ANPE (mentioned above) coordinate this special task in each Département.

The 'preparation and follow-up teams' and the preliminary guidance centres (Centres de Préorientation): The measures relating to these teams were laid down in the 1975 outline law, but have been introduced only very gradually. Working in close cooperation with the rehabilitation, retraining and training institutions, with the COTOREP, the social services and the employers, the rehabilitation preparation and follow-up teams aim to help the handicapped person at all the stages of his rehabilitation, particularly in looking for a job, to help him with day-to-day problems of accommodation, finance, contacts, etc., and to inform enterprises on the conditions to be met for successful vocational integration of handicapped workers.

The preliminary guidance centres aim to provide the technical committee on vocational guidance and rehabilitation with the additional information which may be necessary for rehabilitation in some cases through previous observation and guidance of the handicapped person.

They remain an instrument to be used in exceptional cases.

1.2 - Legislation relating to the rehabilitation of military and civilian war victims

This legislation is particularly plentiful: Laws of 31 March 1919 (Article 76), 31 May 1921, 30 April 1923, 26 April 1924, 18 July 1924, Decree of 20 May 1955. The retraining to which the victims and their assignees are entitled is administered by the ONAC - 'Office National des Anciens Combattants et Victimes de la Guerre' (National Office for ex-Servicemen and War Victims). Retraining involves formal education (vocational education in particular) and vocational retraining (preparation for a change of job or a higher professional qualification). The ONAC can also award grants for higher education and loans to assist with establishment in a trade.

This legislation also organizes placement through compulsory employment of war-disabled and war widows: Decree of 20 May 1955, incorporated in the 1975 outline law (see § 1.6 below, 'employment of handicapped persons').

At the same time, access to civil service employment for some categories of ex-servicemen and war victims is governed by the Laws of 30 April 1923 and 18 July 1924. Once the jobs are classified, access to them is by competition held in principle once a year. There is, of course, a special invalidity pensions scheme for military war victims. Finally, the ONAC now helps the disabled and handicapped workers in addition to its assistance to war victims.

1.3 - Legislation relating to victims of accidents at work

The Law of 6 December 1976 is based on the earlier laws of 1924 and 1930 and the Decree of 1946, its aim being to step up prevention of accidents at work.

According to the Social Security Code (Code Book IV) the benefits comprise:

- reimbursement of medical and surgical expenses, etc., cost of fitting of artificial limbs and orthopaedic treatment, transport costs entailed by treatment, and finally, functional rehabilitation and vocational retraining until settlement (see § 1.6 on employment of handicapped persons);
- the daily allowance payable during the period of temporary incapacity;
- the various allowances payable by law, some of them in the event of permanent incapacity.

The amount of the pension for permanent incapacity may in certain circumstances be increased to cover dependants.

A person receiving a pension may combine the pension with a wage if he or she resumes employment.

Since the entry into force of the Law of January 1981, victims of accidents at work are covered during sick leave and retraining.

1.4 - Legislation relating to persons covered by social security

Benefits granted to handicapped persons covered by social security (whether by the compulsory system or by voluntary schemes): functional rehabilitation treatment, fitting of artificial limbs; all allowances payable during rehabilitation periods.

For the purposes of disability insurance a 'handicapped person' is defined as: any person under 60 years of age is regarded as disabled when his earning or working capacity is reduced by two-thirds. This provision assumes that the insured person cannot expect in a new job wages higher than one-third of the remuneration which he normally received in his previous occupation.

The disability insurance system comprises three categories of pension, depending on whether the insured person is capable of working or not and of leading an independent day-to-day life.

1.5 - Legislation relating to the entire handicapped population

This legislation is largely consolidated by the publication and implementing decrees of the outline law of 30 June 1975 (see § 1.1 above). While respecting the status of war disabled and victims of accidents at work or occupational diseases, the outline law aims to help those who do not qualify for one of these types of status, or all those for whom the reference status did not in general provide adequate assistance.

The 1975 Law aimed to re-establish equality of opportunity between able-bodied and handicapped persons, whatever the cause of the latter's handicap. To that end, it seeks to have a direct effect on the handicapped persons themselves (overcoming the handicap, compensating for its after-effects, preparation for and access to an appropriate job or any other form of activity) and an indirect effect on the development of the architectural, occupational and social environment.

1.5.1 - Guidance

One of the results of the outline law is the Commissions Techniques d'Orientation et de Reclassement Professionnel (COTOREP - Technical Committees for Vocational Guidance and Resettlement), which have a permanent secretariat and one or more 'technical teams' according to requirements in order to ensure:

- the recognition of the status of handicapped worker and guidance with a view to vocational resettlement (or placement in a sheltered environment or reception centre);
- the provision of a disabled person's card, of the Allocation aux Adultes Handicapés (AAH - Adult Handicapped Persons' Allowance), the compensating allowance and housing allowance.

The COTOREP comprises two sections:

- resettlement of handicapped persons in an ordinary industrial sector or in a sheltered work establishment;
- the granting of allowances and placement in a hostel.

1.5.2 - Functional rehabilitation and fitting of artificial limbs

The 1975 legislation stipulates that persons suffering from physical handicaps must be able to recover their independence as far as possible. Private or public care establishments take full charge of the person, as regards both his disablement and the psychological consequences of the handicap.

Fitting of artificial limbs involved an annual average of 220 000 cases in 1979, of which one-third were repairs. It is a sickness insurance benefit, borne by the person's insurance scheme, very often organized and naturally extended to most civilian disabled persons.

1.5.3 - Vocational training and retraining

This is a field which has increased in importance over the last few years. The principle set out in the legislation is that the handicapped person, whether an adult or a child, should try to follow normal training in an ordinary environment whenever that is possible.

For adolescents and young people up to the age of 23, the apprenticeship system has been extended to handicapped persons with special modifications, e.g. a total duration of three years instead of two. The relevant text is Article 11 of the Law of 1975, supplemented by the ministerial circular - Education/Labour - of 21 April 1981. The latter sets out in detail the role of the COTOREP and the conditions for drawing up the apprenticeship contracts, as well as specific educational provisions for young handicapped persons.

Another type of training is that given in the vocational training centres set up for all adults, leading to a CAP (Certificat d'Aptitude Professionnelle - Vocational Aptitude Certificate - a national diploma) or to a CFPA (Certificat de Formation Professionnelle des Adultes - Adult Vocational Training Certificate - at the same vocational level as the CAP). These centres are encouraged to facilitate access and education for handicapped persons in ordinary conditions. Finally, there are many specialized vocational training or retraining centres. They must have the approval of the Ministry of Labour and Solidarity, and can ask for technical and teaching assistance from the AFPA (Association pour la Formation Professionnelle des Adultes - Association for Adult Vocational Training) with regard to the training of teachers and the drawing up of programmes or studies on employment opportunities. Under certain circumstances, handicapped persons who have never worked may follow short practical training courses which do not lead to a diploma.

1.5.4 - The resources of uninsured persons

This mainly concerns persons who have not been able through their contributions to acquire a right to disablement pension, either because they have been handicapped from birth or since childhood, or because they have never worked. In this field, the outline law modifies the allowance principle laid down by the previous law of 13 July 1971, which was based on the resources of persons with an obligation to provide food for a handicapped person.

The 1975 law simplified the allowance procedure by reducing it to two categories:

- the adult handicapped persons' allowance (AAH) (see also § 1.5 above);
- the compensatory allowance.

The AAH is financed like a family allowance, equal to the minimum old age pension (FF 2 000 as at 1 January 1982) paid to persons of French nationality or citizens of the European Community resident in France whose income is less than about 55% of the minimum wage (SMIC).

This aid to financial independence is granted to any person whose handicap makes it impossible for him to work or, more generally, when his degree of disablement is 80% or

more. This level is determined by the COTOREP (cf. § 1.5.1). This allowance is granted as soon as the person concerned can no longer receive the family allowances, and in some cases takes over from the special education allowance which a young handicapped person is entitled to claim.

The payment of the AAH takes account of the possible income of a spouse. If the spouse's net income after tax does not exceed a ceiling of FF 16 500¹ (this amount is doubled for a household and increased by 50% for each dependent child), the allowance payable is equal to the difference between the income and the ceiling.

The compensatory allowance, granted on the same nationality and residence conditions as the AAH, is paid to handicapped persons after the age of 15 and persons whose income does not exceed about 55% of the minimum wage (SMIC). These handicapped persons are those who need to be helped by another person or those whose working life entails additional expenditure. The level of this allowance may vary between 40% and 80% of the Social Security third-person supplement (i.e. between FF 1 240 and FF 2 480¹). In some cases this allowance may be as much as 100% of the Social Security third-person supplement.

1.6 - Legislation relating to employment of handicapped persons

The activities offered to handicapped workers are generally divided into those which are carried on in an 'open' or ordinary environment and those commonly referred to as 'in a sheltered work environment'.

In the ordinary environment:

The 1975 outline law stipulates the responsibility of the National Employment Agency (ANPE) in the placement of handicapped workers. Already technically represented in the COTOREP, the ANPE employs placement specialists. The Agency also handles the jobs which are reserved in accordance with the provisions on compulsory employment.

The compulsory employment of war disabled and handicapped workers (accidents at work and occupational diseases) entitled to a pension applies to any enterprise with more than ten employees (cf § 1.1).

The quota comes to 10% of the staff of all types of establishment, both public and private. The Labour Code in principle² allows the Employment Services to oblige an enterprise which does not fulfil the quota to employ a handicapped person. Employment priorities also apply (3% of the employees on the payroll) to persons officially recognized by COTOREP as handicapped persons. This status is divided into three categories according to the seriousness of the handicap: A (slight), B (moderate) and C (serious).

It should be pointed out that the COTOREP or the government now tend to use incentive measures rather than apply compulsory employment provisions (cf. § 1.1, p. 118).

In practice, employment priority requires enterprises to declare the posts which they have available. They reserve some posts as and when they fall vacant for handicapped workers, in consultation with the government. They then notify the reserved posts to the ANPE within three days of their falling vacant. The Agency then has fifteen days to send to these enterprises one or more handicapped workers, whom they have to accept at least for the whole trial period.

¹ Amount laid down as at 1 July 1981.

² No data available on this subject, and it appears to remain purely a principle.

Should it fail to meet this obligation, an enterprise must in principle pay a daily fine per handicapped person short of the quota (this was FF 42 per handicapped person per day in 1981).

1.7 - Coordination

The Central Council for the Occupational and Social Resettlement of Disabled Workers, set up by the Law of 23 November 1957 (settlement of handicapped workers), is an advisory body attached to the Ministry of Labour.

Its aims are the promotion of rehabilitation, training and employment schemes, the provision of appropriate information, advice to public authorities, encouragement for the creation and operation of research or specialized bodies, etc. There is also a Regional Advisory Committee for the Employment and Rehabilitation of Disabled Workers.

To coordinate the efforts made and arrive at joint solutions, an Interministerial Coordination and Rehabilitation Committee, chaired by the Prime Minister, was set up at governmental level (Decree of 9 September 1970). This Committee is responsible for defining accident prevention and rehabilitation policy for disabled or maladjusted persons, and for coordinating the activities of the various administrative authorities.

It is assisted by a National Advisory Council for Handicapped Persons - an advisory body provided for by the outline law of 30 June 1975, comprising 25 associations representing handicapped persons or bodies with specialist knowledge in the field.

Finally, it should be stressed that a new discussion began in France in 1981, mainly on greater harmonization of legislation to help handicapped persons. It has drawn attention to the rights of a citizen and the conditions for the greatest possible independence of handicapped persons as the major priorities of the action taken jointly by the Ministry of National Solidarity and the Ministry of Labour.

2 - BASIC DATA

2.1 - Total population of France

Table 1
Total population by age group and sex as at 1 January 1981

Age group	Male	Female	Total
0 - 14	6 102 363	5 829 150	11 931 513
15 - 24	4 330 274	4 175 732	8 506 006
25 - 44	7 503 645	7 109 259	14 612 904
45 - 54	3 192 392	3 206 770	6 399 162
55 - 64	2 342 856	2 588 467	4 931 323
65 and over	2 901 020	4 556 072	7 457 092
TOTAL	26 372 550	27 465 450	53 838 000

Source: Institut National de la Statistique et des Etudes Economiques (I.N.S.E.E.), 1981

2.2 - Working population and unemployed¹

Table 2

Working and unemployed population by sex as at 1 October 1980

	Male	Female	Total
Working population	13 075 835	8 587 902	21 663 737
Unemployed	641 815	947 300	1 589 115
TOTAL	13 717 650	9 535 202	23 252 852

Source: Institut National de la Statistique et des Etudes Economiques (I.N.S.E.E.), 1981

Table 3

Total working population by age group and sex

Age group	Male	Female	Total
15 - 24	2 101 381	1 963 272	4 064 653
25 - 44	7 000 744	4 699 643	11 700 387
45 - 54	2 948 099	1 820 813	4 768 912
55 - 64	1 479 019	927 401	2 406 420
65 and over	188 407	124 073	312 480
TOTAL	13 717 650	9 535 202	23 252 852

Source: Institut National de la Statistique et des Etudes Economiques (I.N.S.E.E.), 1981

3 - ESTIMATES OF THE NUMBER OF HANDICAPPED PERSONS²

3.1 - Young handicapped persons: demographic assessment

In general, demographic assessments of handicapped populations follow the same lines as epidemiological studies - measurement of prevalence (handicapped population at a given moment), measurement of incidence (population which has become handicapped in the course of a given period). This approach presupposes that the nature of the handicap is precisely defined. It can therefore be applied only to established severe handicaps and is thus of limited use. In all cases where assistance is linked not to a medical diagnosis but to an inability to adapt to the ordinary environment, as in the case of slight mental deficiency, this approach is of no use. We therefore prefer a measurement of the

¹ More recent statistics on unemployment will be found in Section 8 below.

² This section is a direct contribution by the CTNERHI (Mr Thibault Lambert), see list of addresses on p. 115.

action taken: number of young persons taken care of in specialized institutions (non-residential or residential, family placement) or monitored by a home help service or mobile check-up service.

Thus the situation so far has been as follows:

- generally reliable measurements of prevalence relating to severe handicaps.

They give the following prevalence rates:

a) severe mental deficiency	0.30%
b) motor handicaps	0.30%
c) sensory deficiency	0.25%
d) multiple handicaps	0.50%

For a French population of 16.5 million under the age of 20, this gives a figure of 220 000 young handicapped persons. As will be seen below, this number is significantly lower than that for the total population with which we are concerned here.

Secondly, relatively unreliable prevalence measurements of moderate and slight handicaps. These are implicitly based on the number of young people taken care of.

We therefore propose below a statistical analysis of the same type for all young handicapped persons taken care of, taking account of the school and family situation.

3.1.1 - Young people in the family environment and in the normal school environment

Young handicapped persons integrated in the normal school environment (individually):

- secondary:	6 683	}	1979-1980 ¹
- primary:	20 000 (approximately		

Young people in the ordinary environment monitored by a home help service or a mobile check-up service:

- public services (Ministry of Justice): 9 000 (31.12.1977);
- public services (Health and Social Affairs): 30 000;
- private services: 81 000 (74 000 on a legal basis; 7 000 on an administrative basis).

3.1.2 - Young people in the family environment and in the special education environment

National educational establishments (non-residential): 234 015².

Note: It occasionally happens that some non-resident pupils are looked after in a special residential establishment (see below, under 'Health').

Health establishments (mainly non-residential for young handicapped persons):

- medical establishments	2 547
- medical/educational establishments	48 756
- social and socio-educational establishments	2 519

TOTAL 53 822

¹ Cf. A. Labrégère: 'Les personnes handicapées', la Documentation Française, 1981.

² Cf. A. Labrégère and section 6 below for detailed information on special education.

These figures are consistent with those for the number of non-residential places for handicapped persons, i.e. 55 950¹.

3.1.3 - Young people separated from their families and (generally) in the normal environment

These are the young people who are separated from their families but attend normal schools. They are in fact 'socially handicapped' without family support, and not physically or mentally handicapped. We list them for information (1978):

- placement with families	91 116
- in a social establishment (day nursery, children's home, social children's home + residential places for psycho-neurotic children)	32 239 + 4 896
- 'independent' adolescents (students' hostels, young workers' hostels, rented rooms, resident educational establishments, or armed forces)	18 477
- direct placement outside the ASE ² by a judge	18 801 (of which 4 583 placements with families)
- others	7 512
	<hr/>
TOTAL	173 041

3.1.4 - Young people in special residential establishments (1978)

Special national educational establishments:	15 947 places
	+ 3 078 non residential places combined with placements in families

Health establishments:

- medical establishments:	16 535 beds
- medico-educational establishments:	55 636 beds
	<hr/>
TOTAL	72 171 beds

Note: A survey of special education shows that this figure must be increased by 10%, giving an estimate of 80 190 beds.

3.1.5 - Young people living with their families and not attending school

A number of young people are looked after by their families without attending any school or being treated in an establishment. It is very difficult to estimate their number.

On the basis of specific studies³, however, we can arrive at complementary estimates which suggest a figure of slightly under 10 000.

¹ T. Lambert, 'Les établissements pour handicapés et inadaptés au 31.12.75', CTNERHI.

² ASE: Aide Sociale à l'Enfance (social assistance to children).

³ Cf. E. Zucman, 'Etude et fonctionnement des CDES', 2ème partie, CTNERHI, 1980, pp. 57 to 61; and T. Lambert 'Les jeunes psychotiques vus par leurs parents', in Handicap et Inadaptation, 1979, No 5.

3.1.6 - Conclusion

We thus have an overall figure of about 562 000 young people taken care of as non-residents or in special residential establishments. This figure does not include young people entirely taken care of by their families (and not attending school) or those who, although handicapped, are educated in a normal school environment. For the latter we have only the figure for those in secondary education - about 6 700. Finally, children who are the subject of monitoring action (action in the ordinary environment, mobile check-up service) are not included either.

The figure of 562 000 is no doubt an overestimate. Our sources are:

- joint Ministry of Health/Ministry of Education survey of special education structures, for the data given in the four lower boxes of Table 1, taken from a CTNERHI internal note¹;
- social assistance statistics, for the figure of 175 000 adjusted by subtracting placements in medical/social institutions and direct placements by the juvenile court judge as shown by the approved school statistics.

The risk of overestimating the overall number is linked to possible duplication in the above data.

3.2 - Adult handicapped persons (age 20 to 65)²

Their number can be estimated very approximately by three approaches (allowances, employment and demography).

¹ Figure 1, CTNERHI internal note, Mr Lambert: Young persons attending special residential or day schools (1978).

		In their family	Outside their family
Attending school:	Ordinary		173 000 (for the record)
	Special	Ministry of Education	234 000 16 000
		Ministry of Health	54 000 .85 000

² In 1976, a study of rationalization of budgetary options (RCB) was carried out by the Ministry of Labour. It was published in 1977 in Supplement 51 of 'Statistiques du Travail' under the title 'L'insertion professionnelle des handicapés adultes'.

3.2.1 - Allowances (number of recipients)

There are various allowances payable to persons with widely varying degrees of independence:

- allowances paid under the terms of the Law of 30 June 1975	450 000 ¹
- disablement pensions ² (general scheme, agricultural scheme, other schemes)	450 000
- pensions for victims of accidents at work (general scheme and other schemes)	90 000
- war pensions ³	150 000
- pensions from private insurance schemes	figures not available
	<u>TOTAL RECIPIENTS</u> 1 140 000

3.2.2 - Prevalence of handicaps (measurement of prevalence: handicapped population at a given moment)

The existing data are rather unreliable estimates despite the relative agreement between the sources⁴.

	Rate	Number
- Motor handicaps	0.70%	210 000
- hearing defects	0.16%	48 000
- sight defects	0.13%	39 000
	to 0.23%	to 69 000
- other physical handicaps	1.70%	510 000
	<u>TOTAL</u>	<u>300 000</u>
	to 2.80%	to 840 000

(Depending on whether the heading 'others' is included or not).

¹ These comprise (see Section 1 on 'Legislation'):

income guarantee for handicapped workers	55 000	} mutually exclusive
allowance for non-working handicapped adults (AAH)	340 000	
compensatory allowance	120 000	

Total number of recipients: between 395 and 515 000.

² Permanent disablement or incapacity greater than 50%. Arbitrary limit taking account of a certain level of severity (same convention as for the R.C.B. study, cf. 'Statistiques du Travail', 1977, Supplement 51).

³ Disablement greater than 80%. Different limit from that mentioned in the previous footnote (the same observation applies).

⁴ Labrégère, 'Les personnes handicapées', quoted above.
The 1977 RCB study (also quoted above) gives a different estimate based on the origin of the handicap (congenital, accidental or resulting from illness): 1 006 000 persons, of whom 580 000 with a handicap resulting from illness.

To be added to the above is a very approximate maximum number of 200 000 mentally handicapped adults (the rate of prevalence of mental handicap is significantly lower for adults).

This gives a number of handicapped persons similar to the previous figures, which include various physically handicapped persons.

It must be stressed that the statistical data on handicaps are of poor quality and have many gaps.

3.2.3 - The employment situation

See also Section 8 on the placement of and unemployment among handicapped workers.

The total in employment provides useful data for the overall number of handicapped adults.

4 - ROAD ACCIDENT VICTIMS

Table 4
Number of accidents, injuries and fatalities
for 1980 (provisional figures)

Total number of accidents causing	
- fatalities	12 267 (12 197 in 1979)
- injuries	325 470 (335 904 in 1979)
Total number of victims	337 737

After-effects of road accidents

The 'Association Générale des Sociétés d'Assurance contre les Accidents' (General Association of Accident Insurance Companies) has carried out studies of the consequences of road accidents for the victims, with particular reference to old people.

In 1979, the average degree of permanent incapacity for all victims was 10.2%. For persons over the age of 60 it was 13.5%. This proportion is also found for the degree of permanent disablement: of all victims, a third had a degree of disablement of 10% or more, whereas for victims aged over 60 the proportion was nearer 50%.

5 - VICTIMS OF ACCIDENTS AT WORK AND OCCUPATIONAL DISEASES

Table 5

Number of victims of accidents at work, accidents on the way to and from work and occupational diseases - 1979

Accidents resulting in time off

	At work	On the way to and from work	Occupational diseases
Total	979 578	154 662	4 095
of which:			
- permanent incapacity	104 206	28 715	1 967
- deaths	1 484	1 024	36

Source: Caisse Nationale de l'Assurance Maladie (CNAM - National Sickness Insurance Fund).

Table 6

Number of victims of accidents at work: breakdown by sex - 1979

	Male	Female	Total
Number of accidents resulting in time off work	888 562	125 489	1 014 051
Number of serious accidents (permanent incapacity)	92 536	12 993	105 529

Source: Caisse Nationale de l'Assurance Maladie (CNAM - National Sickness Insurance Fund).

Table 7

Number of victims of accidents at work: breakdown by age group - 1979

	Number of accidents resulting in time off work	Number of serious accidents (permanent incapacity)
Not specified	1 953	450
Under 16	756	98
16 - 19	94 804	4 118
20 - 29	350 347	23 526
30 - 39	231 974	25 562
40 - 49	193 851	28 007
50 - 59	125 425	20 127
60 - 64	12 475	2 894
65 and over	2 466	747
TOTAL	1 014 051	105 529

Source: Caisse Nationale de l'Assurance Maladie (CNAM - National Sickness Insurance Fund).

6 - SPECIAL EDUCATION

6.1 - Legislation on special education

The right to education for handicapped children and adolescents was laid down in the outline law of 30 June 1975 (cf. Section 1 above on this general law). It states: 'Education shall be compulsory for handicapped children and adolescents. They shall meet this obligation either by receiving an ordinary education, or failing that, a special education designed by a committee (Special Education Committee) to meet the special needs of each of them.

In addition to free education, there shall be other measures to assist their education (e.g. scholarships for adaptive education), to meet their transport and accommodation expenses and to provide care. There shall also be aid to families in the form of the special education allowance, as also laid down in the outline law of 1975.

The administrative structures of special education shall cover placement in special classes or establishments (classes sometimes attached to ordinary schools), as well as medico-educational or socio-educational problems'.

The 1975 Law also specifies the nature and content of special education (places and types of activity: pedagogical, psychological, social, medical and para-medical), but as the author of a comprehensive study of the question¹ notes, special education used perhaps to be too limited to teaching literacy and the acquisition of a manual trade:

'It is no doubt the extension of compulsory schooling which leads to a restatement of the problem of the aims of education in general and of special education in particular. There seem to be two reasons for this:

- the difference between the final levels raises the question of equality of opportunity;
- the extension of the period of schooling raises the question of precise preparation for adult life.

The aim of special education has thus gradually become as complete a preparation as possible of the handicapped person for entry into working life at the optimum level in the light of his abilities and preferences'.

6.2 - Significant statistical data

These cover the pupils in classes attached to ordinary public and private educational establishments and the pupils of the various special schools; the following table, moreover, distinguishes between the pupils and schools coming under the Ministry of Health and those coming under the Ministry of Education.

¹ Les Personnes Handicapées, by A. Labrégère, La Documentation Française, April 1981 (Notes et Etudes Documentaires series).

Table 8

Total number of pupils of both sexes in special education by establishment and responsible ministry, school years 1978-1979 and 1979-1980

	Number of establishments		Number of pupils 1978-1979	Number of pupils 1979-1980	Variation 1978-1979-1980 with constant survey field
	1978-1979	1979-1980			
Classes attached to a primary school	7 277	7 245	119 402	115 850	- 3 230
Special schools	166	161	11 388	11 784	+ 847
SES and workshop classes ^a	1 447	1 521	107 935	111 147	+ 638
ENP ^b	80	80	11 237	11 573	+ 87
Total for Ministry of Education	8 970	9 007	249 962	250 354	- 1 658
Medical establishments	377	388	19 343	20 165	- 364
Medico-educational establishments	1 761	1 756	121 694	121 037	- 1 372
Socio-educational establishments	722	697	33 698	31 627	- 1 123
Total for Ministry of Health	2 860	2 841	174 735	172 829	- 2 859
GRAND TOTAL	11 830	11 848	424 697	423 183	- 4 517

^a SES (Sections d'Education Spécialisée - special education sections) and workshop classes attached to ordinary establishments. Defined in a circular of 27 December 1967.

^b ENP (Ecoles Nationales de Perfectionnement - further training schools) and Ecoles Nationales d'Education Spéciale (special schools) were set up by the Law of 4 January 1954. They cater for persons with slight and moderate mental handicaps.

Source: Ministry of Education, quoted by A. Labrégère, cf. § 6.1.

Table 9
Breakdown of pupils by handicap (total
of 423 183 pupils - 1979-1980 school year)

Type of handicap	Total for all levels
Cerebral motor	4 511
Other motor	7 935
Other physical handicaps	10 208
Sensory:	14 243
- blind	1 725
- impaired vision	3 010
- deaf	7 247
- hard of hearing	2 261
Mental deficient	290 266
Maladjusted	89 537
Persons with more than one handicap	6 483
TOTAL	423 183

Source: Ministry of Education, quoted by
A. Labrégère, cf. § 6.1.

7 - RESETTLEMENT OF HANDICAPPED WORKERS, VOCATIONAL GUIDANCE AND REHABILITATION¹

One of the aims of the 1975 legislation is the integration of handicapped persons in the ordinary working environment (see Section 1 on, 'Legislation').

'Guidance on the various work opportunities and on social matters is the responsibility of the technical guidance and vocational resettlement committees (COTOREP)'. They advise on guidance towards the various work opportunities or the various accommodation facilities, as well as on the granting of allowances to handicapped adults. They do not take decisions on the granting of disablement pensions and industrial accident pensions.

The COTOREP are helped in the decision on guidance by the pre-guidance centres where the handicapped person is observed for a short period.

Preparation and follow-up are handled by the preparation and follow-up teams (EPSR), the number of which is at present limited (23 Départements have them). Their work is concerned mainly with the transition from the sheltered environment to the ordinary environment. It is done in cooperation with the National Employment Agency (ANPE), which has placement officers (PPTH) specialized in the placement of handicapped workers in the ordinary environment. There are about 100 of these working full- or part-time.

In 1980 the COTOREPs gave decisions on 430 000 applications. Three-quarters of these applications related to allowances (including disabled person's cards) and guidance

¹ This section drew heavily on a contribution from Mr T. Lambert of the CTNERHI (cf. Section 3).

within medico-social establishments, while the remaining quarter were applications for placement.

The COTOREPs have various work guidance options: preparation for return to working life, normal work, sheltered work, assistance to persons regarded as incapable of working, and income guarantees.

7.1 - Preparation for return to working life - Vocational training and rehabilitation

Return or access to working life involves rehabilitating the handicapped person for his former job, together with specific training. For this purpose there are vocational re-training centres, centres for retraining for work, psychotherapy centres and medico-vocational institutes.

The vocational rehabilitation (or retraining) and training establishments offer any worker recognized as handicapped by a COTOREP courses of training approved at the regional and national level. They prepare people for many trades in the various sectors of agriculture, industry and commerce, with a view to facilitating their vocational integration or reintegration in the ordinary working environment.

Table 10

Number of places by type of training and for the following three categories of establishment:

- 88 vocational retraining centres (including 7 ONAC centres)
- 5 centres for retraining for work
- 3 psychotherapy centres

Total number of centres	Type of training					All categories together
	Preparatory sections	Levels ^a			Total	
		V bis	V	IV and III		
96	4 235	924	6 181	918	8 023	12 258

^a Level of training

V bis: close or preparatory to CAP level (occupational aptitude certificate)

V: CAP

IV and III: Technicians and senior technicians.

Source: Ministry of Labour - Employment Commission, March 1981.

Table 11

Number of places by type of training in the medico-vocational institutes

Total number of institutes	Type of training				Total number of places	
	Preparatory sections	Levels ^a				Total
		V bis	V	IV and III		
183	467	8 594	943	9 537	10 004	

^a Level of training

V bis: close or preparatory to CAP level (occupational aptitude certificate)

V: CAP

IV and II: Technicians and senior technicians.

Source: Ministry of Labour - Employment Commission, March 1981.

Before vocational training or retraining is undertaken, functional rehabilitation may be necessary. Nearly 250 specialized private or public centres or services attached to hospital establishments provide about 20 000 places.

The main vocational rehabilitation and training establishments are:

- retraining centres set up by the State, by a public body or by bodies closely linked to the public sector: centres run by the adult vocational training association (AFPA), the national ex-servicemen's organization (ONAC) or the sickness insurance funds;
- private vocational rehabilitation centres approved by the State;
- officially approved retraining centres run by a group or firm.

The specialized vocational training establishments consist of the following:

- a) Vocational training establishments for young physically handicapped persons (cf. Section 6 above).
- b) AFPA centres. Many sections give priority to handicapped workers. As far as possible, the AFPA centres encourage access to the ordinary training sections and provide opportunities to follow their courses.
- c) Vocational retraining or rehabilitation centres set up by the Social Security administration or the agricultural social insurance association.
- d) Approved private vocational rehabilitation and retraining centres for handicapped persons who do not have the opportunity to resume their job and those who are seeking an initial vocational qualification.

There are thus throughout France about 100 establishments of this type offering vocational training usually lasting for a period of 11 months.

About 70 subjects are taught there, mainly electronics, office work and industrial design. Paid vocational training leads to an official diploma such as the Adult Vocational Training Certificate (CFPA), the Vocational Aptitude Certificate issued by the Ministry of Labour, or a declaration from a trade association entitling the holder to set up as a craftsman. During training the trainee is subject to medical and vocational checks.

e) The ONAC centres are empowered to assist not only war pensioners and war victims, but also:

- victims of industrial accidents and persons covered by social insurance;
- invalids receiving social assistance;
- handicapped workers.

Training leads to a diploma issued under the supervision of:

- the Ministry of Education (CAP, BEP, BTS);
- the Ministry of Agriculture (BAH);
- the trade associations.

7.2 - Placement in an ordinary work environment

512 000 handicapped persons are stated to be working for firms¹, comprising:

- 47 000 war disabled;
- 415 000 industrial pensioners (of whom 351 000 are victims of accidents at work);
- 50 000 handicapped persons (placed by the COTOREP).

The integration of these handicapped persons is made possible by the many incentives offered to firms (see also Section 1 on, 'Legislation'):

- financial aid for the improvement of work stations, for adaptation of machines and for improving access to workplaces (up to 80% of the cost);
- compensatory aid for additional managerial costs involved in adapting for the employment of handicapped workers (up to 50% of the cost);
- apprenticeship premiums for heads of firms who take on handicapped apprentices;
- obligation to have a quota of up to 10% of handicapped persons on the payroll (including victims of industrial accidents resettled in their own firm). This employment obligation may be compensated for by supply contracts or sub-contracting with sheltered work establishments, but nevertheless an estimated 20 000 firms do not comply with it and are fined accordingly.

Other individual aids granted to handicapped workers

These are una tantum grants to assist the vocational integration of the handicapped worker or his setting up in an independent trade after training towards which he has been guided:

- the resettlement grant, with a ceiling of FF 1 000, is paid by the COTOREP on application at the end of a training course;
- the establishment subsidy, which has now replaced the system of loans on trust, can, subject to the favourable opinion of the COTOREP, be granted to any handicapped worker who has completed a vocational retraining or training course. It has a ceiling of FF 10 000.

More recently, the Ministry of National Solidarity drew up a priority programme of specific measures to encourage the vocational integration of handicapped workers. This programme will be followed by an action plan scheduled for April 1982.

¹ Results of an annual survey carried out among industrial firms with more than 10 employees, for which 143 630 firms signed a declaration in 1979. The 1975 Law, however, has perhaps encouraged firms to declare persons already employed by them as handicapped.

Until then, the public sector has been asked to set an example in order to consolidate the integration measures and ensure that they are complied with. The normal work and training environment remains the prime aim of social and vocational integration. The compulsory employment quota must be better observed, particularly when new jobs are created.

7.3 - Sheltered employment and sheltered work

For handicapped persons whose capacity for work is lower than the normal level, there are forms of sheltered placement appropriate to the level of capacity:

7.3.1 - Sheltered workshops

These are suitable when the capacity for work is no lower than one-third of the normal. There are about 100 such workshops, with 5 000 places. These figures include centres for distributing work to be done at home, but there are few of these. They come under the supervision of the Ministry of Labour. 'The ultimate aim of the sheltered workshop (AP) is to facilitate, through a structure resembling the ordinary firm, the integration of handicapped persons in a normal work environment ... The APs produce goods for sale and sub-contract for ordinary firms.

... The centres for work at home organize very varied work (packaging, straw and cane-work, cabling, electrical and/or mechanical assembly, making up garments, secretarial and translation work, etc.)¹.

7.3.2 - Aid-through-work centres

These assist handicapped persons whose work capacity is lower than one-third of normal. There are about 600 centres with 40 000 places.

The centres come under the supervision of the Ministry of Health, particularly in that they are financed by a daily flat-rate allowance covering the board and lodging of the handicapped worker and the direct costs entailed in the operation of the workshop).

The flexibility of the legislation has made it possible to set up a large variety of establishments - apart from opportunities for vocational activities, the centres must provide medico-social and educational support. Consequently, the COTOREP can send to such a centre handicapped workers whose output is higher than one-third of normal output but who need medical or special assistance.

7.3.3 - The income guarantee

The 1975 outline law provided for a guarantee of income deriving from an occupation. This was introduced on 1 January 1978, and in 1980 more than 51 000 persons benefited from it.

The income guarantee is treated as a wage and paid directly by the employer to the handicapped workers. The State then reimburses the employer.

The guaranteed minimum wage (SMIC) is taken as the reference basis for fixing the income guarantee. The amount of the latter varies according to whether the work is carried out:

- In the ordinary working environment (100% of the SMIC with a possible supplement bringing it up to 130%);

¹ Extracts from the special issue 'L'entreprise et les handicapés' of the periodical 'Liaisons sociales', June 1979 supplement.

- in a sheltered workshop or distribution centre for work at home (normally 90%, possibly up to 130%);
- in an aid-through-work centre (CAT) (70% from the trial period onwards, rising to up to 110%). The State's contribution is limited to 55% of the SMIC;
- in the case of sheltered work in an ordinary industrial environment, the income guarantee is fixed at 80% of the SMIC, the total amount including benefits in kind.

Note: cf. Section 1 on, 'Legislation': handicapped persons who do not work may qualify for an allowance (AAH). In 1980 about 340 000 persons received the AAH.

A compensatory allowance is paid by the Social Assistance administration to cover the additional costs entailed in employing a third person or linked to occupational activities.

8 - PLACEMENT OF AND UNEMPLOYMENT AMONG HANDICAPPED WORKERS¹

8.1 - The employment situation (reference year 1979)

This paragraph summarizes and supplements various statistical data presented in the preceding section (resettlement and vocational rehabilitation). It provides a comparison between handicapped persons unfit for work and those who are able to work, and, among the latter, those who are unemployed and seeking work.

- Normal work in open industry	520 000
- sheltered work	50 000
cf whom: aid-through-work centres	45 000
sheltered workshops and centres for distribution of work at home	5 000
- unemployed	about 200 000 ²
- undergoing rehabilitation (functional or vocational)	30 000
of whom: in functional rehabilitation centres	20 000
in vocational rehabilitation and training centres	10 000
- unfit for work (whether at home or in an institution)	about 400 000
of whom: receiving AAH	340 000
in hostels and old people's homes	25 000
in psychiatric hospitals	20 000
in specialized reception centres	
	1 200 000

It is possible that some persons receiving allowances are not included in these figures. The earlier estimate may therefore be increased.

¹ This section is based on the contributions of Mr Thibault Lambert (CTNERHI, mentioned above) and Mr François Erulin, special assistant at the ANPE.

² The official figures (300 000) may be regarded as an overestimate.

8.2 - Handicapped workers and other workers seeking employment - comparative assessment

Rough estimates by the Ministry of Labour (Employment Commission) confirm those made by handicapped persons' associations: about 30% unemployed among handicapped adults (reference year 1980), three times the percentage among other workers.

The National Employment Agency (ANPE) has for some years been receiving about 15 000 job applications (see table below), and manages to place just over a third of the persons concerned.

Table 12
Unemployed (all categories taken together) and working population - October 1979

	Male	Female	All
Working population	13 027 540	8 458 886	21 486 426
Population seeking employment	608 666	895 328	1 503 994 ^a
Percentage	4.67%	10.58%	7.00%

^a Data corrected for seasonal variations.

Source: INSEE, population statistics report 1980.

Additional statistics (more recent)

In October 1981, the number of unemployed in France rose above 2 million. With 2 001 900 unemployed (gross figures), the increase reached 26.3% compared with October 1980. When corrected for seasonal variations, the increase is equal to 26.1%, with a total of 1 818 000 unemployed.

The ANPE divides handicapped persons and unemployed into five categories in terms of priority: war disabled and slightly handicapped - A, moderately handicapped - B, severely handicapped - C1 and C2.

It should be remembered that the classification of handicapped persons is based on the decisions of the COTOREP, whatever the origin of a handicap.

Table 13
Population dealt with by the ANPE and placements of handicapped workers, 1978-1980

Year	Registered applications for employment ^a	Applications for employment not met as at 31/12	Placements ^b
1978	14 078	17 263	4 053
1979	14 425	19 505	5 118
1980	15 046	19 658	5 735

^a Applications registered in Category 1.

^b Manual counting.

Source: ANPE, Forecasts and training division, 1981.

Table 14

Percentages of employment applications from handicapped persons not met at the end of the month, by date of request

Date of request \ Period	End of March 1979	End of March 1980	End of March 1981
1 month earlier	4.4%	4.4%	3.8%
1 to 3 months earlier	10.3%	9.6%	8.3%
3 to 6 months earlier	13.4%	12.7%	12.0%
6 to 12 months earlier	20.5%	19.4%	20.5%
12 to 24 months earlier	22.4%	23.1%	29.0%
more than 24 months earlier	29.0%	30.7%	30.4%
TOTAL NUMBERS ^a	17 933	20 003	19 799

^a Totals to be compared with applications as at 31 December shown in the previous table.

Source: ANPE, Forecasts and training division, 1981.

Table 15

Applications for employment from handicapped persons not met (at the end of the month) by age groups, 1979-1980)

	18 to 24 years		25 to 39 years		40 to 59 years		60 years and above	
		%		%		%		%
Applications for employment								
End of March 1979 (17 909)	2 885	(8.1)	5 206	(29.0)	9 233	(25.7)	585	(3.3)
End of March 1980 (20 967)	3 205	(8.0)	5 840	(29.2)	10 076	(25.2)	846	(4.2)
End of March 1981 (19 778)	3 308	(8.4)	5 957	(30.1)	11 634	(24.3)	879	(4.4)

Source: ANPE, Forecasts and training division, 1981.

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IRELAND

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1 - LEGISLATION

Source: This section on legislation was drawn up thanks to the cooperation of Mr G. Guidon and Mr B. Carey of the Department of Health and the abundant supply of documents provided by the National Rehabilitation Board, by Mr Cahill of the Rehabilitation Institute and by AnCO (Mrs C. Whyte and Mr Murdoch).

1.1 - The 1953 and 1970 Health Acts

These lay down the rules governing assistance to disabled persons under the responsibility of the Minister of Health.

This assistance provides for:

- a) the vocational training of handicapped persons with a view to employment suitable to their state of health;
- b) arrangements to be made with employers to place handicapped persons in suitable employment.

Section 68 of the 1970 Act lays down that the eight Regional Health Boards will run services for the training of handicapped persons with a view to employment. To this end, they may run institutions, workshops, farms, gardens and other facilities. A Board can, instead of providing these facilities, pay other institutions for doing so.

It should be noted that there are significant differences between the services provided by different Boards to the handicapped population in their sectors, and particularly between one category of disabilities and another within a single Board's sector.

1.2 - The National Rehabilitation Board (NRB)

The NRB was set up in 1967 by the Minister of Health under the 1961 Health (Corporate Bodies) Act.

According to its statutes, its duties comprise the supervision, running or making arrangements for the running of welfare services for persons who are disabled as a result of a physical defect or injury, handicap or mental illness.

The services provided by the NRB comprise:

- a) the coordination of the work of voluntary organizations running rehabilitation and training services for handicapped persons;
- b) the provision of medical treatment for handicapped persons;
- c) the organization of a service for the assessment of disability and vocational guidance;
- d) the training of handicapped persons for employment appropriate to their state of health;
- e) the organization of a placement service for handicapped persons;
- f) arrangements with other organizations for the training of handicapped persons.

The placement service operates with the help of 29 officials, including a director, and 7 regional offices supervised by the head office of the NRB in Dublin.

The NRB also runs an employment and advisory service, with 18 officials, for young persons under 18 years of age.

An important function of the NRB is to advise, examine and give its opinion on all new proposals relating to rehabilitation, and to submit recommendations to the Minister of Health, particularly in relation to financial aspects.

A Board appointed by the Minister of Health runs a special workshop for the training and employment of the blind.

Nearly all the institutions for the care and treatment of mentally handicapped persons, including vocational training and employment, are run by religious orders or voluntary organizations.

The running costs of voluntary organizations are met to a great extent by the Department of Health. Statutory assistance is given to voluntary organizations through various channels. This may be linked with a specific service, such as home treatment or subsidies for social assistance; it may be a direct gift from the appropriate Health Office, or it may be through funds allocated by Central Government.

1.3 - Reorganization

The role and functions of the NRB are regularly reviewed. In addition to the review of aims and of the organization of standard services, such as the placement service, youth service (for those under 18) and psychology service, the need for additional services - such as a research department - has been studied.

It is also planned to set up an information service on available aids in the new premises of the Board in Dublin. This service, which has hitherto been run by the Union of voluntary organizations, will be incorporated into those of the NRB.

1.4 - Statutory and voluntary bodies

The Health Boards continue to expand the already extensive services for disabled persons. The voluntary bodies have also continued to expand their services over the last few years. It is clear that the contribution of these bodies, which initiated services for and assistance to handicapped persons, is of major importance. Those responsible for the development of such voluntary bodies must receive every encouragement to continue expanding their services in the 80s.

A form of industrial training for mentally handicapped persons is provided in nearly all the psychiatric hospitals. There are also some centres providing mentally handicapped persons with training and preparing them for employment. These centres are run by voluntary bodies.

1.5 - The Rehabilitation Institute (commonly known as 'RE.HAB')

The Rehabilitation Institute is a special case among the statutory and voluntary bodies in Ireland. Originally created by a particularly dynamic director to provide treatment and reintegration for tuberculosis cases, the Institute has rapidly become the most important vocational training institution for handicapped persons among the voluntary bodies.

This national institution also caters for psychiatrically and mentally handicapped persons over 16, through the 'community workshops' for the unskilled or semi-skilled.

The aim of the Institute is to help handicapped persons to acquire the habit of working and the necessary skills to obtain remunerative employment and to ensure as far as possible employment in open industry for those who complete the course.

1.6 - AnCO: the National Industrial Training Authority

AnCO is a training body which prepares young apprentices and adults for a wide range of occupations in industry, commerce and services.

AnCO also offers special arrangements to enable handicapped persons to take part in its normal training courses for able-bodied persons.

In accordance with this aim, AnCO has for five years subscribed to the following declaration: 'In as many cases as possible, handicapped persons should be trained alongside able-bodied workers'¹.

Close contact is maintained with the NRB² and with other bodies dealing with handicapped persons, particularly with 'RE.HAB' for the training of instructors or for specific studies with a view to drawing up training programmes.

1.7 - The compulsory employment quota scheme for handicapped persons ('quota scheme')

In 1977 the government decided to introduce a 'quota scheme' for the employment of disabled persons. This obligation explicitly concerned only the public sector. The target laid down was a quota of 3% to be reached in the following five years (1977-1981).

The introduction of this 3% employment quota was regarded as the most significant development affecting rehabilitation in 1980.

Since 1977 the NRB has been deeply involved in the implementation and administration of the scheme. The Department of Labour is responsible for running it, with the assistance of an interministerial committee.

The National Economic and Social Council (in the same report mentioned in § 1.6 above) expresses the spirit of the quota scheme realistically as follows:

'... a properly devised compulsory employment quota scheme does not seek to create employment for disabled persons without consideration of their capacity to perform the work required. It is based on the hypothesis that the handicapped person, once he has found a job, should be able to do it thoroughly. This quota scheme seeks to facilitate access to employment for such persons'.

Finally, it should be pointed out that the principle of the quota, fixed at 3% compulsory employment in the public sector, also acts as an incentive measure for firms and employers in the private sector. This incentive seems so far to have had very gradual but undeniable results.

¹ Report on the training and employment of handicapped persons quoted on page 117 of 'National Economic and Social Council: major issues' No 50, 1980).

² NRB: National Rehabilitation Board (cf. § 1.2).

2 - BASIC DATA

Source: These data were kindly sent to us by Mr Guidon.

Total population by age group and sex

Age group	Male	Female	Total
0 - 14	527 030	502 878	1 029 908
15 - 19	162 278	155 089	317 367
20 - 24	135 808	130 463	266 271
25 - 29	121 590	117 837	239 427
30 - 34	112 749	107 367	220 116
35 - 39	91 757	86 721	178 478
40 - 44	81 799	77 608	159 407
45 - 49	77 774	74 667	152 441
50 - 54	75 588	76 098	151 686
55 - 59	76 127	77 938	154 065
60 - 64	67 804	69 872	137 676
65 and over	162 968	198 407	361 375
TOTAL	1 693 272	1 674 945	3 368 217

Source: Central Statistics Office - 1979 yearbook.

3 - ESTIMATES OF THE NUMBER OF HANDICAPPED PERSONS

3.1 - Registration of handicapped persons

Statistical information on handicapped persons has hitherto been compiled only on the basis of the lists of persons receiving pensions from the Health Boards and of the register kept by the Department of Social Insurance.

In 1980, the National Rehabilitation Board welcomed the introduction of a uniform registration system for handicapped persons throughout the country. This system was developed by a committee of representatives of the Health Boards in conjunction with various interested organizations, including the NRB itself.

The fundamental aim of the proposed data acquisition system will be to provide reliable and practical information on the needs of handicapped persons for the various types of services and aids.

3.2 - Estimate of the number of handicapped adults of working age

Source: The data were kindly provided by Mr G. Guidon.

- Long-stay patients in psychiatric hospitals	7 000
- Mentally handicapped persons in special residential units	5 000
- Civilian disabled persons in residential care	1 000
- Disabled persons receiving assistance (maintenance, allowances) from the Health Boards	23 000

- Persons receiving assistance from the Department of Social Welfare	
. pensions for long-term disablement	46 000
. invalidity retirement pensions	18 000
- disablement retirement pensions	5 000
- Blind persons	6 000
	TOTAL 111 000

4 - ROAD ACCIDENT VICTIMS

Source: National Institute for Physical Planning and Construction Research ('An Foras Farbartha')

Road accidents by age group and by sex

Age group	Male		Female		Total	
	Killed	Injured	Killed	Injured	Killed	Injured
0 - 4	12	97	12	67	24	164
5 - 9	22	257	10	142	32	399
10 - 14	19	272	4	167	23	439
15 - 19	62	723	18	309	80	1 032
20 - 24	72	1 165	14	470	86	1 635
25 - 34	66	1 205	6	290	72	1 495
35 - 44	36	496	17	409	53	905
45 - 54	36	415	14	239	50	654
55 - 64	55	334	15	192	70	526
65 and over	71	231	40	149	111	380
Age unknown	10	340	3	156	13	496
TOTAL	461	5 535	153	2 590	614	8 125

The 'Injured' category does not distinguish between slight and serious injuries.

5 - VICTIMS OF ACCIDENTS AT WORK

Source: Department of Employment - Labour Inspectorate - 1979

5.1 - Accidents at work, broken down into young persons and adults and by sex

Category	Male	Female	Total
Under 18	91	38	129
18 and over	3 232	272	3 504
TOTAL	3 323	310	3 633

The above totals include:

- 1 fatal accident which occurred among the group of males under 18;
- 31 fatal accidents which occurred among the group of males over 18.

5.2 - Consequences of accidents at work - 1979

Nature of injuries	Total
- Fractures	479
- Dislocations	31
- Sprains	745
- Traumatisms	11
- Amputations	63
- Lacerations	1 050
- Burns	223
- Bruises	736
- Asphyxiation	23
- Electric shock	5
- Superficial injuries	12
- Foreign bodies	223
- Fatalities	32
TOTAL	3 633

6 - SPECIAL EDUCATION

6.1 - Data

The most salient feature over the last five years has been the desire at national level to integrate handicapped children and adolescents into the ordinary school environment. This approach has begun to have a profound effect on many measures to assist young handicapped persons taken for the first time in the 1950s.

The present number of handicapped children receiving education in special schools is more than 8 000 (see the Table for 1980).

Although the special schools and classes for primary education operate within the general framework of the national educational system, they are for the most part residential. The Health Boards grant subsidies for the maintenance of the buildings and allowances to cover the children's residential costs.

The mentally handicapped constitute, together with the deaf and hard of hearing the largest group of pupils in special primary schools.

Special primary schools as at 30 June 1980

Type of handicap or establishment	Schools ^a	Teachers	Pupils ^b
Slight mental handicap	39	278	3 402
moderate mental handicap	29	229	2 164
emotional disturbances	14	64	493
hospital schools for the physically handicapped	10	18	231
day schools for the physically handicapped	7	42	465
blind and partially sighted	2	21	148
deaf and hard of hearing	5	166	817
delinquent children	3	27	190
itinerant children	4	15	170
reading difficulties	2	7	64
children with more than one handicap	2	5	15
TOTAL	117	872	8 159

^a In addition, there are 157 special classes for slightly mentally handicapped children with learning difficulties.

^b Three pilot centres for socially disadvantaged children are also operating on an experimental basis: total capacity is 100 for both sexes.

Source: Department of Education.

6.2 - Educational integration

The most important concern in the recent discussions on education in the centres for handicapped children has been that of integration.

This policy objective has been expressed particularly by the National Economic and Social Council (cf. 'major issues' No 50 - 1980):

'Handicapped children have the right to grow up as full members of the community. This has very clear implications for the type of educational and pedagogical measures required. It clearly implies a desire on the part of the handicapped children to receive normal education alongside their able-bodied companions.

..... Integrated education is essentially a system meeting the particular needs of handicapped children in the normal school environment and accompanied by a range of aids. These aids must meet the needs of children suffering from handicaps of various kinds and degrees of severity, and must include supervision distinct from that of the other children and safety arrangements to the extent that these are necessary'.

7 - VOCATIONAL TRAINING OF HANDICAPPED PERSONS

7.1 - The intensification of a policy of active reintegration

The training of the handicapped has been organized to a very large extent by private voluntary organizations on their own initiative.

In the 1980s the work of these organizations continues to be very important and there are also close mutual relations between them and the Placement Service. 'RE.HAB' (the Rehabilitation Institute, see 'Legislation' above) in particular continues to provide the greatest number of training places in its skill centres and community workshops. The latter are concerned with the employment needs of a wide variety of handicapped persons, and prepare them for employment in an open or sheltered environment.

There have been considerable improvements in the last few years in the measures to assist the vocational training of handicapped persons. In particular, the opportunity for them to follow the AnCO courses with non-handicapped persons and the fact that they participate in experimental work programmes make the task of final integration in the working environment much easier.

The care of handicapped persons was originally based on a form of segregation which placed the different categories of handicapped persons in special institutions such as training centres and schools. The present approach is to meet the needs of handicapped persons for maximum integration and participation in the various activities of society, such as education, employment, travel and social and cultural activities.

7.2 - Data

Source: Mr B. Carey, Department of Health

The total capacity of all the centres run by the various organizations exceeds 3 800 places.

All these centres have been approved by the Minister of Health for the purposes of State subsidies.

The 44 community workshops and the special training centres for persons with more than one handicap have a total capacity of 1 950 places. 24 sheltered workshops for mentally handicapped persons are divided amongst the regions covered by the eight Health Boards, with a capacity of 1 855 places (see tables below).

Community workshops and special training centres for persons with more than one handicap

Number of places by region and by Health Board - 1980

Region - Board	Number of places	Of which 'RE.HAB'
1. Eastern Board	507	318
2. South-Eastern Board	280	200
3. Mid-Western Board	148	50
4. Western Board	210	150
5. North-Western Board	266	166
6. Midland Board	176	176
7. North-Eastern Board	145	130
8. Southern Board	218	198
TOTAL	1 950	1 388

'RE.HAB' establishments as a percentage of the total: 71%.

Sheltered workshops for mentally handicapped persons

Number of places by region and by Board

1. Eastern Board	796 (679 for Dublin)
2. Mid-Western Board	91
3. North-Eastern Board	201
4. North-Western Board	160
5. South-Eastern Board	267
6. Southern Board	198
7. Western Board	142
	<hr/>
TOTAL PLACES	1 855

To this number must be added about 2 200 places in sheltered workshops and retraining units (work activation units) linked with the 22 psychiatric hospitals throughout the country.

In 1979 AnCO¹ (see 'Legislation') trained 12 445 adults and apprentices in 14 centres (see Table below). In June 1981, the estimated proportion of handicapped persons normally taking part in the AnCO courses was 3%. Nevertheless, it is possible for handicapped persons to be trained by AnCO without being registered as handicapped persons.

Number of persons trained by AnCO in 1979

All 14 centres together

Types of course	Total Number
Adults undergoing full training ^a	6 329
adults ^b	1 501
CYTP ^c	2 412
special workshops	707
	<hr/>
TOTAL	10 949
	<hr/>
apprentices	1 496
	<hr/>
TOTAL ADULTS AND APPRENTICES	12 445

^a Main courses.
^b Induction (initial integration period).
^c CYTP: Community Youth Training Programme (external projects)

It should be noted that the apprentices following AnCO courses alternating with apprenticeship in firms (trade apprentices) total 18 731 young people in seven categories of trades, and this total includes all five years of the apprenticeship training cycle.

¹ The AnCO data were kindly collected by the coordinator for handicapped persons, Mrs C. Whyte.

Finally, AnCO believes that the most suitable option has been chosen for presenting training opportunities to handicapped persons: they are fully integrated with the able-bodied persons at the stage of selection for final placement. Pre-training courses are naturally provided for those who have difficulty in making the transition from a sheltered environment.

8 - PLACEMENT OF HANDICAPPED PERSONS

8.1 - The NRB's placement service (see 'Legislation')

Source: Mr Carey and documents provided by the NRB.

Together with the Youth Employment Service, this service is the main channel for the placement of handicapped persons either in vocational training or in employment.

The placement officers are key figures in the process of rehabilitation of handicapped persons. Their role brings them into contact with all the voluntary and statutory bodies which care for handicapped persons.

One of their main tasks is to make use of the information on the most suitable training resources by opening up new employment opportunities for handicapped persons and encouraging their full integration in general working life.

The lack of adequate facilities for sheltered employment is the single, major problem confronting the placement service. A series of regional seminars for employers was organized in 1980 with the aim of implementing measures to facilitate placement in the course of 1980-1981 and removing the barriers caused by lack of understanding in order to open up new jobs for handicapped persons.

8.2 - Key data on the placement service in 1980

Number and types of cases handled by the service for adults (persons aged 18 and over)

Situation by type of handicap	Physical handicap	Mental illness	Mental handicap	Total
Cases in hand as at 1 January 1980	1 413	591	744	2 748
New cases referred in 1980	1 045	753	376	2 174
Cases re-opened in 1980	358	310	191	859
TOTAL	2 816	1 654	1 311	5 781
Cases pending as at 31 December 1980				
- in hand	917	285	168	1 370
- in vocational training	550	455	434	1 439
- in education	137	21	151	309
TOTAL	1 604	761	753	3 118

Situation by type of handicap	Physical handicap	Mental illness	Mental handicap	Total
Placement				
- direct	149	67	26	242
- employment obtained by the handicapped persons themselves	154	141	54	349
- sheltered employment	76	67	94	237
- vocational training	132	89	64	285
- education	6	-	2	8
TOTAL	517	364	240	1 121
Other cases registered				
- returned to medical care, loss of contact, etc.	695	529	318	1 542

Number and types of cases handled by the placement service for young persons (under 18 run by the NRB - 1980

Situation by type of handicap	Physical handicap	Mental illness	Mental handicap	Total
Cases in hand as at 1 January 1980	745	75	1 043	1 863
New cases referred in 1980	211	32	493	736
Cases re-opened in 1980	45	4	59	108
TOTAL	1 001	111	1 595	2 717
Cases in hand as at 31 December 1980 ^a	840	84	1 176	2 100
Placement				
- direct	85	9	132	226
- employment obtained by the handicapped persons themselves	64	7	155	226
- sheltered employment	21	-	59	80
- vocational training	111	21	174	306
- education	19	-	12	31
TOTAL	300	37	532	869
Other cases registered				
- returned to medical care, loss of contact, etc.	64	14	126	204

^a i.e. persons in education and in vocational training; persons available and ready for a job and persons recently placed.

8.3 - Data on unemployment

Source: Mr Guidon, Department of Health

Total of persons unemployed and ready for employment 83 800
of whom, seeking a first job 14 400

These figures do not include those who work at home or persons in full-time training.

Number of persons¹ registered with the NRB Placement Service and ready for
employment 800

¹ The number given here does not exactly reflect the number of handicapped persons unemployed but capable of working. There may of course be other handicapped persons who are not registered by the NRB and who would be capable of holding down a job offered to them. However, the Department of Health has no way of estimating the numbers involved.

IRELAND - LIST OF ADDRESSES

Department of Health

Hawkins House, Dublin 2

Mr G. Guidon, Mr B. Carey (Studies on rehabilitation, legislation)

National Rehabilitation Board
25 Clyde Road, Dublin 4

Mr John Furey (Chief Executive); Dr Thomas Gregg (Medical Director)

Department of Employment

AnCO - The Industrial Training Authority
P.O. Box 456, 27-33 Upper Baggot Street, Dublin 4

Mr Henry J.P. Murdoch (Personnel Director), Mrs Christine Whyte (Coordinator for handi-
capped persons)

Rehabilitation Institute

30 Leeson Park, Dublin 6

Mr Frank Cahill (Chief Executive) (Vocational training, sheltered work and employment)

ITALY

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1 - LEGISLATION

Sources: 1) Council of Europe, bi-annually updated anthology 'Legislation on the rehabilitation of handicapped persons in Europe';
2) Mr Francesco Calmarini, ENAIP (Rome);
3) Mr Umberto Vidali, Directorate-General for Employment and Social Affairs, Commission of the European Communities.

Italian legislation on disabled persons has undergone profound changes since 1968, and particularly in 1971. It continues to be marked by the predominance of the health sector in general, although legislative and regulatory guarantees extend to vocational training, which is regarded as one of the prime means of bringing about or improving the social integration of handicapped persons.

1.1 - War disabled

The earlier decrees of 1917, 1921 and 1950 have been replaced by that of 21 October 1978. The main purpose of this decree was to abolish the National Organization for War Disabled (ONIG). Following the legislative reforms of 1971 and 1978 (outline law on vocational training, see § 15), the centralizing role of the ONIG was no justified. Its tasks, including training, were transferred to other associations or local authority departments. Thus, civilian and military war victims are now treated in exactly the same way as other incapacitated or disabled persons.

1.2 - Victims of accidents at work

The National Industrial Accident Insurance Institute (INAIL) was set up on 17 August 1935. Its aims range from functional retraining of industrial accident victims to their reintegration through vocational rehabilitation or training. This public institution can also take responsibility for the placement of handicapped persons who are once more fit to work.

The INAIL originally ran hospital units which it had created for functional retraining - the orthopaedic traumatology centres (CTO). All but two of them have become financially independent.

In addition to the training or requalification centres (see § 15 below), the INAIL runs a number of other institutions:

- 4 functional retraining centres;
- 1 centre for paraplegics;
- 1 medico-social centre;

and some specialized centres for the retraining of the blind.

The CTOs, which have been independent since the hospital reform of 1971, provide surgical, orthopaedic and traumatological treatment. They also try to combine functional retraining with the treatment as early as possible.

For handicapped persons covered by the social security system, there are also functional

rehabilitation and vocational retraining measures very similar to those provided for industrial accidents.

1.3 - Other victims not covered by an insurance scheme

The vocational retraining aspect will be dealt with in overall terms (in § 17 below).

Italian legislation has been dominated since early 1979 by Law No 833 of 23 December 1978. This outline law clarifies and consolidates, for the second time, the health assistance initially provided for polio-myelitis patients, handicapped persons with infantile spastic paralysis and persons suffering from congenital dislocation of the hip. Law No 833 was itself preceded by another law, that of 13 October 1969. The latter had, in particular, introduced measures to improve the Law of 6 August 1966, which extended to all physically and mentally handicapped persons the benefits of the health assistance initially provided for poliomyelitis patients, spastic paralysis victims and congenital dislocation sufferers. These improvements raised the monthly assistance allowance for the disabled, and lowered the disablement limit above which the right to assistance applied. They also enabled the Ministry of Health to finance the setting up of rehabilitation centres and to award scholarships for the training of the medical and paramedical staff.

Outline Law No 833 on health reform

This law sets up the National Health Service, 'consisting of all the functions, structures and activities for the promotion, maintenance and recovery of the physical and mental health of the whole population'.

The State determines the aims of planning and ensures unified control of the activities, but delegates to the regions, which in turn delegate it to the municipalities, the administrative responsibility for implementation of the health reform.

The government is assisted by an advisory body with the power of proposal - the National Health Council - and a technico-scientific body - the Higher Institute of Health.

Health matters are organized on a 'territorial' basis: health protection is ensured by a complete network of Local Health Units (USL). One USL covers all the joint services which are provided in a given territorial division of the National Health Service. It is the regions which lay down the boundaries of USLs. The municipalities carry out all the administrative functions concerned with health and hospital services which are not expressly reserved for the State and the regions.

The USL is an operational structure (Article 15, 'Struttura Operativa dei Comuni') acting on behalf of the municipalities (singly or in association) and municipalities in mountain areas. Its constituent bodies are the General Assembly and the Management Committee.

The USLs provide the preventive, treatment, rehabilitation and forensic medicine services, ensuring for the whole population the health service levels laid down in Article 3.

Finally, a National Health Plan is proposed by the Government and adopted by the Parliament every three years. The first plan came into force in 1979.

1.4 - Authorities responsible for implementing the legislation and for rehabilitation

The INAIL (see § 1.2 above) is responsible for the rehabilitation and vocational retraining of industrial accident victims and handicapped persons in general.

The National Social Insurance Institute (INPS), set up in 1948, is the body responsible for insurance covering disablement, old age, unemployment and maternity. It contributes to the vocational retraining of tuberculosis patients, and in particular organizes general education, pre-training and vocational training courses.

The National Sickness Insurance Institute (INAM) is responsible for medical, hospital and pharmaceutical assistance and for functional rehabilitation when appropriate.

The Ministry of Labour and Social Security guarantees for handicapped persons vocational training courses in the vocational retraining centres of the INAIL, the approved centres of the National Free Association of Crippled and Disabled Civilians and in other vocational retraining centres approved or set up by this ministry.

1.5 - Measures for the vocational rehabilitation of handicapped persons

1) Laws No 932 of 1940 and No 218 of 1954 defined health assistance, but without specifying the limits or the aim, apart from the recovery of impaired functions. Neither training nor vocational guidance were mentioned as measures to be taken.

Laws No 1539 of 5 October 1962 and No 625 of 6 August 1966, covering civilian disabled and physically handicapped persons, also provide for the setting up of vocational qualification courses for any handicapped person and the creation of sheltered workshops for certain categories of disabled.

2) Law No 118 of 30 March 1971 modified the earlier laws (No 932 of 1940, No 218 of 1954 and No 625 of 1966) by providing for assistance to be extended to all categories of physically and mentally handicapped persons, with the exception of deaf-mutes and the blind, to whom other laws apply.

This law contains the first provisions on vocational retraining, qualification and conversion, and sheltered work for all categories of disabled without distinction. It was improved by Decree-Law No 30 of 2 March 1974 with regard to the calculation of pensions and allowances normally granted. Some changes appeared to conflict with the idea of social reintegration by resuming paid work, since a handicapped person could be encouraged not to go back to work.

3) Outline Law No 845 of 21 December 1978, on vocational training, modifies and further clarifies the rights of handicapped persons to vocational reintegration. The Law takes account of the new legislation of 1975 on regional government. The relevant article sets out the powers and function of the region: 'to promote, using the appropriate territorial structures, adequate psychopedagogical, technical and health assistance... in order to encourage social integration'.

The field of application of the law makes clear that whenever possible not only the vocational qualification of handicapped persons but also the measures necessary to guarantee their right to vocational training must be guaranteed (Article 4 d).

The law even makes recommendations of a pedagogical nature, encouraging the setting up of training courses and cycles by modules, alternating training with periods of work (Article 7). Finally, the organization of training management is specified in Article 8 through a measure adapted to the needs of handicapped persons.

Vocational training activities are organized in one or more cycles (never more than four), each lasting not more than 600 hours. Each cycle is intended for a group of trainees defined by their vocational preferences and their level of theoretical and practical knowledge. Continuous attendance at more than four cycles without intervening tests for aptitude for work is not allowed, except for trainees with physical, mental or sensory handicaps.

1.6 - Measures for the placement of handicapped persons

Compulsory placement

Law No 482 of 2 April 1968, concerning the general regulations governing compulsory em-

ployment in Government departments and private firms, reorganized the fragmentary earlier provisions.

Essentially, this law regulates, for any establishment with more than 35 employees, the compulsory employment in the public and private sectors of all categories of disabled (military and civilian war disabled, service disabled, industrial disabled, civilian disabled, blind, deaf mute, cured tuberculosis patients, etc.).

The law lays down the following total percentage of jobs to be reserved in private firms and Government departments for each category (the overall quota must be 35% of working staff):

War disabled	25%
Civilian war disabled	10%
Service disabled	15%
Industrial disabled	15%
War, service and industrial orphans and widows	15%
Civilian disabled	15%
Deaf mutes	5%

The percentage reserved for deaf mutes applies only to firms or Government departments having more than 100 employees. In the case of firms and Government departments with fewer than 100 employees and for the Autonomous Administration of the State Railways, the percentage of jobs reserved for deaf mutes is allocated instead to civilian disabled. The Law does not apply to persons aged over 55.

If there is an insufficient number of direct beneficiaries, they are proportionally replaced by the other categories, in accordance with the estimates of the Provincial Committee for Compulsory Placement.

The law lays down rules for payment, dismissal, exclusions, exemptions, etc., and sets up in each province a Provincial Committee for Compulsory Placement, consisting of the Director of the Labour and Employment Office who chairs it, one representative nominated by each of the organizations, bodies and associations for the disabled, three workers' representatives and three employers' representatives, nominated respectively by the most representative trade unions and by an industrial medical officer.

1.7 - Coordination

The need for national coordination of all activities relating to the rehabilitation of physically and mentally handicapped persons led the Ministry of Health to set up, within its own departments, a Social Medicine Service, Division III, with the task of harmonizing the various activities in this field.

The need was also felt for greater coordination among the various ministries involved in the problem of rehabilitating and reemploying disabled persons (Health, Labour and Social Security, Education and Interior).

The initial plan for the creation of a National Committee was in the end replaced, because of regionalization, by the creation in 1980 of a National Committee for the International Year of the Disabled. It has set up working groups and decided upon specific subjects to be discussed in order to improve the measures for social and occupational integration of handicapped persons.

The National Committee has also set up a Secretariat¹ with the task of publishing the

¹ Further information may be obtained directly from Division III of the Social Medicine Service.

conclusions of the working groups and disseminating useful information on care, functional retraining and reintegration into working life. Two bulletins are currently being distributed. One of their aims is to harmonize the rights of handicapped persons at European level.

Note: Further information may also be found in the section on Placement of disabled persons.

2 - BASIC DATA

2.1 - Total population of Italy

Table 1
Population broken down by age group and sex as at 1 January 1979

Age group	Male	Female	Total
0 - 14	6 664 166	6 326 859	12 991 025
15 - 24	4 302 960	4 137 709	8 440 669
25 - 44	7 638 362	7 642 019	15 280 381
45 - 64	6 061 815	6 612 369	12 674 184
65 and over	3 100 456	4 341 796	7 442 252
TOTAL	27 767 759	29 060 752	56 828 511

Source: ISTAT (Istituto Statistico Italiano) 1979 statistical year-book.

2.2 - Working population

Table 2
Working population by employment status, by sex and in relation to the total population

Employment status	Date X 1 000			Proportion in %		
	Male	Female	Total	Male	Female	Total
Total working population	<u>14 734</u>	<u>6 997</u>	<u>21 730</u>	<u>54.1</u>	<u>24.5</u>	<u>38.9</u>
Persons employed	14 043	6 116	20 159	51.6	21.4	36.1
of whom:						
declaring themselves to be employed	13 665	5 673	19 339	50.2	19.8	34.7
Persons seeking a job	691	880	1 571	2.5	3.1	2.8
of whom:						
seeking a first job	384	408	792	1.4	1.4	1.4

Employment status	Date X 1 000			Proportion in %		
	Male	Female	Total	Male	Female	Total
Persons who are not part of the working population	<u>12 482</u>	<u>21 594</u>	<u>34 076</u>	<u>45.9</u>	<u>75.5</u>	<u>61.1</u>
of whom:						
aged 14 to 70	4 941	13 533	18 474	18.2	47.3	33.1
aged under 13 or over 70	7 541	8 061	15 602	27.7	28.2	28.0
TOTAL	27 216	28 591	55 806	100.0	100.0	100.0

Source: ISTAT (Istituto Statistico Italiano) 1979 statistical yearbook.

2.3 - Working population by sector of activity

Table 3

Distribution of employed persons, by sex and by sector of activity according to their declarations

Sector of activity	Persons employed and having made a declaration			
	Male	Female	Total	% Male/Total
Agriculture	1 806	891	2 697	67.0
Industry	5 815	1 657	7 472	77.8
Other activities	6 045	3 125	9 170	65.9
TOTAL	13 666	5 673	19 339	70.7

Source: ISTAT (Istituto Statistico Italiano) 1979 statistical yearbook.

3 - ESTIMATES OF THE NUMBER OF HANDICAPPED PERSONS

Until the last few years no statistics were available on the whole of the country and the whole of the handicapped population.

However, the Ministry of Health had carried out a number of selective studies on certain categories of handicap. The estimates at that time put the numbers at about 600 000 physically handicapped persons and more than 1 000 000 handicapped persons altogether. In 1981 the Ministry of Health undertook a wider study - a micro-census covering 1 500 municipalities, 25 000 families and 75 000 persons.

This micro-census provided statistical data valid for the whole country; they constitute the first Italian national statistics on a well-defined proportion of the handicapped population. The initial results, and the following table, date from October 1981, and more detailed results will be available later.

Table 4

Number of handicapped persons with a permanent disablement, by type of handicap, sex and age group, as at 26 October 1981

Type of handicap	Percentages per 100 inhabitants						
	Total 57 mio	Male 28 mio	Female 29 mio	Age group			
				0 - 13 5 mio	14 - 49 28 mio	50 - 69 19 mio	70+over 5 mio
Blind	3.2	3.3	3.2	0.2	0.9	5.3	20.7
Deaf-mutes	1.4	1.7	1.1	0.5	0.7	3.0	3.4
Mentally handicapped	2.5	2.5	2.5	2.0	3.0	2.1	2.9
Physically/motor-handicapped	12.1	14.8	9.5	1.5	6.4	21.9	47.4
TOTAL	19.2	23.3	16.3				

Source: Ministry of Health, Directorate-General for Social Medicine Services.

4 - ROAD ACCIDENT VICTIMS

The causes of handicap and total disablement are still to a large extent the results of traffic accidents (sea, rail, road, etc.), with road accidents accounting for 97.1% in 1975. A study carried out in 1980 by the CNEL (National Council for the Economy and Labour) brought out the need to improve measures for road accident prevention. However, it is acknowledged that they already had a certain effect, since the study notes that between 1961 and 1975 the total number of vehicles on the road increased from 3 million to about 18 million. This sharp increase was fortunately not reflected in a comparable increase in the proportion of road accident fatalities.

Table 5

Number of persons killed in road accidents in 1965, 1970, 1973 and 1975

Year	Road accident fatalities			Estimate of the number of vehicles	
	Sex	Male	Female		Total
1965		9 466	2 185	11 651	more than 5 million
1970		10 821	2 777	13 598	more than 5 million
1973		11 106	3 222	14 328	more than 5 million
1975		9 613	2 734	12 347	about 18 million

Source: CNEL (National Council for the Economy and Labour), 1981.

5 - VICTIMS OF ACCIDENTS AT WORK AND OCCUPATIONAL DISEASES

The CNEL (National Council for the Economy and Labour, Section 4) also drew attention to the seriousness of the number and consequences of occupational accidents and diseases. Men, of course, remain more affected than women, particularly in industry. On the positive side, the CNEL study shows a drop in fatal accidents and occupational diseases in the course of the 1970s.

Table 6
Number of fatalities declared for victims of industrial accidents and occupational diseases, in 1965, 1970, 1973, 1976 and 1978, by sector of activity

Year	Industry	Agriculture	Civil Service	All
1965	3 636	1 145	673	5 454
1970	3 668	1 046	197	4 911
1973	3 440	1 126	32	4 598
1976	2 075	961	15	3 051
1978	1 688	800	9	2 497

Source: CNEL (National Council for the Economy and Labour), 1981.

This drop in the number of fatal accidents is confirmed in the total number of victims of industrial accidents or occupational diseases.

Table 7

Total number of victims of industrial accidents and occupational diseases, with all sectors of activity taken together, by significant years

(see previous table)

Year	1966	1970	1973	1976	1978
Number of victims	1 374 115	1 659 986	1 613 259	1 387 011	1 261 103

Source: INAIL (National Industrial Accident Insurance Institute), 1980.

Table 8
Distribution of victims of industrial accidents alone, by sector
of activity and by sex in %, 1978

Year	Industry			Agriculture			Total		
	Total number of cases	%		Total number of cases	%		Total number of cases	%	
		Male	Female		Male	Female		Male	Female
1976	1 019 956	91.1	8.9	179 354	74.4	25.6	1 199 310	88.63	11.3
1977	992 763	91.2	8.8	168 802	75.2	24.8	1 161 565	88.91	11.0
1978	925 541	91.1	8.9	160 078	75.1	24.9	1 085 619	88.76	11.2

Source: CNEL (National Council for the Economy and Labour), 1981.

6 - SPECIAL EDUCATION

6.1 - Legislation

The educational system for handicapped children comes under the supervision of the Ministry of Education (Ministero della Pubblica Istruzione). This ministry shares with the municipalities the responsibility (pedagogical and management of premises) for establishments within the social and health fields.

Compulsory education begins at the age of 6 and continues to the age of 14. This normally also applies to handicapped children.

Education for children suffering from sensory handicaps was introduced in 1920 and extended to other categories of handicapped children in 1962. However, very soon after that the tendency emerged to encourage the integration of handicapped children in ordinary schools.

Then, in 1977, all special schools and classes were abolished by Law No 517 of 4 August, which sets out the 'criteria for the assessment of pupils and the abolition of special examinations, and criteria for reforming educational organization'. The law sets out measures to assist handicapped children, such as the inclusion on complementary activities organized for groups of pupils or individual tuition to meet the needs of the pupils. In principle a maximum of two handicapped children can be included in a class.

Specialized teachers may be requisitioned, even if they belong to special departments (outside the Ministry of Education), and there must be provision to integrate the socio-pedagogical service and special forms of support (according to the respective areas of competence of the State and the local authorities) within the limits of a given budget and on the basis of a programme prepared by the district schools council.

Note: Since the effective integration of handicapped pupils is necessarily a gradual process, the following table summarizes the special classes and schools still operating (see next page).

6.2 - Statistical data¹

Note: The Ministry of Education published in October 1980 a report on 'the integration of handicapped pupils in nursery schools and compulsory education - regulations and statistical data'. The following tables are all drawn from this study.

Table 9

Number of handicapped pupils in local authority schools: nursery, primary and middle schools; 1979-1980 school year, by major geographical regions, and percentage of total number of pupils

Educational category	North		Centre		South & the two islands		Italy		
	Number of handicapped pupils		Number of handicapped pupils		Number of handicapped pupils		Total number of pupils	of whom handicapped pupils	
	Number	%	Number	%	Number	%	Number	Number	%
Nursery schools	2 240	0.9	1 032	0.8	2 001	0.6	747 241	5 273	0.7
Primary schools	28 863	1.7	12 414	1.9	22 630	1.4	4 060 369	63 907	1.6
Middle schools	8 910	0.7	3 639	0.8	3 047	0.3	2 946 428	15 596	0.5
TOTAL	40 013	1.2	17 085	1.3	27 678	1.3	7 754 038	84 776	1.1

Source: See Note above.

Table 10

Number of special schools and number of special classes (or sessions) operating in the local authority schools

By major regions	North	Centre	South and the two islands	Italy as a whole
Special schools	179	92	86	357
Special classes in local authority schools	353	46	413	812

¹ Further information may be obtained from Mrs Luciana Monaco, Reparto degli Studi, Ministero della Pubblica Istruzione, Rome.

7 - VOCATIONAL REHABILITATION AND PREPARATION FOR EMPLOYMENT OF HANDICAPPED WORKERS¹

7.1 - Summary of legislation (see also Section 1)

Vocational training or rehabilitation measures in preparation for employment are regarded in Italy as important preconditions for the full integration of handicapped persons into society.

Training activities were originally run in many cases by specialized independent institutions. This type of training activity had to establish itself in an environment which was hardly favourable to the needs of handicapped persons, even in terms of family attitudes, and in the training environment itself, which only imperfectly prepared handicapped persons at the end of their training for integration in the social environment.

The integration of handicapped persons in and by training was therefore to be one of the first steps in finding new solutions for physically and mentally handicapped persons as well as for 'physically and mentally healthy' persons.

Integration in education took place in the 1970s (see Section 6 above), accelerated by the regionalization of institutions. Law No 845 of 21 December 1978 (see Section 1, 'Legislation', above) defines the powers of the regions in the field of vocational training, including that for handicapped workers, but above all (Article 8) upholds the latter's right to initial training when their handicaps do not allow them to follow ordinary courses.

7.2 - Organization of vocational rehabilitation and training and preparation for employment

Vocational training of handicapped persons is available to young people over the age of 15 and to those who have completed compulsory education.

Training may be given in four different forms, at the initiative of the regional authorities:

- integrated with ordinary training courses, with a fixed quota of places for handicapped persons;
- in special courses designed for handicapped persons who are unable to follow ordinary courses or who need treatment and pre-training assistance;
- in medical or social centres, where complete rehabilitation is aimed at;
- in training courses within companies, organized by them to introduce handicapped persons to the world of work.

Among the many associations involved in vocational training and rehabilitation of handicapped persons, the ACLI² National Association for Vocational Training (ENAIP) has particularly developed educational, vocational and social measures adapted to the needs of handicapped young people and adults. The ENAIP itself grew out of a workers' movement which is very widely established in Italy, and can therefore rely on a wide network of other associations and, for job opportunities, on practical and continuous experience of industrial life.

The regionalization of institutions (Law of 27 July 1975) affected the ENAIP in the same way as any other national organization.

¹ This section is mainly drawn from Bulletin No 2, 1980, of the CEDEFOP (European Centre for the Development of Vocational Training) and has been supplemented with information provided by Mr Francesco Calmarini, ENAIP, Rome.

² ACLI: Christian Association of Italian Workers (now without denominational links).

The USL (Local Health Units, see Section 1, 'Legislation') had already taken over administrative and educational control of the specialized training and functional rehabilitation centres formerly run by the INAIL (the vocational training centres themselves passed under the direct control of the regional authorities).

Accordingly, the ENAIP headquarters and its former regional delegations share administrative responsibility with the local authorities; however, the ENAIP continues to carry out studies on behalf of the regions and to centralize consideration of and exchanges of views on the training of instructors, the drawing up of new teaching programmes, etc.

In 1980, after 25 years of activity, the ENAIP decided to clarify the nature of its tasks on behalf of handicapped workers and of workers in general. This resulted in the 'Proposta Formativa'. This 'training proposal' or set of general guidelines on the training and further education of workers constitutes a true training charter. Final aims, summed up as 'workers' participation in the political and economic life of employees', are contrasted with 'intermediate aims' comprising the technical and cultural aspects of training as well as research methods, methodological adaptability and harmonization of training subjects.

In addition, the ENAIP - like other training bodies - now wishes to improve the links between training and employment.

7.3 - Data on technical and vocational training courses

Table 11

Total number of courses and participants by type of training and by sex, 1977-1978 academic year

Type of training	Basic qualification			Vocational specialization			Totals		
	Courses	Participants		Courses	Participants		Courses	Participants	
		Male	Female		Male	Female		Male	Female
Italy	10 172	194 535	91 709	1 400	28 196	11 466	11 572	222 731	103 175
North-Centre	8 370	161 833	79 968	1 305	26 517	11 041	2 675	188 350	91 009
Mezzogiorno	1 802	32 702	11 741	95	1 679	425	1 897	34 381	12 166

Source: ISTAT, 1980.

Note: Total number of teachers/instructors: 49 625. Data on the social integration of adults, organized by the Ministry of Education, are also available.

Table 12

Number of courses and participants, by type of instruction and activities for adults, 1977-1978 academic year

Type of institution	1977 - 1978		
	Number of courses	Participants	
		Male and female	Female
Experimental middle school (Scuola Media) courses for workers	4 131	84 702	-
Courses run by the workers' school	3 817	49 525	26 181
Secondary education refresher courses	2 379	39 831	12 134
Further education social centres	1 332	76 837	33 032
Cultural refresher courses	668	14 048	6 879

Source: Ministry of Education, 1979.

The training capacity of the ENAIP has steadily increased over the last ten years, doubling between 1971 and 1979. The contribution of the European Social Fund is widely recognized as one of the factors in this development.

Table 13

Number of persons trained by the ENAIP, by regional centres, between 1971 and 1981

Academic year	Regional centres	Participants in training courses
1971 - 1972	13	987
1973 - 1974	13	1 267
1975 - 1976	13	1 619
1977 - 1978	19	1 697
1978 - 1979	19	1 927
1979 - 1980	19	1 882
1980 - 1981	19	2 020

Source: ENAIP.

Moreover, mention should be made of the very close cooperation over the past six years between the ENAIP and three regional centres set up as part of the 'European Rehabilitation Network': the vocational training centre run by the Bologna Committee, the Don Calabria Vocational Centre in Verona and the Centre for Research on Integration of Handicapped Persons run by the Capo d'Arco Committee in Rome.

8 - PLACEMENT AND COMPULSORY EMPLOYMENT OF AND UNEMPLOYMENT AMONG DISABLED PERSONS¹

8.1 - The policy on compulsory employment of handicapped persons

Extension of the scope of the law on the placement of mentally handicapped persons:

by circular letter No 16 733 - 6 - 44 of 9 August 1980, this extension of the Law of 2 April 1968 on the placement of handicapped persons (see Section 1, 'Legislation') is based on a new and non-exclusive interpretation of Article 5.

Implementation of the Law of 1968:

The Ministry of Labour takes the view that recent legislation clearly goes beyond any distinction between physical and mental handicaps when it comes to educational integration, vocational training, prevention and all forms of economic assistance.

Recent beneficiaries of placement by compulsory employment:

Those with visual handicaps who have vocational qualifications other than those of telephonist, masseur or masseur/kinesitherapist.

The Administration also follows for the possibility of suspending employment obligations for the duration of the training periods organized by a firm depending on its sector of activity and up to a maximum percentage laid down in an indicative table for each sector.

8.2 - Overall quota system for compulsory employment and quotas reserved for sheltered categories

Law No 482 of 1968 stipulates that the quota system must not cause economic imbalances (see Section 1, 'Legislation', for the distribution of the overall quota of 15%). The Ministry of Labour therefore takes the view that the overall quota of 15% of working staff (Article 11 of the Law) constitutes the definite limit for the compulsory employment of handicapped persons in the private and public sectors.

8.3 - Main data on compulsory employment: placement and unemployment

The following two tables show respectively the number of handicapped persons employed in accordance with Law No 482 of 2 April 1968 by public and private companies, and the number of persons entitled to such employment and registered on the special list of compulsory posts, but still looking for a job.

These data were drawn up by the Directorate-General for Manpower Offices (Division VII, see § 8.2 above), Ministry of Social Security.

¹ Information obtained from Mr Zeuli, Head of Division VII, Directorate-General for Manpower, Ministry of Labour and Social Security.

Table 14

- A) Number of persons benefiting from the compulsory employment provisions (1968 Law) according to the prescribed distribution of the overall quota of 15%, placed in public and private companies.
- B) Number of persons benefiting from the compulsory employment provisions, registered on the special list, but still looking for a job.

15% quota, prescribed categories	Number of beneficiaries All regions taken together	
	A)	B)
Military war disabled	30 148	249
Civilian war disabled	13 224	1 788
Persons disabled in the service of the State	18 925	2 736
Industrial disabled	43 487	10 554
Civilian disabled	127 498	180 769
Deaf-mutes	8 029	2 031
Widows and orphans	67 742	28 376
Refugees	19 489	3 226
Former tuberculosis patients	966	370
TOTAL	329 508	230 099

Source and date: See above, Ministry of Labour, September 1981.

It should be pointed out that all the current provisions do not appear to be enough to meet the applications for employment under Law 482 of 1968.

The Labour Committee of the Italian Chamber of Deputies, which coordinates the various bills tabled by Members of Parliament, has set up a restricted Committee to look into appropriate measures.

However, the most recent statistical data from the Directorate-General for Manpower Offices (see above) showed an appreciable stabilization in the number of handicapped persons registered for compulsory placement but still without a job, and a slight increase in the corresponding placements (see following table).

Table 15

Number of persons benefiting from the provisions of Law No 482 of 1968, placed or still without a job, comparison between the 1st and 2nd halves of 1980

1980	Handicapped persons benefiting from the provisions of Law 482							
	Registered but without a job		Workers employed in:					
			Private sector		Public sector in the regions		Total	
	30.6	31.12	30.6	31.12	30.6	31.12	30.6	31.12
All regions taken together	230 099	215 374	248 046	316 282	81 462	90 246	329 508	406 528

Source and date: See above, Ministry of Labour, September 1981.

8.4 - Unemployment among handicapped persons in comparison with the working population

According to a recent official communication from the Ministry of Labour and Social Security to the Chamber of Deputies (sitting of 30 July 1981), the national total of persons seeking employment as at 30 April 1981 was 8.1% of the estimated working population in 1981, i.e. more than 1 826 000 unemployed.

Of this total, unemployed young persons between the ages of 14 and 29 represent 74.2%, i.e. 1 355 000.

The distribution by sex of the total number of unemployed is as follows:

- men 5.1%
 - women 14.2%
 } of the working population.

Geographically, 6.5% of these unemployed are found in the Centre and North and 11.6% in the Mezzogiorno.

For the purposes of comparison, figures for unemployed handicapped persons can only be obtained from the data collected in connection with the implementation of the compulsory employment provisions.

The reader is therefore requested to refer to the tables in § 8.2 above.

ITALY - LIST OF ADDRESSES

Ministry of Labour and Social Security

Directorate-General for Vocational Guidance and Rehabilitation of Workers, Division II,
Via Flavia 6, Rome

Mr Nicola Agnini, Director of the Press Service (Legislation and Employment of Handi-
capped Persons).

Directorate-General for Manpower Offices, Division VII

Mr Zeuli (Demographic statistics and specialized statistics on handicapped workers,
compulsory employment, etc.)

Ministry of Health

Directorate-General for Medical and Social Services, Division VI
20, Viale dell'Industria, 00100 Rome

Mr A. Camara, Director-General

Mrs Pellegrini (Studies on the handicapped population)

Mr Santoro (Legislation, social and statutory measures)

Ministry of Education (Pubblica Istruzione)

Office for Studies and Planning
Via Carcani 61, Rome

Mrs Luciana Monaco (Studies on special education)

Italian Statistical Institute (ISTAT)

Via Cesare Balbo, Rome

Mr Pinto, Director-General (Specialized statistical studies on causes of disablement,
demographic aspects, employment, etc.)

ENAIIP ('ACLI' National Agency for Vocational Training)

Via Giuseppe Marcora 18, I-00153 Rome

Mr Francesco Calmarini, Coordinator

LUXEMBOURG

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1 - LEGISLATION¹

1.1 - Historical account, description

Legislation on handicapped persons was initially based to a large extent on the rules and activities of the social security system. The aim was to protect and help persons eligible for allowances and pensions. The main texts are:

- the Act of 17 December 1925, subsequently amended, which lays down the Social Insurance Code (Article 109)
- the Act of 25 February 1950, which guarantees assistance to war victims with physical injuries.

The social security system is conventionally made up of the following branches, on which rehabilitation legislation is based: sickness insurance, accident insurance, retirement pensions, family allowances, and unemployment protection.

More specifically, the pension services are divided into five funds: Caisse de retraite des employés en entreprise privée (CPEP) (private employees), Assurance contre la vieillesse et l'invalidité des ouvriers (AVI) (workers' old age and disablement insurance), Caisse de retraite des artisans (craftsmen), Caisse des retraites agricoles (farm workers), Caisse de retraite des commerçants et industriels (shopkeepers and industrialists).

1.2 - The establishment of the FNS

The legislation on rehabilitation was subsequently improved. The Act of 30 July 1960 set up the Fonds National de la Solidarité (FNS) (National Solidarity Fund), which is an integral part of the social security system. In setting up the FNS, this Act guarantees old persons or persons officially considered unfit for work sufficient means to keep them from poverty.

The FNS is mainly financed from the State budget as well as by subsidies from the Communes and by a share in the profits from the national lottery.

1.3 - The rights of disabled workers

The Act of 28 April 1959, whose scope was extended by the Grand-Ducal Order of 30 June 1961, defines the status of 'handicapped worker', which can be conferred on anyone whose working capacity is reduced by at least 30% owing to physical or mental disability, and gives priority to the employment of persons accorded this status. This Act also set up the Office for the Employment and Vocational Retraining of Handicapped Workers. Finally, the 1959 Act (often referred to as 'the OTH Act') lays down that handicapped persons should be provided with the means necessary for occupational and social reintegration (see Chapter 9 on Placement and Vocational training).

Workers who are nationals of a Member State of the EEC are also covered by the provisions of the 1959 Act, in particular as regards occupational retraining; the Grand-Ducal Order of 28 March 1972 specifies that they should have been engaged in paid work in the Grand-Duchy and that the handicap invoked should have been contracted during paid work carried out in Luxembourg.

¹ This section has been read through by Dr Huberty-Krau, Direction de la Santé, Luxembourg (tel. 40 801) and Mr Hilger, of the OTH, Administration de l'Emploi, Luxembourg.

1.4 - The severely disabled

The Act of 16 April 1979 introduced a special allowance for the severely disabled. Under this Act, severely disabled persons are defined as persons requiring constant assistance from another person. Any disabled person who has resided legally in the Grand-Duchy for at least 10 years is eligible for this allowance. If the person concerned is a child (minimum age 3 years), this residential qualification must be met by the father or mother.

Disabilities occurring after the age of 65 are considered as being due to the old age of the applicants and do not entitle them to the allowance. This restriction does not apply to blind persons.

2 - BASIC DATA

Source: Statistical Office (STATEC), in particular Mr Raymond Hastert, Inspecteur Principal (tel. 47 941)

2.1 - Total population of the Grand-Duchy of Luxembourg

Total population in 1979, with sex and age group breakdown

Age group	Male	Female	Total
0 - 14	35 448	33 789	69 237
15 - 24	28 803	28 507	57 310
25 - 44	54 229	50 749	104 978
45 - 54	24 455	23 962	48 417
55 - 64	15 565	19 113	34 678
65 and over	19 610	29 431	49 041
TOTAL	178 110	185 551	363 661

The total population of Luxembourg nationality in 1979¹ was 271 598, i.e. 74.68%, and of foreign nationality 92 063, i.e. 25.31%.

2.2 - Working population

Total number of persons of working age (as at 31 December 1979)

Population between 15 and 64 years of age		
Male	Female	Total
123 052	122 331	245 383

¹ The population at the end of 1980 was estimated at 365 100, compared with 339 841 in 1970.

Working population in employment and persons seeking employment

Population concerned	1978	1979	1980
Persons in employment	156 600	158 200	159 800
Persons seeking employment	1 200	1 100	1 100
TOTAL	157 800	159 300	160 900

3 - ESTIMATES OF THE NUMBER OF HANDICAPPED PERSONS

Source: Dr Huberty-Krau, Public Health Directorate

By and large, the situation existing in 1970 and 1971 has not changed. The duties of the disabled persons service, attached to the Health Directorate of the Ministry of Public Health, were redefined by a Ministerial Order of 24 November 1970. They include the registration and indexing of all handicapped persons (previously limited to persons with polio-myelitis), medical-social surveillance of persons recognized as disabled, drawing up an overall plan of requirements, and putting forward proposals for the setting up of appropriate services and establishments.

A central index was set up in 1971 but there are as yet no sufficiently accurate data to estimate the total number of persons with all types of handicap. However, since the Act of 16 April 1979 introducing a special allowance for severely disabled persons became law, 2 126 applications for the abovementioned allowance had been made to the National Solidarity Fund (by 1 July 1981); 502 of these applications were turned down.

The reader is also referred to the data provided by the OTH on the vocational retraining and placement of handicapped persons (Chapter 9).

4 - ROAD ACCIDENTS

Source: STATEC data for 1978 and 1979

4.1 - Comparative data

	1978	1979
Number of motor-vehicles of all types on the road	181 998 ^a	192 978 ^a
Number of vehicles of all types involved in accidents	6 232	6 269
Total number of accidents	4 019	4 058

^a Excluding agricultural machinery.

4.2 - Accidents and casualties in 1976 and 1978 according to seriousness of accident

Accidents - Casualties	1976		1978	
	Number	%	Number	%
Total number of accidents	3 809	100.0	4 019	100.0
- accidents involving bodily injury	1 696	44.5	1 564	38.9
. fatal accidents	90	2.4	88	2.2
. non-fatal accidents	1 606	42.1	1 476	36.7
- accidents involving material damage only	2 113	55.5	2 455	61.1
Total number of casualties	2 543	100.0	2 275	100.0
- fatalities	100	3.9	102	4.5
- injured	2 443	96.1	2 173	95.5
. seriously injured	1 043	41.0	941	41.4
. slightly injured	1 400	55.1	1 232	54.1

4.3 - Road users involved in accidents in 1976 and 1978, by age group

Age group	Year	Motor-vehicles excluding motor-cycles	Motor-cycles	Cycles	Pedes-trians	Railway, trailer, combinations, etc.	Unknown or involving animals	Total
Under 18	1976	11	92	71	123	-	-	297
	1978	13	117	43	107	-	-	280
18 - 20	1976	633	89	11	14	-	-	747
	1978	681	28	2	4	-	-	715
21 - 24	1976	811	34	5	12	-	-	862
	1978	857	27	3	10	-	-	897
25 - 29	1976	816	24	1	11	1	-	853
	1978	851	17	2	14	1	-	885
30 - 39	1976	1 213	19	6	19	-	-	1 257
	1978	1 271	14	4	25	-	-	1 314
40 - 49	1976	784	22	10	28	-	-	844
	1978	794	12	4	27	-	-	837
50 - 59	1976	380	8	9	28	-	-	425
	1978	448	2	4	21	-	-	475
60 - 64	1976	131	1	1	22	-	-	155
	1978	103	2	1	17	-	-	123
65 and over	1976	128	11	2	54	2	-	197
	1978	163	6	8	48	-	-	225
Age un-known	1976	675	7	4	1	-	25	712
	1978	815	11	2	3	-	28	859
TOTALS	1976	5 582	307	120	312	3	25	6 349
	1978	5 996	236	73	276	1	28	6 610

5 - ACCIDENTS AT WORK, ACCIDENTS ON THE WAY TO AND FROM WORK, OCCUPATIONAL DISEASES

5.1 - Number of accidents reported in industry, as at 31 December 1979

Source: Industry branch of Accident Insurance Association (AAI), Mr R. Hastert

In all, 16 991 accidents were reported, of which 15 752 were acknowledged, 1 091 were not acknowledged and 148 are in abeyance. In addition, the following accidents were reported:

- 416 accidents sustained by civil servants, public employees and local government employees (compared with 378 in 1978);
- 2 817 school accidents (2 719 in 1978);
- 366 accidents (including three fatalities) sustained by military personnel (268 in 1978, including three fatalities);
- 286 accidents sustained by persons covered by EEC regulations and various international conventions (223 in 1978).

Accidents reported between 1976 and 1979

Year	Accidents at work		Accidents to and from work		Occupational diseases	Total accidents	Total fatalities
		fatal		fatal			
1976	15 994	30	1 364	7	54 ^a	17 412	38
1977	14 788	19	1 250	9	43	16 081	28
1978	14 571	23	1 286	11	50	15 907	34
1979	15 323	33	1 614	6	54	16 991	39

^a Only one fatality in 1976.

5.2 - Accidents reported in agricultural sector

Source: Agriculture branch of Accident Insurance Association (AAA) - Mr R. Hastert

In all, 1 558 accidents were reported in 1979, 43 of which were not acknowledged.

Breakdown of acknowledged accidents between 1975 and 1979 according to nationality (Luxembourgers/foreigners)

	1975	1977	1978	1979
Luxembourgers	1 700	1 482	1 555	1 381
Foreigners	170	153	163	134
TOTAL	1 870	1 635	1 718	1 515

6 - SPECIAL EDUCATION AND 'L'EDUCATION DIFFERENCIÉE' IN THE GRAND-DUCHY¹

6.1 - 'Special' education

This has to be distinguished from education outside ordinary schools, since it is based on the principle of integration. Historically, it was only quite recently that education legislation started to cover the school education of handicapped children. The 1912 Act on pre-school and primary education in Luxembourg exempted handicapped children from attending school. The only exceptions were deaf and blind children, for whom special regulations had already been passed in 1900.

The 1963 Schools Act, amending that of 1912, covers ordinary education. It includes an initial reform of the education given to slow learners. Under the Act, schooling is compulsory for all children between the ages of 5 and 15, but this period can be extended to 21, or even further if necessary, in the case of handicapped children. The Act does not, however, explicitly mention physically handicapped children.

The Ministry of Education uses the term 'special education' (enseignement spécial) to describe the education given in special classes which are set up to promote the integration in ordinary schools of pupils with mental or physical handicaps. Course content and the recruitment of teachers are identical for both special and ordinary classes. The administrative arrangements for the special classes are made by the local (Commune) authorities.

In terms of numbers, pupils receiving 'special education' represent approximately 10% of pupils receiving compulsory schooling.

6.2 - 'L'éducation différenciée' (education outside ordinary schools)

As set out in Article 1 of the Act of 14 March 1973 which defines education outside ordinary schools, this type of education is provided for 'any child whose intellect, personality or sensory apparatus are such that he or she cannot benefit from ordinary or special education'. This act provided for the setting up of institutes and services which were not only to organize a suitable type of education but also to provide care and give a better preparation for integration into society. Schooling is compulsory for the children mentioned in Article 1.

It should be noted that this type of education is the responsibility of three ministries, educational aspects being dealt with by the Ministry of Education, medical aspects by the Ministry of Health, and family and social aspects by the Ministry of Family Affairs.

Recently, a Child Guidance Service has been added to the various services set up from 1973 onwards (pre-school centres, day or residential centres, peripatetic teaching, etc.). This service goes far beyond the normal framework within which school advisory services or peripatetic teaching operate.

Those responsible for education outside ordinary schools are aware that educational problems are only the tip of the iceberg constituted by the pupils' social, family or personal problems.

Those engaged in organizing teaching and providing advice to families or teachers receive considerable support from multidisciplinary medico-psycho-educational services and, more generally, by the Medico-psycho-educational Committee, which was also set up by the 1973 Act.

¹ This section is based on information provided by Mr Linster, who is in charge of 'l'éducation différenciée' at the Ministry of Education in Luxembourg.

The system of education, outside ordinary schools is really based on the work done by many associations and religious bodies which were already looking after handicapped children of school age. State support in the form of legislation was due mainly, in the first instance, to the activities of an association formed by parents of children with cerebral palsy. Then, with the support of about a dozen municipalities, specialized centres developed rapidly between 1964 and 1973. One of these was the Luxembourg Speech Therapy Centre, which provides help to all the institutions catering for handicapped children.

The Director of 'l'Éducation Différenciée' is responsible for supervising teaching and teachers and giving the necessary educational assistance. Strict inspections of teaching in the centres are regularly carried out.

6.3 - Statistical data on education outside ordinary schools

Source: Mr Roger Linster (see above)

Number of specialized centres and number of teachers and pupils in each centre, as at 1 October 1981

	State-run centres	Centres run by municipalities	Private centres ^a	Total
Number of centres	5	10	5	20
Number of teachers	52	82	197	331
Number of pupils	238	266	735	1 239

^a Centres partly (2) or almost wholly (3) subsidized.

In view of the unusual nature of the system of 'l'éducation différenciée' in Luxembourg, the following table shows for each centre the number of pupils, the number of teachers and the number of other part-time (A) and full-time (B) members of staff (educators, physiotherapists, supervisors, etc.).

State-run centres	Pupils	Teachers ^a	Other members of staff	
			(A)	(B)
Speech therapy centre of which:	164	17 + 15	4	14
- residential	40	9 instructors	-	18
- external services ^b	3 000	8 speech therapists		
Institute for children with cerebral palsy	35	2 + 1	2	2
Institute for the visually handicapped ^c	22 inc. 4 adults	3 + 1	3	1
Observation centre (behavioural disorders)	17	2 instructors	-	4
School integration centre ^d	16	1 instructor	1/2	4

^a The first figure shows the number of full-time teachers.

The second figure shows the number of teachers engaged in speech therapy.

^b Education provided in ordinary local schools for pupils with slight hearing and speech defects.

^c Plus 19 persons receiving ambulant care, including three adults.

^d Day centre to help mentally handicapped children and children with behavioural problems to become integrated in the ordinary primary school.

Centres run by municipalities	Pupils	Teachers	Other members of staff ^a	
			A	B
Total number	266	16	35	67

^a Excluding manual workers, housekeepers, etc.

In addition, all the centres have medical-psycho-educational teams, who have not been listed as full-time members of staff.

Private centres	Pupils	Teachers ^a	Other members of staff	
			A	B
Medico-vocational institute at Capellen (including work centre)	113 (≥ 15 yrs)	8	3	10
Nossberg Medico-vocational Institute	23 (≥ 15 yrs)	4	3	2
Medico-vocational Institute for young persons with cerebral palsy	45 (≥ 15 yrs)	6	4	16
Betzdorf Institute	52	15	2	17
'Jongenhém de la Salle'. centre	10	2	-	1

^a The figures given here include both instructors and teachers.

7 - MEDICO-EDUCATIONAL CENTRES

The only medico-educational centre in Luxembourg is situated at Mondorf-les-Bains. It is run by the Ministry of Health. It is a residential centre, accommodating about 20 physically handicapped children (boys and girls). They receive both primary education and the medical and paramedical care which their condition requires.

The specialized staff includes several teachers, nurses, physiotherapists, one instructor, one person providing retraining in psychomotor skills, one nursing auxiliary, and other employees. Finally, there are also several doctors on the staff, including a surgeon and a neuropsychiatrist who work on a part-time basis.

¹ Chapters 7 and 8 are based on information provided by Mr Hemmen, Director of the Capellen Rehabilitation Centre (tel. 30 92 33).

8 - SHELTERED EMPLOYMENT AND VOCATIONAL TRAINING

8.1 - Sheltered employment

Sheltered employment facilities exist through the efforts of associations of various kinds. The latter, numbering about 10, seek to promote the reintegration of handicapped people by means of work.

Sheltered workshops have been set up on the initiative of the 'Ligue Luxembourgeoise pour le Secours aux Enfants, aux Adolescents et aux Adultes Mentalement ou Cérébralement Handicapés', usually known as the 'Ligue HMC'. One of these workshops is attached to a medico-vocational institute, the other to a vocational rehabilitation centre for the physically handicapped. The total number of young workers is about 50.

There is another small workshop ('Foyer de la Solidarité') which also operates as a private institution working in conjunction with the State.

Among the very varied activities of the HMC, it is worth mentioning the great efforts made during the International Year of the Disabled to promote social and vocational integration:

- the construction and opening of a work centre for the severely handicapped;
- a project concerned with the integration in normal schools of a group of young disabled persons from the Capellen Centre (pilot experiment);
- close cooperation with other Luxembourg associations and institutions in every area affecting vocational and social rehabilitation;
- improving vocational training arrangements for handicapped people.

8.2 - The Capellen Rehabilitation Centre

One of the most important activities of the HMC in the employment field is the running of the Capellen Rehabilitation Centre (better known as 'CAP'), which it also set up.

The basic purpose of this training institution is to promote the social and vocational reintegration of handicapped persons by providing them with real work skills which, if possible, will enable them to work in open industry.

The Centre was opened in 1976 as a logical extension of the activities of the medico-vocational institute set up in 1969. CAP initially operated as a sheltered workshop, providing about 20 places for young mentally handicapped persons who had been attending the medico-vocational institute attached to the centre. CAP aims to enable handicapped persons, wherever possible, to choose the rehabilitation process which suits them best. It therefore offers individually-tailored training and apprenticeship schemes, determines the vocational skills which can be acquired by the handicapped persons and are in demand in open industry, etc.

The CAP Centre also follows the principle of integrated training and is therefore open to different categories of disabled persons. Thus, in 1980-81, the breakdown of CAP trainees was as follows:

- 70% mentally handicapped
- 10% socially maladjusted
- 12% mentally ill
- 5% epileptics
- 3% persons with sensory-motor disabilities.

The Centre has more than 170 places distributed among three sections as follows (in 1981): 'production': 46 places; 'training': 20 apprentices and 64 trainees; 'therapy': 30 severely disabled.

Instructors monitor trainees' educational progress closely and an interdisciplinary approach is adopted by the various members of staff so as to avoid a situation where the handicapped person is 'split up' between specialists.

The CAP is responsible for every aspect of the disabled person's rehabilitation, from the stage of counselling and work capacity assessment to placement assistance and coordination with the Office des Travailleurs Handicapés (the OTH: see Chapter 9).

The work done in the 'production' section and the Work Centre (for the severely disabled) includes the following occupations: joinery, metalworking, book-binding, board-making, pottery, gardening and various types of sub-contracted work. The 'production' section competes on the open market on exactly the same terms as other firms, although the CAP rehabilitation workshops function as a non-profit making concern.

Finally, four main types of vocational training are at present given at the CAP:

- a) training leading to acquisition of the Certificat d'Aptitude Professionnelle (vocational training certificate) with apprenticeship contract;
- b) training leading to acquisition of the Certificat de Capacité Manuelle (manual skills certificate) with apprenticeship contract;
- c) training which qualifies trainee to perform ancillary tasks (Ministerial Regulation of 27 February 1978);
- d) simple manual and non-manual work requiring no vocational qualification.

The courses leading to qualifications are run in liaison with the State Vocational Education Centre (CEP) in Luxembourg.

This twin form of apprenticeship carried out at the Vocational Education and Rehabilitation Centre of the CEP in Luxembourg enables young handicapped persons to be integrated into normal classes and to be placed on the same footing as their non-handicapped fellow apprentices.

8.3 - Large undertakings

Major industrial concerns, such as the ARBED steel group, which employs more than 20 000 workers and has its own medical service, have been concerned for many years with industrial accidents, occupational diseases and the prevention thereof.

In accident cases, ARBED takes all the necessary steps to keep track of the victims and makes efforts to resettle all its handicapped workers able and wishing to start work again in its works. There is a full-time team of workers responsible for resettling or guiding handicapped workers.

At the present time, ARBED is one of the first industrial concerns to apply a system of scientific job analysis for the resettlement of their handicapped workers. Not only ergonomic factors are considered; the system also looks at the potential job or career profiles of the workers concerned.

9 - PLACEMENT, GUIDANCE AND VOCATIONAL TRAINING OF HANDICAPPED PERSONS

Source: Mr Hilger and Mr Kremer, OTH (Employment Department), tel. 26793

9.1 - The Office for the Employment and Vocational Retraining of Handicapped Workers (OTH)

The Act of 28 April 1959 represented an attempt to extend the work of the first Office for the Placement and Vocational Retraining of Industrial Accident Victims and War Disabled, set up by a Grand-Ducal Order in 1945. Under this Act, all the retraining serv-

ices are made available to every disabled or physically impaired person, whether or not he or she is a member of an insurance scheme.

This Act set up the Office for the Employment and Vocational Retraining of Handicapped Workers, normally called the OTH. It defines the status of 'handicapped worker' (Article 2), which can be conferred not only on industrial accident or war victims but also on persons whose disability or maladjustment has other causes; the only factor taken into account is working capacity, which must have been reduced 'by at least 30% as a result of natural or accidental causes'.

The status of handicapped worker is conferred by the OTH on the advice of a committee consisting of three members, two of whom are doctors (Article 3).

Articles 6, 7 and 8 of the 1959 Act indicate the desire of the Grand-Duchy to promote the vocational integration of handicapped persons and specify the following conditions regarding their employment:

- a) the State, municipalities, the Luxembourg National Railway Company and public establishments must reserve at least 2% of the total number of jobs on their payroll for handicapped workers;
- b) in the private sector, firms which regularly employ at least 50 workers must reserve at least 2% of the total number of jobs on their payroll for handicapped workers. Firms employing between 25 and 50 workers must give handicapped workers priority for any post for which they are particularly suited.

Vocational retraining

If training or vocational retraining is deemed advisable by the OTH, its cost has to be met by the State (in the case of war disabled and other persons with handicapped status) or by the accident insurance institution (in the case of industrial accident victims). The employer is asked to help with retraining by placing at the disposal of the persons concerned his equipment, installations and ordinary tools.

Disabled persons undergoing retraining receive a training allowance. In the case of industrial accident victims, this is paid in addition to the accident pension.

9.2 - The Comité d'Avis (assessment committee)

This might be called the 'legislative body', as far as the implementation of the Act of 28 April 1959 is concerned.

The Grand-Ducal Order of 30 June 1961 specified the composition and functioning of this Committee, which was provided for by Article 3 of the 1959 Act. The Committee decides whether handicapped status should be conferred and gives its opinion on the stabilization of the condition of the person concerned and the grounds for his or her application. Mental disorders are taken into account insofar as they affect work output.

9.3 - The Comité Directeur (administrative committee)

This is the 'executive body' for the 1959 Act, and was defined by the Grand-Ducal Order of 8 October 1962, which also lays down the composition and functioning of the OTH.

The Committee is answerable to the Ministry of Labour and Social Security and consists of 12 members:

- 6 governmental representatives, including the Director of the OTH;
- 3 representatives of workers' organizations;
- 3 representatives of employers' organizations.

In addition, three representatives of voluntary organizations can attend meetings.

Appeals against decisions taken by the OTH are considered by the Arbitration Board and the Council of the social insurance institution (Grand-Ducal Order of 8 February 1963).

9.4 - Registration of recipients and foreign workers

The 1959 Act, as stated in the Grand-Ducal Order of 28 March 1972, places workers who are nationals of a Member State of the EEC on the same footing as Luxembourg nationals insofar as the legislation on the OTH is concerned.

Any maladjusted or handicapped person who wishes to benefit from the provisions of the 1959 Act regarding placement and vocational retraining must register with the OTH (at the offices of the Employment Department).

The conferment of handicapped workers' status entitles the person concerned to certain social security benefits, notably the 'congé annuel de récréation' (annual recreational holiday).

9.5 - Vocational guidance

According to the terms of reference of the OTH itself and the Orders and Act setting up the National Labour Office (30 June 1945, 8 October 1945 and 12 March 1964), vocational guidance should have a dual aim:

- individual, i.e. it must ensure that the person concerned is able to express himself fully in the job which he or she is seeking;
- collective, i.e. it must ensure that the individual's social needs and the requirements of the economy are satisfied.

'However, vocational guidance should never be regarded as an instrument of employment policy aimed solely at guiding workers or young persons towards occupations where there is a labour shortage (OTH, 1972).

At present, there are two categories of the working population to which the guidance services give priority: young people and handicapped workers.

9.6 - Placements arranged and/or guidance given by the OTH

Source: 1980 report (data for 1979 in brackets)

New cases opened	315 (245)
- request for additional leave for handicapped persons in work	32 (27)
- persons seeking work suited to their residual working capacity	162 (136)
- applications to have training paid for and wages made up	38 (17)
- applications for vocational retraining ¹	83 (16)
- applications for guidance or advice on vocational training and integration	0 (49)

In addition, 36 (27) requests for assistance in changing jobs were made by persons already registered with the OTH.

Total number of cases dealt with	351 (282)
Cases concluded in 1980 (1979)	167 (148)
These included all types of handicap:	
- visual handicaps	12 (13)

- hearing and speech disorders	10 (8)
- respiratory diseases	3 (4)
- heart diseases	1 (6)
- diseases of the brain	6 (7)
- amputation	6 (1)
- spinal diseases	15 (19)
- physical and motor handicaps	51 (41)
- mentally handicapped (excluding severe cases)	27 (15)
- epilepsy	10 (3)
- anarthria and related diseases	- (1)
- depression	9 (9)
- alcoholism or drug abuse	5 (4)
- other disabilities	11 (16)

In 1980, 17 persons withdrew their application to the OTH because of total disability (21 in 1979).

The following 141 placements (120 in 1979) were made:

- in firms in the private sector	127 (92)
- in the steel industry	1 (3)
- in public sector jobs	7 (7)
- in the municipalities (telephone operators, street sweepers, etc.)	4 (10)
- as craftsmen	1 (1)
- taken on by the CEC (messenger)	1 (-)

In addition, 7 persons required further counselling from the OTH.

In terms of vocational retraining, the placements made as at 31 December 1980 (1979 figures in brackets) can be broken down as follows:

- placements without vocational retraining	57 (65)
- placements with vocational training or retraining	46 (38)
- placements involving wage subsidy	38 (17)

TOTAL 141 (120)

LUXEMBOURG - LIST OF ADDRESSES

Ministère du Travail, Administration de l'Emploi (Ministry of Labour, Employment Department)

Office de Placement et de Rééducation Professionnelle des Travailleurs Handicapés (Office for the Placement and Vocational Retraining of Handicapped Workers)
34 Avenue de la Porte Neuve, Luxembourg

Mr Hilger (training, employment and placement of disabled persons)

Ministère de la Santé Publique (Ministry of Health)

Inspection Sanitaire (Health Inspectorate)
4 Rue Auguste Lumière, Luxembourg

Dr P. Huberty-Krau, senior medical officer (legislation, social welfare, estimates of the number of handicapped persons, etc.)

Ministère de l'Education (Ministry of Education)

Service de l'Education Différenciée (department for education outside ordinary schools)
6 Boulevard Royal, Luxembourg

Mr Roger Linster, Director

Office Statistique Grand-Ducal (Grand-Ducal Statistical Office)

STATEC
19-21 Boulevard Royal, Luxembourg

Mr Raymond Hastert, administrator (demographic and special statistics)

Ligue H.M.C.

Centre de Réadaptation de Capellen (Capellen Rehabilitation Centre)
82 Route d'Arlon, L-8311 Capellen

Mr Emile Hemmen, Director (vocational training, sheltered employment)

ARBED (steelworks)

Division de Differdange, Médecine du Travail (Occupational Health Department),
Differdange

Dr Raymond Wagner (studies on jobs and working conditions with a view to the employment and vocational reintegration of handicapped persons)

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1 - LEGISLATION

Sources: Council of Europe (Strasbourg) 'Legislation on the Rehabilitation and Employment of the Disabled in Europe' (document updated every two years);
Mr Vis, coordinator at the Statistics and Documentation Division of the Ministry of Social Affairs, The Hague.

1.1 - War victims

The legislation on war victims has remained more or less unchanged since the 1972 Programme. With the exception of one pension system (for civilian and military victims), all the assistance necessary for the rehabilitation of this category of disabled persons is provided for by the War Pensions Act (1940-1945 war). In every other respect, war victims receive the same help as other disabled persons.

1.2 - Victims of accidents at work

On 1 July 1967 the existing regulations were replaced by the very important 1966 Working Incapacity Insurance Act (Wet op de Arbeidsongeschiktheidsverzekering, otherwise known as the WAO).

All workers, irrespective of the cause, time or place of the accident, are entitled to benefits. This means that there is no longer any legislation in the Netherlands relating solely to accidents at work. Only two questions are relevant, namely, is the person concerned a wage earner and what is his degree of incapacity.

Persons who are born disabled or become so at an early age and who have never worked are covered by the Disability Benefits Act (Algemene Arbeidsongeschiktheids Wet, known as the AAW). The benefits provided under the WAO are therefore related to the degree of incapacity of the person concerned and the income or wage which he or she previously received (benefits provided up to the age of 65).

As for the benefits provided under the AAW, these are related to the degree of incapacity of the person concerned and may be as much as the net equivalent of the official minimum wage; they are also provided up to the age of 65.

1.3 - Other employees covered by sickness insurance schemes

Employees insured in accordance with the 1930 Sickness Insurance Act are entitled to compensation for loss of wages for a maximum period of 52 weeks in the event of sickness.

Under the 1966 Act (WAO), any employed person who has been unable to work for more than 52 weeks as a result of illness, an accident, a mental disability or another type of disability is entitled to compensation for loss of income. The amount of benefit paid is based on the income of the person concerned and therefore varies from individual to individual.

The AAW (see § 1.2), which came into force on 1 October 1976, lays down the various

conditions governing entitlement (for persons between 18 and 65 years of age) to various benefits, including the fixed subsistence allowance, in those cases where persons are unable to work for more than 52 weeks as a result of illness, accident or disability.

The AAW also covers employed persons insured under the Working Incapacity Insurance Act and extends benefit entitlement (from 1 January 1979 onwards) to new groups of self-employed workers as well as to chronically disabled persons who have never been able to work and to their working spouses.

The latter Act also provides for the payment of benefits to finance measures likely to maintain or restore the working capacity of the recipient or to improve his living conditions; these benefits are intended for rehabilitation, retraining, special transport and the reimbursement of additional costs incurred because of the disability.

These three Acts - the Sickness Insurance Act, the WAO and the AAW - provide almost complete insurance cover against the loss of income and wages resulting from sickness, impairment, handicaps, disablement, accidents or physical disorders. It is important to note that, apart from employed persons, they also cover insured persons who have been unable to work as a result of a congenital disease or a disease contracted before the age of 18.

The WAO and the 1967 Act on the reimbursement of exceptional medical expenses have been particularly useful in promoting the rehabilitation and medico-social retraining of handicapped persons.

1.4 - Legislation on persons not covered by an industrial accident or social insurance scheme

With the exception of pupils undergoing special education (1967 Regulation), persons not covered by an insurance scheme can receive help under the Public Assistance Act.

The 1967 Act on special sickness expenses, which applies to everyone in the Netherlands, is at present being extended in scope with the setting up of semi-residential or residential facilities: these include day centres, special homes, services dispensing out-patient care, and, finally, psychiatric services and domiciliary care services, the latter being very important for handicapped persons who live alone or with their families.

The object of the insurance scheme is to pay for the benefits and measures relating to treatment and medical care, including the steps taken to maintain, restore or improve working capacity and to improve living conditions.

The insurance scheme is financed by contributions from employers (3.20% in 1980 for employed persons between 15 and 65 years of age).

It is estimated that in 1980 about 97 000 persons (excluding those who received out-patient care) stayed in the above-mentioned institutions in order to receive extended treatment.

1.5 - Legislation on the employment of handicapped persons

The 1930 Employment Act required the local employment offices, under the supervision of the Regional Labour Directorate of the Ministry of Social Affairs and Employment, to provide free public employment services. These services are also for handicapped persons, who should as far as possible be given an equal opportunity of access to the labour market. Special advisers in the local offices are responsible for helping handicapped persons who are seeking work. Helped where necessary by experts in the medical or occupational fields, they rely mainly on the ordinary labour market mechanisms at their disposal. In particular, these include measures to promote employment and the extension of placement and training opportunities.

It should be noted that it is now planned to extend the training opportunities available to handicapped persons in the Adult Training Centres (including two centres for handicapped adults and young people).

The incentives given to employers to employ disabled persons include exemptions from social security contributions, and subsidies which enable the minimum wage to be paid or wages to be made up.

The 1947 Placement of Partially Disabled Workers Act (WAG) requires employers to ensure that at least 2% of their workforce are disabled persons. Owing to an outdated system of registration and supervision, this quota system is no longer satisfactory. New legislation is to be introduced which will apply to both the public and private sectors and raise the quota to 5%. Supervision will be stricter and the quota will apply to every firm or establishment employing more than 20 persons.

A new Working Conditions Act (VHO) was introduced in 1980. In conjunction with the abovementioned WAG Act, it requires employers to adapt workplaces for disabled workers as and when required.

In addition to the legislation on the social security system (AAW, WAO; see § 1.2 and 1.3), there are legislative measures, aimed at dealing with the financial consequences of being unable to work, which lay down a number of official ways in which disabled persons can find a suitable job (i.e. which facilitate occupational reintegration).

The WAO (1967) and the AAW (1976) Acts are mainly concerned with those members of the population between the ages of 18 and 65 who are at least 25% disabled.

Under Article 57 of the AAW Act, disabled workers are entitled to participate, at no cost whatsoever, in measures aimed at maintaining, restoring or improving their working capacity.

The 1969 Sheltered Employment Act regulates the sheltered employment facilities provided by local authorities to persons who are unable to work for personal reasons.

There are special services for assessing and developing individual working capacity; these are called 'occupational rehabilitation services' in the case of the physically handicapped and 'psychotechnical and training services' in the case of the mentally handicapped.

The 1967 Act on additional jobs (Wet op de Sociale Werkvoorziening or WSW for short) relates to social employment and is directly concerned with the rehabilitation of disabled persons. 'Social' jobs are intended to be productive, and are open to many types of disabled persons unable to work in open industry.

The local authorities are responsible for implementing this Act and only they can offer or terminate a work contract drawn up to provide 'social' employment.

Since these jobs are of economic value, they are subject to social and market criteria.

Workers are divided into two categories, depending on their ability to perform productive work.

Category A comprises workers whose productivity is equal to at least 1/3 of that required in ordinary industry. Category B is reserved for workers able to do a predetermined minimum amount of productive work of a kind thought likely to benefit him. A worker in Category B can, of course, be re-assessed and promoted to Category A.

1.6 - Coordination policy

Since 1968 there has been a policy to promote coordination between ministries by means of an International Rehabilitation Committee (Interdepartementale Stuurgroep Revalidatiebeleid). In 1980 this Committee was renamed the Interministerial Steering Committee

for Measures affecting the Disabled (Interdepartementale Stuurgroep Gehandicaptenbeleid or ISG for short).

Since 1978 the Committee has had new members representing the following ministries: Health and Environment; Cultural Affairs, Recreation and Social Work; Social Affairs and Employment; Education and Science; Defence; Interior; Finance; Transport and Public Works.

The Chairman and administrative staff of the ISG are attached to the Ministry of Health and the Environment.

The Steering Committee's duties are as follows:

- to arrange for consultations
- on request or on its own initiative, to advise the ministers concerned on:
 - a) the coordination of measures which have to be taken, have been taken or are being discussed;
 - b) assistance and the way in which it can be given.

2 - BASIC DATA

Source: Netherlands Central Statistical Office (CBS) - Mr V.D. Brekel

Table 1
Population by sex and age group (in '000) - latest estimate available as at 1 January 1980

Age group	Total	Male	Female
0 - 14	3 184.1	1 628.8	1 555.3
15 - 24	2 438.9	1 244.5	1 194.4
25 - 34	2 334.6	1 201.2	1 133.4
35 - 44	1 720.7	889.9	830.8
45 - 54	1 495.2	745.2	750.0
55 - 64	1 302.2	618.3	683.9
65 and over	1 615.3	666.4	948.9
TOTAL	14 091.0	6 994.3	7 096.7

Table 2
Population trends during the period 1976-1981, with natural growth and net migration

Year	Population at 1 January	Population growth during year	Excess of births over deaths	Net migration (+ or -)
1976	13 733 578	80 917	62 636	+ 21 423
1977	13 814 495	83 379	63 203	+ 22 848
1978	13 897 874	87 652	61 135	+ 28 067
1979	13 985 526	105 488	62 414	+ 44 774
1980	14 091 014	117 159 ^a	66 941 ^a	+ 53 143 ^a
1981 ^a	14 208 173			

^a Estimates.

Table 3

Working population as at 31 March 1979, by category of firm and sex

Firms employing	Male	Female	Total
Between 1 and 9 persons	426 489	185 781	612 270
more than 10 persons	2 541 017	964 116	3 505 133
TOTAL	2 967 506	1 149 897	4 117 403

3 - ESTIMATES OF THE NUMBER OF HANDICAPPED PERSONS

Source: Dr M.W. de Klein and Mr de Vrankrijker, Ministry of Health and the Environment (Volksgezondheid en Milieuhygiëne), Leidschendam (April 1980)

Note: All the tables in this Chapter were obtained from this source.

In 1971-1972 a large-scale survey on the population of physically handicapped persons¹ was carried out by the Netherlands Central Statistical Office. The results of this important study are still being put to practical use.

The interest in data on handicapped persons is not new in the Netherlands. In particular, statistics gathered in 1889, 1909 and 1920 provided information on the blind, the deaf and the deaf and dumb.

More recently, statistical surveys have concentrated on functional disorders of the trunk and limbs.

In 1930 the census was extended to include two new categories, namely the mentally retarded and persons suffering from tuberculosis, cardiovascular disease or other internal diseases. However, subsequent censuses of population have not covered these types of handicap or disease. The latest survey therefore took account only of data on the physically handicapped, defined as follows: 'any person with one or more functional disorders above a certain minimum degree of severity'. The individual functional disorders were specified together with the degree of severity of the disability.

The 1971-1972 survey provided information on the following:

- the number of physically handicapped persons in the total population, according to the type, severity and cause of their functional disorders;
- the social conditions of the physically handicapped and the extent to which they are aware of, and have, limitations;
- the extent to which the physically handicapped use and need the facilities available.

The survey covered more than 70 000 persons. They were sent a postal questionnaire and 17 865 replies indicating physical illness or disability were picked out. The persons concerned were then interviewed. With their agreement, replies were examined by a doctor in those cases where any doubts remained. The response and interview participation rates were very high (83.3% and 94.8% respectively).

The survey revealed that 8.7% of the population of the Netherlands aged 5 and over (i.e. over 1 000 000 persons) were physically handicapped according to the definition adopted (see Table 4 below).

¹ Published as 'The Physically Handicapped in the Netherlands 1971-1972', Netherlands Central Statistical Office, The Hague, 1976. A summary is available in English.

Taking into account the family environment of these handicapped persons and the fact that several members of one family may be handicapped, it is estimated that 25% of the total population is involved with handicapped persons on a day to day basis, purely in terms of working life.

The survey revealed some significant facts (see Tables 4-8). Only 2% of young persons between 5 and 24 are handicapped, whilst the equivalent figure for persons aged 75 and over is 35%. 45% of the physically disabled have disorders affecting their standing position, while 42% have locomotor disorders (N.B. these percentages cannot be added together).

As regards the causes of disability, just over 80% of the physically handicapped became disabled as the result of an illness (including old age). The most common diagnoses include cardiovascular diseases and the effects of rheumatism.

Finally, the majority of functional disorders arise or exist between the ages of 45 and 64.

Table 4

Percentage of physically handicapped among total population, by age group and sex

Age group	Male	Female	Total
5 - 9	2.2	1.2	1.7
10 - 14	2.0	1.2	1.6
15 - 19	2.0	1.5	1.8
20 - 24	1.7	1.8	1.8
25 - 29	2.2	2.8	2.5
30 - 34	2.5	4.3	3.3
35 - 39	4.3	5.7	5.0
40 - 44	6.7	7.6	7.2
45 - 49	9.9	9.1	9.5
50 - 54	14.8	13.2	13.9
55 - 59	21.3	15.9	18.5
60 - 64	29.0	19.8	24.1
65 - 69	23.3	21.6	22.4
70 - 74	25.7	32.2	29.4
75 and over	31.8	38.6	35.7
TOTAL	8.3	9.0	8.7

Sources: CBS (Central Statistical Office) and abovementioned source.

N.B.: Although the reference year for the following table was 1971, the age group and sex distribution remains valid. This remark also applies to the other tables (5-8).

Table 5
Estimates of the number of physically handicapped persons^a by functional impairment in 1971, 1980 and 1990

Nature of functional impairment or disorder	Total numbers			% of population		
	1971	1980	1990	1971	1980	1990
Legs	436 400	504 500	561 800	3.7	3.8	4.2
Arms/hands	173 500	198 600	219 100	1.5	1.5	1.6
Eyes	85 800	103 900	116 200	0.7	0.8	0.9
Ears	168 100	196 600	217 600	1.4	1.5	1.6
Speech	42 200	46 900	48 900	0.4	0.4	0.4
Upright posture	467 600	530 600	584 400	3.9	4.0	4.3
Urination/defecation	67 000	76 800	85 500	0.6	0.6	0.6
Balance/epilepsy	166 200	191 500	210 100	1.2	1.4	1.6
Other functions	16 200	18 500	20 400	0.1	0.1	0.2
Total number of physically handicapped	1 032 900	1 180 300	1 300 700	8.7	8.9	9.7

^a Aged 5 and over.

Source: CBS (Central Statistical Office) and abovementioned source.

Table 6
Physically handicapped persons in relation to their functional disorders and the total population (1971)

Nature of disorder	Total numbers	% of handicapped	% of population
Legs	436 400	42.2	3.7
Hands/arms	173 500	16.8	1.5
Eyes	85 800	8.3	0.7
Ears	168 100	16.3	1.4
Speech	42 200	4.1	0.4
Upright posture	467 600	45.3	3.9
Urination/defecation	67 000	6.5	0.6
Balance	166 200	16.1	1.2
Other functions	16 200	1.6	0.1
Total number of physically handicapped persons, of whom	1 032 900	100.0	8.7
- with one functional disorder	633 800	61.4	5.3
- with several functional disorders	399 100	38.6	3.3

Source: CBS (Central Statistical Office) and abovementioned source.

Table 7

Main causes and nature of functional impairments of physically handicapped persons^a - 1971

Type of functional impairment	Cause of functional disorder			Estimated number
	Birth	Old age	Accident	
Legs	4.7	75.5	19.6	436 400
Hands/arms	5.7	75.0	19.3	173 500
Eyes	14.1	79.6	6.3	85 800
Ears	7.9	86.0	6.1	168 100
Speech	33.2	63.8	3.0	42 200
Upright posture	1.7	96.2	2.1	467 600
Urination/defecation	3.9	94.5	1.6	67 000
Balance/epilepsy	2.9	89.1	8.0	166 200
Other functions	1.3	94.7	4.0	16 200
Total number of physically handicapped	6.7	86.2	13.3	1 032 900

^a Aged 5 and over.

Source: CBS (Central Statistical Office) and abovementioned source.

Table 8

Number of physically handicapped persons by employment status and sex - 1971

Employment status	Male				Female			
	Physically handicapped	%	Total population	%	Physically handicapped	%	Total population	%
Carrying on an occupation	162 300	32.7	3 492 250	58.9	43 500	8.1	1 230 570	20.5
No occupation	4 700	1.0	40 930	0.7	1 300	0.2	13 920	0.2
Students	32 300	6.5	1 462 295	24.6	15 100	2.8	1 257 460	21.0
Pensioners	296 700	59.8	566 290	9.5	110 800	20.6	508 500	8.5
Working at home	-	-	-	-	366 100	68.2	2 397 830	40.0
Others	-	-	380 067	6.4	-	-	581 422	9.7
TOTAL	496 100	100	5 941 832	100	536 800	100	5 989 702	100

Source: CBS (Central Statistical Office) and abovementioned source.

4 - ROAD ACCIDENT VICTIMS

4.1 - Note on statistics available¹

The statistics on road accident victims are compiled by the Central Statistical Office itself.

The effects of the accidents are analysed according to the nature of the injury or the causes of physical injury or death, broken down by category of victim (pedestrians, drivers, etc.), age and sex.

4.2 - Statistical information

Source: CBS - 1981

Table 9

Number of persons admitted to hospital in 1979, by category of victim and age group

Category	0-14	15-29	30-44	45-59	60 & +	Total
	<u>Male</u>					
Driver or passenger of two-wheeled vehicle	1 297	4 680	651	481	750	7 855
Driver or passenger of four-wheeled vehicle or other vehicle	355	2 466	1 310	687	463	5 281
Pedestrians	1 071	325	126	114	315	1 951
Not specified	194	457	156	81	108	996
Total number of male accident victims	2 917	7 928	2 243	1 363	1 636	16 083
	<u>Female</u>					
Driver or passenger of two-wheeled vehicle	659	1 287	272	386	477	3 081
Driver or passenger of four-wheeled vehicle or other vehicle	305	1 136	551	472	465	2 929
Pedestrians	495	165	72	131	348	1 211
Not specified	136	178	65	68	98	545
Total number of female accident victims	1 595	2 766	960	1 057	1 388	7 766

¹ More detailed statistical information can be obtained from Mrs A.A. Eriks, at the CBS, who kindly provided the data given here.

Table 9a

Number of road accidents and persons injured or killed
as a result between 1976 and 1979

	1976	1977	1978	1979
Total number of accidents	54 323	55 724	53 547	48 832
Fatalities	2 432	2 583	2 294	1 977
Persons injured	62 304	64 476	62 130	56 619

5 - VICTIMS OF ACCIDENTS AT WORK AND OCCUPATIONAL DISEASES

Source: CBS - 1981 - Mrs A.A. Eriks.

N.B.: the general remarks made in the previous section on the quality of the detail statistical descriptions also apply here.

Table 10

Number of victims of accidents at work and occupational
diseases, by age and sex, in 1979

Age group	Male	Female
Under 20	12 059	2 055
20 - 29	30 364	1 613
30 - 39	19 503	582
40 - 49	12 303	416
50 - 59	6 733	284
60 and over	1 315	70
TOTAL	82 277	5 020

Table 10a

Number of victims of accidents at work and occupational
diseases, by type of injury and sex, in 1979

Type of injury	Male	Female
Fractures	7 192	331
Dislocations	298	22
Sprains	4 879	247
Amputations	225	3
Open wounds	32 032	2 349
Superficial wounds	4 608	40
Bruises	26 980	1 514
Burns	3 315	257
Internal injuries	1 787	220
Asphyxiation	8	0
Other cases with multiple injuries	104	1
Unclassified injuries	109	4
Occupational diseases	740	32
TOTAL	82 277	5 020

N.B.: 79 persons killed in accidents at work should be added to the total.

6 - SPECIAL EDUCATION

Sources: (for information on legislation and statistical data) : Mr R.H.M. Smulders, Head of the Education Statistics Division, 'S.3', at the CBS (Central Statistical Office), The Hague, 1981.

This type of school education is governed mainly by a Royal Decree issued in 1967, which redefines the organization of special education, previously set out in a 1949 Royal Decree, and was last amended in 1978.

Table 11
Number of pupils receiving special education in 1979

Pupils (boys and girls) ^a	Total	Level of education			
		Nursery	Primary	Secondary	Other courses ^b
Total	88 945	2 560	66 752	17 800	1 833
Mentally deficient, of whom	40 856	67	10 088	9 800	901
- retarded children	32 501	10	22 691	9 800	-
- severely retarded children	8 355	57	7 397	-	901
Educationally subnormal	30 026	775	24 993	4 258	-
Other types	18 063	1 718	11 671	3 742	932
- deaf	1 390	221	920	249	-
- hard of hearing	1 280	164	596	468	52
- hard of hearing with speech difficulties	1 998	470	1 292	176	60
- speech difficulties	161	48	113	-	-
- blind	346	13	172	120	41
- partially sighted	479	-	280	157	42
- physically handicapped	3 568	519	1 526	796	727
- in convalescent establishments	1 280	126	897	247	10
- delicate health	1 597	17	1 538	42	-
- difficult children	4 148	61	2 660	1 427	-
- delinquents and deprived children	65	-	65	-	-
- in teaching institutions	750	79	611	60	-
- with multiple handicaps	1 001	-	1 001	-	-

^a Excluding the children of bargees and public entertainers.

^b Courses for mentally deficient children and children with multiple handicaps.

Source: CBS, Surveys Department (S.3).

Table 12

Number of pupils and teachers (inc. head teachers) in special education in 1979

Pupils	Schools	Pupils			Teachers ^a		
		Total	Boys	Girls	Total	Male	Female
Total	947	90 231	61 599	28 632	8 075	4 837	3 238
Mentally deficient, of whom	412	40 856	24 854	16 002	3 208	1 803	1 405
- retarded children	303	32 501	20 170	12 331	2 449	1 479	970
- severely retarded children	138	8 355	4 684	3 671	759	324	435
Children of bargees	15	1 286	694	592	75	42	33
Educationally subnormal	269	30 026	23 867	6 159	2 355	1 609	746
Other types	206	18 063	12 184	5 879	2 232	1 290	942
- deaf	13	1 390	743	647	273	153	120
- hard of hearing	12	1 280	783	497	159	94	65
- hard of hearing with speech difficulties	17	1 998	1 380	618	207	91	116
- speech difficulties	1	161	114	47	18	7	11
- blind	5	346	236	110	55	26	29
- partially sighted	5	479	270	209	69	35	34
- physically handicapped	31	3 568	2 160	1 408	449	233	216
- in convalescent establishments	23	1 280	798	482	167	91	76
- delicate health	19	1 597	1 070	527	124	75	49
- difficult children	58	4 148	3 376	772	485	363	122
- delinquents and deprived children	2	65	45	20	8	5	3
- in teaching institutions	9	750	597	153	82	44	38
- with multiple handicaps	11	1 001	612	389	136	73	63
- children of public entertainers	45	-	-	-	205	93	112

^a Excluding part-time teachers.

Source: CBS, Surveys Department (S.3).

Special education is provided for children with physical, mental or social handicaps. 16 different types of pupil receive special education, according to the nature of their disability, and there are 4 special categories which do not correspond to handicaps as such. Hence there are provisions for education in schools for the children of bargees and public entertainers and in schools for children with mutiple handicaps.

Each of the different types of school has its own regulations governing admission, age, class size, courses, etc.

The lower and upper age limits are 3 and 20 respectively. Certain types of school provide normal primary-school education (from the age of 6 onwards), while other types are able to provide an adapted form of secondary school education.

Special education for handicapped children is governed by regulations drawn up by the Ministry of Education and Science.

In 1979, 90 231 pupils (61 599 boys, 28 632 girls) attended the 947 schools and classes dispensing special education, and the number of teachers and head teachers involved in this sector was 8 075 (comprising 4 837 men and 3 238 women).

Efforts have been made to reduce divisions between special education and primary/secondary education so as to prevent a situation developing where handicapped children are isolated for too long.

Tables 11 and 12 showed the number and distribution of pupils by level of education and the comparative numbers of pupils, teachers and schools.

7 - SOCIAL EMPLOYMENT OF HANDICAPPED PERSONS IN THE NETHERLANDS

Source: 'Legislation on the Rehabilitation and Employment of the Disabled', Council of Europe (see above). Mr W.J. Vis, Coordinator at the Documentation and Statistical Department, Ministry of Social Affairs, The Hague, and Mr Jan Albers, Director of the Rehabilitation Centre at Hoensbroek.

7.1 - Employment policy and regulations

The concept of social employment has already been explained in Chapter 1. This section describes how it is applied to sheltered employment.

As mentioned above, the 1947 Act is going to be amended (see p. 233). In particular, the incentives and duties relating to the employment of handicapped workers will be strengthened. Steps will be taken to ensure that firms and establishments with more than 20 employees make more jobs available to handicapped persons and employ the requisite quota of such persons.

The 1967 WSW Act (see p. 233) on Social Employment should also promote and facilitate the occupational resettlement of handicapped persons whose disabilities prevent them from doing productive work in open industry.

Work contracts for the purposes of social employment are very strictly controlled; only local authorities have the power to offer or to terminate a work contract under the provisions of the Social Employment Act. It is also the local authorities who decide where the workers are to be employed; they are responsible for paying wages and are required at all times to ensure that the provisions of the Act are properly implemented.

Before a job is chosen investigations are carried out to determine who is likely to benefit from social employment, what the most appropriate type of work is and, finally, which job preference should be given to.

At the same time, rules governing work and the system of remuneration have been drawn up and the relevant rights and duties specified. Thus, as a general rule, working conditions are as close as possible to those which exist in open industry and only diverge in certain areas if the physical or mental state of the worker requires it.

The system of remuneration is based on the following principles:

- 1) Where a full week is worked, the wages paid should generally enable the worker to meet his own needs and those of his family. This principle is based on the idea that social employment, as a means of subsistence, plays just as important a rôle in the life of the disabled persons concerned as work does in the life of other people.

- 2) The amount paid in wages depends firstly on the level and quality of the work performed. Activities are therefore classified under ten categories, each one with its own wage scale.
- 3) There are minimum and maximum wages on each scale, the actual amount paid depending on seniority.
- 4) The wages of a Category A worker are more or less the same as those of an employee performing comparable work in open industry.
- 5) The wage scales used are regularly adjusted to conform with the general level of wages in government and ordinary industry, so that persons in social employment can share in the benefits of economic growth.

Physically handicapped persons can obtain help in finding work from employment offices (run by the Ministry of Social Affairs). This help can take many different forms and lead directly to a placement as soon as the expert at the employment office has determined the working capacity of the registered handicapped person. To summarize, the expert can help a physically handicapped person in the following ways:

- by finding him a normal job in industry, on full wages if possible, using one of the labour market mechanisms where necessary;
- by arranging for him, where necessary, to receive additional training and a supplementary allowance during the training period;
- by sending him to a National Training Centre if he needs to learn a new job;
- by placing him in a sheltered workshop, which he may leave to go and work in open industry;
- by enabling him to learn a new job via a correspondence course (e.g. sanatorium patients);
- by arranging for him to be admitted to a day centre which assists severely handicapped adults.

7.2 - Vocational training of physically handicapped persons

The provision of special training facilities in the Netherlands is still at an experimental stage. Since 1979 a project has been under way which involves a special vocational training centre for handicapped adults at Hoensbroek and special vocational teaching at Werkenrode.

Thus, the present trend is not to set up a network of specialized rehabilitation centres but to provide places for handicapped persons in as many ordinary training centres as possible.

The Hoensbroek Centre (Centrum Beroepsopleidingen), with 150 places, started operating in October 1979. Since then the Centre, with the help of a university team, has been carrying out a four-year project to assess whether or not such an establishment serves a useful purpose. All the trainees are being monitored. The results so far show that the level of ability among trainees is high. Since the examinations are organized externally by the normal education or university authorities, there is no doubt that, in most cases, the results in each section are well above average (18 passes among 23 persons who took the first examinations in August 1981).

The following basic information illustrates the scope of the facilities at the Hoensbroek Centre:

Capacity: 150 training places
 150 residential places

Guidance: given in the following four job sectors:

- electronics
- commercial management and administration
- technical drawing and structural drawing
- precision engineering.

For younger handicapped persons there is also a specialized establishment which departs somewhat from the principle of integration. This is the Groesbroek Centre, run by the Werkenrode Foundation (opened on 1 October 1979). Details are as follows:

Capacity: 50 persons, aged between about 16 and 25

Duration of training courses: 1 year on average

Training sections: printing, horticulture, administration.

The 150 places are spread more or less equally between the three sectors.

Examinations: those recognized nationally in each subject (no 'in-house diplomas'). The level reached at the end of training corresponds to level 3 on the scale of four educational levels existing in the Netherlands (level 1 being university-type education).

Placement after completion of training

The centre has not been working for long enough to indicate any significant trends. Among the first group of 23 trainees to leave the Centre, 15 found a job within three months while the remaining 8 were still looking for work.

7.3 - Data on sheltered employment

It is estimated that in 1980 73 740 persons benefited from the provisions of the 1967 WSW Act. This figure represents a 3% increase over 1979. It can be seen that there are considerable differences between individual Provinces (see Table 13). The aim is to obtain a further increase of 3% in 1981, equivalent to the increases in each of the two previous years (see Table 13).

It is hoped that the number of workers benefiting from the Sheltered Employment Act will stabilize in 1983. It is therefore likely that the growth in numbers in 1981 and 1982 will be of the order of 2%.

Table 13

Number of persons receiving training under the Sheltered Employment Act

Province	Number				Increase in %			
	1977	1978	1979	1980 ^a	1977	1978	1979	1980 ^a
Groningen	4 230	4 480	4 680	4 940	7	6	4	6
Friesland	3 010	3 140	3 190	3 120	5	4	1	1
Drenthe	2 560	2 670	2 710	2 760	8	4	1	2
Overijssel	6 090	6 610	6 960	7 300	9	9	5	5
Gelderland	8 990	9 540	9 660	9 820	6	6	1	2
Utrecht	2 510	2 630	2 700	2 760	7	4	3	2
Noord-Holland	7 540	7 720	7 760	7 680	5	2	1	1
Zuid-Holland	11 540	12 110	12 420	12 580	9	5	3	1
Zeeland	1 650	1 700	1 730	1 750	4	3	2	1
Noord-Brabant	9 760	10 440	11 050	11 560	10	7	6	5
Limburg	8 230	8 730	9 070	9 380	9	6	4	3
TOTAL NETHERLANDS	66 120	69 760	71 930	73 740	8	6	3	3

^a Provisional (forecast) data.

Source: Mr Vis, Documentation and Statistics Department; 1980 Annual Report of the Ministry of Social Affairs.

8 - DAY SOCIAL CENTRES

Source: This section is based on information provided by Mr P.J. Blommestyn from the department responsible for policy on elderly persons and the rehabilitation of mentally, physically and socially handicapped persons (Hoofdafdeling Bejaardenbeleid en Sociale Revalidatie) at the Ministry of Cultural Affairs, Recreation and Social Work. Data updated for 1981.

8.1 - Day-care centres for handicapped children and handicapped adults

The day centres for handicapped children first began as a national experiment and then, in 1965, regulations were introduced which provided for State allowances covering 90% of the running costs.

The idea of these centres stemmed from the work done by social workers with the mentally handicapped. The workers discovered that a larger number of children than was at first thought could grow up in their own family environment, and this at a time when there seemed to be no alternative to placing mentally handicapped children in residential or closed establishments. At the same time, it was also discovered that many children of school age could not work well at school, even in special classes, or at least not as well as their parents and teachers wanted.

The day centres are therefore institutions to assist families of children who, while not needing to be placed in special establishments, might work better at school after receiving some form of training in a day centre. This system enables children to live at home and to acquire or retain a certain degree of social independence.

Later, during the 1970s, day-care centres were set up for mentally handicapped adults

who did not need to be placed in institutions for long periods but were not, or no longer or not yet, able to work in sheltered workshops or in industry.

Subsequently, day-care centres were started for physically handicapped young persons and adults. These centres are normally called 'activity centres'.

In 1981, there were 282 day centres catering for 11 500 handicapped children and adults with mental, physical and sensory handicaps.

Since 1970 these centres have been financed under the 1967 Special Medical Expenses Act (AWBZ) which forms part of the legislation on social security.

8.2 - Homes for young persons and adults with mental, physical or sensory handicaps

In 1970 and subsequent years homes began to be built. These provide accommodation in small groups, not isolated from the community, for all those who have no family or whose family can no longer maintain them and who are disabled persons who do not (or no longer or not yet) need to be placed in special institutions.

These homes provide a substitute family for young and adult handicapped persons who are able to engage every day in activities in the day centres or sheltered workshops or can perform some other activity outside the home itself.

In 1981, there were 387 homes accommodating 9 500 young and adult handicapped persons with physical, mental and sensory handicaps.

Since 1975, these homes have also been financed under the AWBZ Act (see § 8.1).

9 - PLACEMENT AND UNEMPLOYMENT OF HANDICAPPED PERSONS

9.1 - Measures to assist placement

The position of handicapped persons on the labour market in 1980, already quite precarious, was adversely affected by the economic situation.

At the same time, there was a drop in the number of placements made by the 'Special Mediation' Division of the district employment offices. On 28 August 1981, the Economic and Social Council was asked for its opinion on a bill relating to the work done by disabled persons who had jobs.

It is hoped that this bill, when it becomes law, will considerably improve the situation of disabled persons who are fit for work. It will replace the 1947 Act on the placement of disabled workers and will be used as the basis for a more forceful policy aimed at preventing the labour market, wherever possible, from shedding disabled workers.

Concrete measures already taken include steps to ensure that the compulsory employment quota for disabled persons fit for work is adhered to (employers are required to employ one disabled person for every 20 employees, i.e. there is a 5% quota - see Chapter 1 on legislation), to promote the adaptation of workplaces so as to enable handicapped persons to obtain or retain a job, and so on (see section on legislation).

Table 14

Number of disabled persons receiving placement assistance between 1978 and 1980, by Province

Province	1978	1979	1980
Groningen	31	26	20
Friesland	53	88	47
Drenthe	28	35	35
Overijssel	88	108	104
Gelderland	99	107	95
Utrecht	37	47	36
Noord-Holland	114	121	94
Zuid-Holland	82	106	135
Zeeland	30	29	30
Noord-Brabant	155	179	197
Limburg	111	188	228
TOTAL NETHERLANDS	828	1 034	1 021

Source: CBS Annual Report 1980.

9.2 - Unemployment in the Netherlands and unemployment among handicapped persons

As in most countries, the number of persons seeking work has increased quite appreciably in the past four years. This was due more to a marked drop in the number of vacancies rather than an increase in redundancies, at a time when more and more people were coming onto the labour market.

Table 15

Number of persons (in '000) seeking work during the period 1978-1980, by sex

	1978	Change 78/79	1979	Change 79/80	1980
Male	136.4	- 4.0	132.4	27.5	159.9
Female	69.2	8.4	77.6	10.4	88.0
TOTAL	205.6	4.4	210.0	37.9	247.9

Source: Ministry of Social Affairs, Labour Market Yearbook 1980 (Jaarverslag Arbeidsmarkt, May 1981).

If unemployment is analysed in relation to the working population and by age group, the figures show that fewer young people are employed and that unemployment is greater among women and, above all, in the intermediate age groups, i.e. persons aged between 25 and 50.

Table 16
Number of persons seeking work in 1979 and 1980 (in '000) as compared with the working population, by age group and sex

Age group	Total number			Percentage of working population in work		
	1978	1979	1980	1978	1979	1980
	<u>Male</u>					
Under 19	10.3	9.9	13.4	13.4	13.2	17.1
19 - 22	23.8	23.0	28.2	7.7	7.3	8.7
23 - 24	12.1	11.7	14.0	6.3	6.0	7.0
25 - 39	52.9	52.2	64.1	3.8	3.7	4.4
40 - 49	17.2	16.7	19.8	2.8	2.7	3.2
50 - 54	6.2	5.8	6.7	2.4	2.3	2.7
55 - 59	6.5	6.3	6.7	3.1	2.9	3.0
60 - 64	7.4	6.8	7.0	5.9	5.4	5.8
TOTAL	136.4	132.4	159.9	4.3	4.1	4.9
	<u>Female</u>					
Under 19	15.5	18.2	20.4	17.4	21.4	23.7
19 - 22	20.4	23.4	26.4	7.1	7.8	8.3
23 - 24	6.6	7.3	8.3	6.1	6.4	6.8
25 - 39	17.4	19.2	2.7	6.5	6.7	7.1
40 - 49	4.8	5.0	5.8	5.9	6.1	7.2
50 - 54	1.8	1.8	1.9	4.5	4.3	4.6
55 - 59	1.5	1.5	1.5	6.0	6.1	6.9
60 - 64	1.2	1.1	1.1	6.8	6.2	6.1
TOTAL	69.2	77.6	88.0	7.5	8.1	8.9
	<u>Male and female</u>					
Under 19	25.8	28.0	33.8	15.6	17.6	20.5
19 - 22	44.2	46.4	54.6	7.4	7.6	8.5
23 - 24	17.7	19.0	22.3	6.2	6.2	6.9
25 - 39	70.2	71.5	86.8	4.2	4.2	4.9
40 - 49	22.1	21.7	25.5	3.2	3.1	3.7
50 - 54	8.0	7.7	8.6	2.7	2.6	2.9
55 - 59	8.0	7.8	8.2	3.4	3.2	3.3
60 - 64	8.6	7.9	8.1	6.0	5.5	5.8
TOTAL	205.6	210.0	248.0	5.0	5.0	5.8

Table 17

Number of persons not gainfully employed in 1975 and 1980
(in '000), with breakdowns

Population	1975	1980
Total number of persons not gainfully employed,	4 482	5 026
of whom:		
- unemployed	195	248
- receiving assistance under AAW ^a and WAO ^b Acts	297	434
Non-gainfully employed as percentage of population in 15-64 age group	51.4	54.0

^a Relating to working incapacity in general.

^b Relating to insurance against working incapacity (see Chapter 1 on legislation).

Source: Ministry of Social Affairs, Labour Market Yearbook 1980 (Jaarverslag Arbeidsmarkt, May 1981).

Table 18

Duration of unemployment (in months) in 1978, 1979 and 1980
for three groups of unemployed, with breakdown by sex

Year Duration	Under 23			50 and over			Total for all ages		
	6 months	6-12	12 months	6 months	6-12	12 months	6 months	6-12	12 months
	<u>Male (%)</u>								
1978	75.7	14.2	10.1	31.4	17.0	51.6	56.0	17.0	27.0
1979	75.8	14.2	10.0	30.8	16.7	52.5	56.3	16.9	26.8
1980	79.8	12.3	7.9	33.4	15.7	50.9	61.8	15.4	22.8
	<u>Female (%)</u>								
1978	70.9	16.9	12.2	31.0	16.9	52.0	60.6	18.1	21.2
1979	68.6	18.4	13.1	30.6	16.9	52.5	59.3	19.0	21.7
1980	68.0	18.1	14.0	30.5	15.8	53.8	59.4	18.6	22.0

As regards handicapped persons, there are no specific statistics for legally-defined categories or according to the degree of severity of the disability.

Number of handicapped persons registered^a at the
local employment offices as persons seeking work and number of
placements in 1978, 1979 and 1980 (end of year figures),
with breakdown by sex

	1978	1979	1980
<u>Persons seeking work</u>			
- Male	28 715	29 897	33 462
- Female	8 063	9 135	10 517
TOTAL	36 778	39 032	43 979
<u>Placements</u>			
- Male	3 630	3 921	3 125
- Female	744	844	853
TOTAL	4 374	4 765	3 978

^a The persons registered do not represent all handicapped persons who are unemployed or have been placed, but the figures are highly significant nonetheless.

N.B.: These figures do not include the placements made by bodies other than the social security institutions, in particular those effected by the Social Medicine Service (GMD).

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Department concerned with the policy aimed at assisting elderly persons and promoting the social rehabilitation of the disabled (Bejaardenbeleid en Sociale Revalidatie)

Mr P.J. Blommestyn (day centres, social assistance for the disabled, etc.).

Centraal Bureau voor de Statistiek: CBS (Central Statistical Office)

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UNITED KINGDOM

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1 - LEGISLATION

Source: mainly the Manpower Services Commission (or MSC)¹ and the Council of Europe².

The following summary of the United Kingdom legislation on handicapped persons deals mainly with the measures and institutions designed to promote the vocational training and the social and occupational reintegration of the disabled.

Chronological list of legislation

The 1944 Disabled Persons (Employment) Act, amended by the 1958 Act, covers all types of disabled persons in Great-Britain, including military and civilian war victims. These Acts provided for a system of registering disabled persons and made it compulsory to establish services for resettling disabled persons and helping them find work. In Northern Ireland, the same provisions were contained in the 1945 and 1960 Acts.

This work is now performed by the Manpower Services Commission (MSC). The two Acts mentioned also specified a 'quota' for the number of disabled persons who had to be employed by firms with 20 or more employees. At present, this quota stands at 3%.

The 1944 and 1958 Acts also laid down that sheltered employment for the severely disabled should be provided by Remploy Limited³, the local authorities and voluntary organizations.

The MSC has recently completed a study of the statutory principle of the quota for the employment of disabled persons and has recommended that it be replaced by a general statutory obligation on employers to give handicapped persons equal employment opportunities, which would be linked to some type of code of practice giving employers some practical hints as to the way in which they can fulfil their obligations. This recommendation is now being studied by the Secretary of State for Employment.

Another of the practical results of the 1944 and 1958 Acts was the setting up of an advisory body, the National Advisory Council on the Employment of Disabled People (NACEDP), and of local committees responsible for advising and assisting the Secretary of State and the Manpower Services Commission in matters concerning the employment of handicapped persons.

The 1958 Disabled Persons (Employment) Act made two small changes to the system for registering disabled persons and reduced the minimum age for admission to rehabilitation and vocational training courses to that at which compulsory schooling ends. This ensures that there is no gap between the end of compulsory schooling and any rehabilitation or

¹ This chapter on legislation is based wholly on information kindly provided by Mr P. Swailes (tel. 742704516) and Mr M. Green (tel. 214727151) of the Manpower Services Commission.

² Partial Agreement Division: updated compendium of rehabilitation legislation in Europe.

³ A non-profit making company under the control of the MSC, set up under Article 15 of the 1944 Act. In 1981 it had 91 factories employing, on average, more than 8 100 disabled persons.

training courses which might be necessary.

The 1946 and 1947 Acts made the local authorities responsible for after-care services for persons recovering from an illness or accident.

The 1948 National Assistance Act and the 1970 Chronically Sick and Disabled Persons Act stipulate that local authorities should provide social services for the blind, the deaf and the dumb and other substantially and permanently handicapped persons. These services include advisory and visiting services, instruction in ways of overcoming the effects of disability, a variety of centres and clubs, and a range of opportunities for simple paid activities and craftwork as well as for recreational and social activities.

The mentally handicapped

The 1959 Mental Health Act (and the 1960 Mental Health (Scotland) Act) made local authorities responsible for the organization of care and after-care services. This Act is now being reviewed. The employment provisions of the 1944 and 1958 Acts apply to the mentally handicapped¹.

In 1964, the Ministry of Labour set up an inter-departmental working party to find ways of improving the Department of Employments' Industrial Rehabilitation Service (this service has now become the MSC), having regard to developments in other fields of rehabilitation of the disabled and the facilities for dealing with particular disability groups. The report of this working party brought about closer cooperation between the various ministries, agencies, local authorities and voluntary organizations in the following rehabilitation areas:

- 1) a centre combining medical and vocational rehabilitation facilities was opened, as a result of close cooperation between the Placement Division, the Department of Health and Social Security and a regional health authority;
- 2) coordination of the work of the Placement Division's employment rehabilitation centres and that of the Department of Health and Social Security's resettlement centres;
- 3) financial and practical help for private organizations and local authorities providing rehabilitation courses for special categories (such as the blind, persons with brain disease, and the mentally deficient); establishment of close links between their centres and the Placement Division's employment rehabilitation centres;
- 4) the institution of work preparation courses for mentally or physically handicapped school leavers in some of the Placement Division's employment rehabilitation centres by agreement between the Manpower Services Commission's Placement Division, the Department of Education and Science and the local education authorities.

Victims of accidents at work and occupational diseases

The 1965 and 1972 National Insurance and Industrial Injuries Compensation Acts laid down the system of allowances paid to the victims of accidents at work and occupational diseases. After being physically and medically rehabilitated, the MSC helps them to find work. The services provided include employment rehabilitation and vocational training courses.

The 1965 Act had been preceded by the National Insurance Act, which was amended in 1973 for the whole of the United Kingdom. The latter laid down a system of allowances for persons who are unfit to work or unable to find employment.

¹ In 1969, responsibility for the care of the mentally handicapped was transferred to the local authority Social Work Departments.

The 1970 Act

The 1970 Chronically Sick and Disabled Persons Act requires the National Advisory Council (NACEDP) to promote placement and work preparation for handicapped persons (see above).

This Act was amended by the 1973 Employment and Training Act, which recommended that the Central Youth Employment Executive should include at least one person with special responsibility for the employment of young disabled persons and stated that it would be of great benefit if the National Youth Employment Council and the Advisory Committees on youth employment for Scotland and Wales were to include one or more persons who had worked with young handicapped persons and had knowledge of their special needs.

The MSC (Manpower Services Commission)

The 1973 Employment and Training Act set up the MSC. This is a public body directly responsible to the Secretary of State for Employment for the running of the employment and training services, including those intended for disabled persons.

Its members are recruited from organizations representing employers, employees, local government and the education authorities. It has three executive branches:

- the Employment Services Division (ESD)
- the Training Services Division (TSD)
- The Special Programmes Division (SPD).

In Northern Ireland, the 1945 and 1960 Disabled Persons (Employment) Acts contain similar provisions on the employment and training of both able-bodied and disabled persons.

To return to the main functions of the MSC, these can be summarized as follows:

It seeks to provide disabled persons with at least the same opportunities as able-bodied persons with regard to work preparation and occupational reintegration. It organizes vocational training and retraining courses for persons who need them in certain employment sectors and who are considered able to perform work in these sectors under normal conditions. The MSC runs employment rehabilitation centres where courses are organized for both physically and mentally handicapped persons able to perform appropriate types of work, irrespective of the cause of their disability.

The MSC gives financial aid to voluntary organizations and local authorities which organize employment rehabilitation courses for disabled persons such as the blind, the mentally handicapped and persons suffering from cerebral paralysis, many of whom have not paid social security contributions.

Statutory employment of disabled persons

In view of the 3% minimum quota for the compulsory employment of handicapped persons in firms with more than 20 employees, the 1980 regulations, under the terms of the Companies Act, require firms with more than 250 employees to publish details in their annual reports on the prospects of employing disabled persons.

2 - BASIC DATA

Total population of the United Kingdom (England, Wales, Scotland, Northern Ireland)

Table 1
Estimated resident population (in '000 at mid-1980)
by age group and sex

Age group	Male	Female	Total
0 - 14	6 074.6	5 753.6	11 828.2
15 - 24	4 478.2	4 285.8	8 764.0
25 - 44	7 341.2	7 206.4	14 547.5
45 - 54	3 127.7	3 165.7	6 293.4
55 - 64	2 949.5	3 233.8	6 183.3
65 and over	3 257.6	5 070.8	8 328.4
TOTAL	27 228.8	28 716.1	55 944.9

Estimated working population in the United Kingdom in 1980

Male	Female	Total
16 250 000	9 650 000	25 900 000

Working population in work in the United Kingdom at end of 1980

Total (male and female) 23 344 000

Persons receiving sickness benefit in June 1980

Total: 1 100 000 (comprising 849 000 men and 261 000 women)

N.B.: Details of employment and unemployment among able-bodied and disabled persons are given in Chapter 10.

Source: Miss Patricia Broad, Population Estimates Unit of the Office of Population Censuses and Surveys, London.

3 - ESTIMATES OF THE NUMBER OF HANDICAPPED PERSONS

(see also Chapter 7 for details of the Register of Disabled Persons in 1980 and the previous page for details about persons receiving sickness benefit)

Table 2

Total number of registered disabled persons of both sexes
as at 21 April 1981, by cause of disability

GREAT BRITAIN			
Cause of disability	Male	Female	Total
Surgical cases			
- amputation	20 568	2 259	22 827
- injuries (face, thorax, etc.)	9 895	893	10 788
- injuries to the lower and upper limbs	73 574	13 452	87 026
- injuries and deformations of the spine and lumbar region	50 476	8 791	59 267
- non-pulmonary tuberculosis	2 214	557	2 771
Diseases			
- arthritis, rheumatism	17 517	5 181	22 698
- diseases of the digestive system	9 553	897	10 450
- diseases of the genito-urinary system	3 252	734	3 986
- cardiovascular diseases	46 467	4 796	51 263
- diseases of the respiratory system (other than tuberculosis)	28 378	3 419	31 797
- diseases of the skin and cell tissue	2 660	574	3 234
- organic nervous diseases, epilepsy	16 466	6 088	22 554
- other nervous diseases (total)	15 420	5 045	20 465
- pulmonary tuberculosis	6 993	899	7 892
- mental disorders and diseases	14 586	3 468	18 154
- mentally subnormal	9 206	4 372	13 578
- deaf, deaf without speech, hard of hearing	16 007	7 220	23 227
- blind and partially sighted	25 843	5 073	30 916
Other diseases and injuries not listed here	13 714	3 671	17 385
TOTAL	382 789	77 389	460 178

N.B.: Registration as a disabled person is voluntary and the number of such persons actually registering is steadily dropping.

The total number of persons receiving disablement or injury benefit as at 2 June 1979 was 972 000 (including 780 000 men). On 30 September 1980, there were 276 000 war-disabled persons.

Table 2a

NORTHERN IRELAND			
Cause of disability	Male	Female	Total
Surgical cases			
- amputation	417	39	456
- injuries (face, thorax, etc.)	258	31	289
- injuries to the lower and upper limbs	2 068	370	2 438
- injuries and deformations of the spine and lumbar region	843	218	1 061
- non-pulmonary tuberculosis	49	18	67
Diseases			
- arthritis, rheumatism	391	115	506
- diseases of the digestive system	333	30	363
- diseases of the genito-urinary system	98	26	124
- cardiovascular diseases	949	188	1 137
- diseases of the respiratory system (other than tuberculosis)	459	109	568
- diseases of the skin and cell tissue	130	70	200
- organic nervous diseases, epilepsy	346	188	534
- other nervous diseases (total)	244	81	325
- pulmonary tuberculosis	152	36	188
- mental disorders and diseases	234	85	319
- mentally subnormal	290	198	488
- deaf, deaf without speech, hard of hearing	422	241	663
- blind and partially sighted	601	158	759
Other diseases and injuries not listed here	332	142	474
TOTAL	8 616	2 343	10 959

Sources: (Great Britain and Northern Ireland): Mr W.J. Green, United Kingdom delegate to the Manpower Services Commission, Employment Services Division (Employment Rehabilitation Centre), Birmingham.

Number of persons who are blind or partially sighted, deaf, hard of hearing or without speech and are registered as physically disabled

The statistical investigations carried out in 1974-1975 (see previous report entitled 'The Handicapped and their Employment') have not been taken into account in the more recent studies. New data are due to be published at the end of 1982.

The only statistical information on the number of persons with visual and hearing disabilities relates to the main groups of disability.

Table 3

Type of disability	Male	Female	Total
<u>Great Britain</u>			
Deafness:			
- deaf without speech	4 473	2 396	6 869
- deaf with speech	4 252	2 678	6 930
- hard of hearing	7 282	2 146	9 428
Blindness:			
- blind	5 351	1 846	7 197
- partially sighted	20 492	3 227	23 719
TOTAL	41 850	12 293	54 143
<u>Northern Ireland</u>			
Deafness:			
- deaf without speech	165	108	273
- deaf with speech	72	57	129
- hard of hearing	185	76	261
Blindness:			
- blind	83	32	115
- partially sighted	518	126	644
TOTAL	1 023	399	1 422
TOTAL FOR THE UNITED KINGDOM	42 873	12 692	55 565

Source: MSC.

4 - ROAD ACCIDENT VICTIMS

Source: Department of the Environment, London (Mr Len Britton, Directorate of Statistics)

The following data on road accident victims and the number of accidents and of vehicles on the road are taken from 'Road accidents Great Britain 1979', while the data for

Northern Ireland are taken from the Royal Ulster Constabulary's Road Accident Report, also covering 1979.

Table 4
Road accident victims in relation to number of accidents and vehicles (1979)

Description	Great Britain	England	Scotland	Wales	Northern Ireland
Number of licensed motor vehicles in '000 (excluding agricultural tractors)	18 223	16 622	1 361	918	422
Number of vehicles of all categories involved in accidents	422 983	369 331	35 430	18 222	8 463
Total number of accidents	254 967	220 610	23 020	11 337	5 388
Deaths	6 352	5 230	808	314	293
Serious injuries	80 544	66 971	9 216	4 357	2 546
Slight injuries	247 617	215 431	21 280	10 906	5 082
TOTAL number of victims	334 513	287 632	31 304	15 577	7 921

5 - VICTIMS OF ACCIDENTS AT WORK AND OCCUPATIONAL DISEASES

Sources: most of the data come from the Health and Safety Executive in London (Mr G. Collins) and relate to 1980.

5.1 - Accidents at work

Comments on 1979-1980 statistics

There was a marked drop in the number of accidents at work (-46 051 between 1979 and 1980) and in the number of fatal accidents (565 in 1980 compared with 615 in 1979).

To arrive at more correct annual comparisons, it is preferable to exclude new entrants in the last year. On a comparable basis (see following table), the total number of accidents fell from an average of 327 100 in 1976-1978 to 299 600 in 1979 and 254 000 in 1980. During the same period, fatal accidents dropped from 536 to 492 and, subsequently, to 435. This drop in numbers can be compared with reductions in industrial production (excluding North Sea gas and oil) of 6% and a loss of jobs in industry of 5%.

The number of accidents dropped in all the main industrial sectors, particularly in metal manufacture. However, there was an increase in the number of accidents in agriculture.

N.B.: Since 1981, a new data acquisition and processing procedure has been operating. No results processed in this way are yet available. Future publications will differ considerably from those used here.

Table 5

Accidents at work recorded by the health and safety
enforcement authorities in Great Britain
between 1976 and 1980

(Totals in '000)

Accidents recorded	1976	1977	1978	1979 ^{a b}	1980 ^a
Total	325.0	325.3	329.1	299.6	254.0
- fatal	584.0	524.0	499.0	492.0	435.0
<u>of which:</u>					
agriculture					
total	5.3	4.8	4.7	4.1	4.3
- fatal	41.0	32.0	25.0	34.0	24.0
coal mining					
total	40.8	49.3	46.8	30.8	36.8
- fatal	50.0	40.0	63.0	46.0	42.0
manufacturing industries					
total	181.1	187.3	186.3	167.7	132.5
- fatal	175.0	179.0	159.0	147.0	122.0
construction industry					
total	36.1	32.8	33.8	31.8	29.5
- fatal	156.0	130.0	121.0	119.0	128.0

^a Estimates.

^b Revised data: the initial estimates for 1979 included a number of accidents, particularly fatal accidents, which could not be properly categorized.

N.B.: See table below for number of new entrants. They have been excluded from the table above so as to obtain a common basis of comparison.

Table 6

Accidents at work recorded by the health and safety enforcement authorities in Great Britain in 1979 and 1980, by industry

Industrial classification	Oct.-Dec. 80		1979		1980	
	Fatal	Total	Fatal	Total	Fatal	Total
Agriculture, forestry and fishing	17	1 310	71	4 187	63	4 420
Mines and quarries	23	9 355	72	42 380	72	38 301
Food, drink and tobacco	5	4 856	17	24 452	14	20 743
Coal and petroleum products	2	281	6	1 588	9	1 269
Chemicals and allied industries	3	1 905	15	10 431	9	8 589
Metal manufacture	8	2 709	35	20 150	21	13 799
Mechanical engineering	8	3 561	16	20 647	21	16 597
Instrument engineering	0	245	0	1 180	1	1 053
Electrical engineering	2	1 818	3	10 005	4	8 013
Shipbuilding and marine engineering	1	1 115	11	6 055	8	4 889
Vehicles	7	3 320	7	17 266	14	14 457
Metal goods not elsewhere specified	1	2 031	8	13 679	11	10 347
Textiles	0	1 335	4	9 844	3	6 683
Leather goods and fur	0	85	0	606	0	429
Clothing and footwear	0	440	1	2 730	0	2 001
Bricks, pottery, glass	2	1 493	11	9 073	7	7 096
Timber and furniture	0	1 118	5	6 252	4	5 049
Paper, printing, publishing	2	1 619	12	8 875	6	7 445
Other manufacturing industries	0	1 200	8	7 228	4	5 824
TOTAL manufacturing industries	41	29 131	159	170 061	136	134 283
Construction	28	6 918	149	32 566	151	30 135
Gas, electricity, water	2	1 212	7	5 212	12	4 730
Transport and communication	14	2 911	68	12 068	50	9 959
Distributive trades	2	940	13	4 492	11	3 813
Insurance, banking, finance and business services	0	10	0	42	0	35
Professional services	2	1 403	5	4 004	7	4 842
Miscellaneous services	4	2 033	32	8 380	29	8 322
Public administration, defence	6	3 588	12	13 683	15	13 521
Not classified	5	5 083	27	21 798	19	20 461
TOTAL number of accidents	144	63 894	615	318 873	565	272 822

5.2 - Occupational diseases

The number of cases of disease coming under the Factories Act, mainly those involving poisoning and chronic disease, has shown a considerable reduction, dropping from 200 cases per year at the beginning of the 1970s to 110 in 1978 and 65 in 1979.

With the exception of pneumoconiosis, the reduction was apparent in virtually every category of disease. However, it was more marked in the case of skin disease, hand, knee and elbow injuries, and tendinitis in the hand, reflecting a reduction in heavy and repetitive manual work and cleaner working conditions (DHSS Social Security Report).

The (smaller) downward trend in pneumoconiosis is masked by changes made to the system of compensation. It seems probable that one such change was originally responsible for the large increase in the number of new cases diagnosed in 1975. There were reductions of about 10% in each of the following three years but an increase in 1979, particularly among ex-coalminers over the age of 65.

Asbestos, frequently used between 1930 and 1960, seems to be the cause of two diseases, namely asbestosis (a form of pneumoconiosis) and mesothelioma (cancer of the pleura or the abdomen). Improvements to the conditions governing the use of asbestos in the 1960s may be partly responsible for the drop in the number of new cases of asbestosis which has occurred since 1976 and for the virtual disappearance of certificates mentioning this disease as a cause of death. However, since the typical interval between initial exposure to asbestos and death due to mesothelioma is approximately 30 to 40 years, the increase in the number of deaths from this type of cancer is bound to continue in the 1980s.

6 - SPECIAL EDUCATION FOR DISABLED PERSONS

Source: Miss Spencer, Schools Branch II, Department of Education and Science, London

6.1 - Legislation on the education of young handicapped persons (supplementing Chapter 1 on general legislation)

The 1981 Education Bill and the 1981 Education (Scotland) Bill have been submitted to Parliament and should have become law by the time this report is published. They modify the 1944 Education Act and the 1962 Education (Scotland) Act, amended in 1970 and 1969 respectively.

The law on special education will be amended to take account of the recommendations of the Warnock Committee, which recently reviewed the whole field of special education.

Schooling is compulsory up to the age of 16, and this rule applies also to special education. Some pupils stay at school beyond this age and some establishments provide more advanced courses.

The local education authority must ensure that provision is made for full-time education, either in schools or in further education establishments, for all pupils aged over 16 and under 19 who wish to continue their school education.

At present, the law specifies that the Secretary of State has to determine the categories of pupils requiring special treatment in respect of their school education. These categories include blind persons, the partially sighted, deaf persons and the hard of hearing, the educationally subnormal, epileptics, the educationally maladjusted, the physically handicapped, pupils with speech impairments and delicate children.

The schools are of two types, namely maintained and non-maintained. Maintained schools are run by the local education authority, which defrays all the running costs, while non-maintained schools are run by voluntary organizations which may receive subsidies from the State for the maintenance and repair of buildings.

There are schools for pupils who are in hospital.

Special education can sometimes be provided in units attached to ordinary schools. Another form of special education is that which handicapped children receive in independent schools under arrangements made by the local authorities.

Other children are placed in residential homes where, as a rule, they do not receive any education; for this reason, they attend the local schools.

Young persons of both sexes can also receive education and vocational training in 13 further education and training establishments. One of these establishments is run by a local education authority, while the others are administered by voluntary bodies.

The latest Government proposals regarding special education contain two key concepts¹:

...40) Definition of Special Educational Needs

The Government envisages a broad definition of special educational needs, to include those needs which are attributable to a physical, sensory or mental disability or an emotional or behavioural disorder and which call for special provision in respect of such matters as the location, content, timing or method of education, and any other needs which are similar in their effect. (The abovementioned tasks of the local education authorities are based on these guidelines).

...41) Integration: Statement of Principle

The Government proposes that a child with special educational needs who is not a 'recorded child' should normally be educated in an ordinary school and that a recorded child shall also, wherever this is reasonable and practicable, be so educated. Accordingly the proposed legislation will provide that a child with special educational needs shall be educated with children without such needs, provided that the arrangements are capable of meeting his needs, are compatible with the efficient education of the children with whom he is to be educated, and with the efficient use of public resources, and take proper account of the wishes of his parents. This provision will replace Section 10 of the 1976 Education Act.

6.2 - Statistical data

Source: Miss Spencer (see above).

Separate data are compiled for England (together with Wales), Scotland and Northern Ireland.

¹ Taken from 'Special Needs in Education', August 1980 (p. 14), provided by Miss Spencer.

Table 7

Handicapped pupils attending special schools, by age group and sex

Handicap	Age 2-4 ^a		5-16 ^a		17 & over ^a		Total ^b	
	M	F	M	F	M	F	M	F
Blind	36	21	567	468	41	22	644 *27	511 *18
Partially sighted	33	21	1 203	779	18	10	1 254 *34	810 *20
Deaf	151	95	1 574	1 305	30	26	1 755 *60	1 426 *52
Hard of hearing	28	22	832	624	9	7	869 *12	653 *4
Physically handicapped	480	418	6 388	4 930	70	69	6 938 *307	5 417 *266
Delicate children	39	21	2 369	1 289	3	1	2 411 *16	1 311 *5
Maladjusted	57	22	10 608	3 002	46	10	10 711 *355	3 034 *127
Educationally sub-normal:								
moderately	327	169	33 493	20 875	38	34	33 858 *995	21 078 *671
severely	1 071	768	11 695	8 800	375	346	13 141 *726	9 914 *555
Epilepsy	20	26	1 099	762	29	18	1 148 *29	806 *29
Speech disorders	140	60	1 921	962	22	16	2 083 *162	1 038 *84
Autism	19	7	378	181	15	2	412 *20	190 *10
Pupils at school in hospitals	310	185	3 421	2 314	683	523	4 414 *38	3 022 *17
TOTAL	2 711	1 835	75 548	46 291	2 379	1 084	79 638 *2 781	49 210 *1 858

Grand total of boys and girls of all ages for both countries:

133 487

^a These figures relate only to England; those for Wales are not available.

^b Totals for England and Wales. Figures for Wales are marked with an asterisk.

Table 8

Handicapped pupils attending specially designed classes in maintained primary, middle and secondary schools in 1980, by age group and sex - England and Wales

Handicap	Full-time			Part-time			Wales ^a
	M	F	Total	M	F	Total	
Blind	1	-	1	-	-	-	10
Partially sighted	82	43	125	18	2	20	66
Deaf	160	174	334	31	17	48	11
Hard of hearing	1 408	1 153	2 561	447	397	844	289
Physically handi- capped	280	167	447	53	35	88	147
Delicate children	204	101	305	16	8	24	15
Maladjusted	967	384	1 351	136	83	219	286
Educationally subnormal:							
moderately	5 006	2 670	7 676	354	188	542	4 548
severely	106	89	195	7	8	15	190
Epilepsy	40	32	72	10	6	16	54
Speech disorders	565	198	763	50	18	68	87
Autism	51	20	71	-	-	-	6
TOTAL	8 870	5 031	13 901	1 122	762	1 884	5 874 ^b

^a The data available for Wales make no distinction between full-time and part-time and do not indicate the sex of the pupils.

^b This total includes 165 pupils classified as 'other cases'.

Number of specially designed classes: England: 1 685
Wales: 529

Table 9

Handicapped pupils attending independent schools or in residential homes or receiving education outside school

Handicap	Independ-ent school	Residen-tial home	Education other than in schools		
			Hospital	Other groups	At home
Blind	37 *15	-	3	2	11 *1
Partially sighted	32 *6	-	2	9	4 *3
Deaf	331 *29	-	11	47	1 *-
Hard of hearing	101 *3	-	-	67	41 *-
Physically handicapped	684 *41	2	87	230	363 *142
Delicate children	188 *5	41	20	48	244 *37
Maladjusted	4 551 *39	337	122	1 744	741 *45
Educationally subnormal:					
moderately	520 *14	8	10	172	87 *2
severely	627 *17	10	209	338	73 *4
Epilepsy	39 *10	-	1	2	13 *2
Speech disorders	91 *1	-	3	106	5 *-
Autism	277 *1	1	15	26	7 *-
TOTAL	7 478 *181	399	483	2 791	1 590 *236

Total for England and Wales (12 741 + 417) = 13 158.

^a These data relate to Wales.

Table 10

Students enrolled at further education establishments and training establishments for the disabled - England and Wales - Numbers in 1980 by age group, sex and handicap

Age group	Blind	Deaf	Physically handicapped	Total by sex	Total for both sexes
Under 16					
- male	-	-	1	1	
- female	-	-	2	2	3
16 - 17					
- male	43	13	180	236	
- female	33	1	150	184	420
18 - 20					
- male	67	8	113	188	
- female	60	-	78	138	326
21 and over					
- male	27	-	11	38	
- female	9	-	7	16	54
Total					
- male	137	21	305	463	
- female	102	2	237	340	803

Number of establishments	12
comprising: - 1 maintained by local education authority	1
- 8 run by voluntary organizations (which in certain circumstances may receive a grant)	8
- 3 independent establishments which do not receive any subsidy from the Department of Education and Science.	3

Table 11

Total number of pupils in Scotland, by sex and type of handicap (September 1980)

Handicap	Male	Female	Total
Deaf	191	146	337
Hard of hearing	167	136	303
Blind	84	51	135
Partially sighted	129	66	195
Mentally handicapped	3 530	2 485	6 015
Severely mentally handicapped	1 821	1 290	3 111
Epilepsy	64	23	87
Speech disorders	61	14	75
Maladjusted	959	276	1 235
Physically handicapped	590	412	1 002
TOTAL	7 596	4 899	12 495

Additional information:

Total number of schools, special classes, and hospitals with teaching facilities (as at March 1980)

- special schools	225
- special classes run by local education authority in ordinary schools	90
- hospitals providing special education facilities	31

Table 12

Total number of pupils in Northern Ireland, by sex and type of handicap

Handicap	Male	Female	Total
Blind	17	12	29
Partially sighted	71	62	133
Deaf	49	28	77
Hard of hearing	217	218	435
Educationally subnormal	1 541	1 013	2 554
Epilepsy	32	37	69
Maladjusted	100	44	144
Physically handicapped	316	244	560
Speech disorders	202	105	307
Delicate children	85	69	154
TOTAL	2 630	1 832	4 462

7 - VOCATIONAL REHABILITATION IN THE UNITED KINGDOM - ASSISTANCE PROVIDED

Source: Mr P. Swailes and Mr M. Green (see above) of MSC.

General information (Great Britain)

In Great Britain, it is the Manpower Services Commission, or MSC (see Chapter 1 on legislation) which is responsible for arranging employment rehabilitation and vocational training courses and for the employment of disabled persons (and of able-bodied persons). This involves the keeping of a register of disabled persons and administrative matters relating to the implementation of the quota (i.e. the rules on the compulsory employment of disabled persons).

7.1 - The Register of Disabled Persons

This Register was set up by the Department of Employment as part of the services provided under the Disabled Persons (Employment) Acts. It is kept by the MSC, which also keeps a register for Northern Ireland.

It should be noted that registration is done on a voluntary basis. In order to qualify for registration the person concerned must:

- be substantially handicapped as regards obtaining or keeping employment owing to a mental or physical disability;
- be suffering from a disability which is likely to last for at least 12 months after registration;
- want to find some form of employment or self-employed work in Great-Britain (or Northern Ireland);
- have reasonable prospects of obtaining and keeping employment or self-employed work;
- be ordinarily resident in Great Britain (or Northern Ireland).

7.2 - The quota scheme for the compulsory employment of disabled persons

Under this scheme, instituted by the Disabled Persons (Employment) Acts (the 1944 Act in Great Britain and the 1945 Act in Northern Ireland), employers with 20 employees or more are required to employ a certain proportion of persons recognized as being disabled (3% of employees). Employers who remain below this quota are not committing an offence but cannot take on new, able-bodied staff until they have been authorized to do so by the Disablement Resettlement Officer (or DRO - see § 7.4). Furthermore, an employer cannot dismiss a disabled person without good cause if he no longer meets the quota requirement immediately after such a dismissal. Finally, employers must open their employment registers to official inspection.

7.3 - Designated employment

The Secretary of State can reserve certain occupations for disabled persons. Two such occupations have so far been designated, namely those of carpark attendant and passenger electric lift attendant (again under the terms of the Disabled Persons (Employment) Acts).

7.4 - General assistance for disabled persons

This includes:

- a) a service provided by employment specialists. The main rôle here is played by the Disablement Resettlement Officer (or DRO), who is responsible for the occupational

reintegration of disabled persons. The DRO is trained to identify, and help to overcome, the employment problems of disabled persons whether the latter are employed or out of work. He establishes close contacts with local employers and endeavours to widen the range of employment opportunities for disabled persons. Some of these officials specialize in blind or partially sighted persons.

- b) To overcome the employment problems of disabled persons, the DRO can arrange for a number of measures to be taken:
- the granting of financial assistance towards the cost of adapting premises or equipment used by disabled persons at work;
 - financial assistance to help certain disabled persons pay the additional costs of travelling to work which result from their disability;
 - the provision on a loan basis of a number of special aids designed to help widen the range of occupations which disabled persons are able to perform;
 - financial assistance for employers able to offer a 'job trial' to certain disabled persons;
 - a scheme to help the more severely disabled who are unable to work in open or sheltered employment to set up their own business.
- c) The provision of rehabilitation services in one of the 27 employment rehabilitation centres (ERC).
- d) The provision of vocational training for disabled persons under the training schemes run or assisted by the Training Services Division (TSD) of the MSC.
- e) The Manpower Services Commission is also responsible for administering and coordinating the services designed to promote the sheltered employment of severely disabled persons, as provided by Remploy Ltd, the local authorities and voluntary bodies (for more details, see section on sheltered employment below).

f) The Careers Service:

the help given to disabled persons also includes a local careers service for young persons at the end of their compulsory schooling (including young disabled persons), as required by the 1973 Employment and Training Act.

All the careers officers are required to assist young disabled persons, in particular by endeavouring to determine their potential and their aptitudes rather than concentrating on the limitations imposed by their disability.

These officers naturally work in close collaboration with the DRO's of the MSC as well as with local authority social workers and with the specialist voluntary organizations. The help given includes guidance for young persons as regards further studies, work preparation or the choice of an occupation, and making sure that they receive the assistance (medical, educational, pre-vocational, etc.) which they require.

7.5 - Vocational rehabilitation in Northern Ireland

The Northern Ireland Manpower Services Department performs a similar function in respect of disabled persons to that performed by the MSC in Great Britain, providing employment, training, rehabilitation and resettlement services. In addition, it keeps the Register of Disabled Persons, administers the quota system, and operates special assistance schemes.

Help is available to school-leavers or those who have recently left school, while young disabled persons can obtain help from careers officers.

The Manpower Services Department is responsible for providing sheltered employment for persons recognized as disabled (see section on sheltered employment in Northern Ireland below).

7.6 - Employment rehabilitation courses in Great Britain

Employment Rehabilitation Centres (ERCs)

Under the 1973 Employment and Training Act, the Manpower Services Commission is required to provide work preparation courses. The numbers of persons attending the rehabilitation centres has changed considerably since these centres were set up by the 1944 Disabled Persons (Employment) Act, in particular since the Department of Employment transferred these centres to the MSC in 1974.

In September 1979 the MSC reviewed its rôle in employment rehabilitation, taking account of needs and the means of meeting them, research findings, resource considerations and the specific rôle of the ERCs. A full report was published in July 1980. It suggests that the traditional structure of the courses which had been thought, until now, to meet all the needs of those attending them may not be the best way of providing services of the diversity actually required. The report recommends that a number of experiments should be carried out which, it is hoped, will enable the MSC to decide what is the best way of directing and developing its employment rehabilitation measures.

The ERCs have two main objectives at present:

- to bring a person to the level where he can work or be trained, taking account of his personal and social adjustment and his aptitudes;
- to assess his potential and capabilities in depth and to provide him with vocational guidance.

The following persons are eligible for an ERC course:

- disabled persons who need such courses to prepare them for a job;
- other persons who appear to have the same needs but seem to have very little chance of obtaining a job for reasons other than a reduction in job vacancies.

More than half of the applications for ERC courses are the result of the efforts of DROs, who recommend such courses for some of their cases. Recommendations for admission also come from hospitals, general practitioners, employers, welfare organizations, etc.

Organization of courses

Duration: 7-8 weeks, but may be extended up to 26 weeks.

Average duration: 6-8 weeks for 60% of all courses.

Number of centres and capacity: in June 1981, there were 27 centres with a nominal capacity of 2 620 places (220 residential).

Average capacity of centres: 70-200 places.

Average number of persons attending courses each year: approximately 16 000.

Other financial assistance

The MSC also finances rehabilitation courses organized by other bodies and pays allowances to people attending these courses.

The bodies mentioned above include special organizations for the blind, spastics and the mentally handicapped. Each year, about 500 persons attend the centres run by these bodies.

7.7 - Employment rehabilitation courses in Northern Ireland

A new 100-place unit was opened at the end of 1975. It incorporates the most advanced features of the units recently constructed for identical centres in Great Britain.

The objectives of preparing disabled persons for work and for the resumption of employment are the same.

The management team includes a rehabilitation specialist, a doctor, an occupational psychologist, a welfare officer, a DRO and instructors.

Courses to assess fitness for work and potential are held for adults and school-leavers, including those leaving special schools.

The Manpower Services Department has also made arrangements with the Royal National Institute for the Blind for the latter to provide employment rehabilitation courses for blind persons from Northern Ireland at its residential centre in Torquay.

8 - VOCATIONAL TRAINING

8.1 - Vocational training in Great Britain

The 1973 Employment and Training Act provides for the establishment of the Manpower Services Commission (MSC). This Act amends the 1944 Disabled Persons (Employment) Act and transfers from the Department of Employment to the MSC responsibility for arranging for disabled persons aged over 16 to receive training which will enable them to find work in open industry.

As at 31 March 1981, the MSC had financed the training courses taken by more than 4 000 disabled persons.

About 80% of these were trained together with able-bodied persons under the Training Opportunities Scheme (TOPS) in various establishments run or subsidized by the MSC, while the remaining 20% were financed by the MSC under special schemes including on-the-job training with employers, courses in special institutions run by the Royal National Institutes for the Blind and the Deaf, courses in residential colleges specializing in the training of severely handicapped persons and, finally, courses for entry to the professions.

It should be noted that vocational training is the responsibility of the Training Division of the Manpower Services Commission.

8.2 - Vocational training in Northern Ireland

Vocational training can be given to any disabled person who appears fully capable of following the course and whose employment prospects would thereby be improved.

Vocational training is organized by government training centres, technical and commercial colleges, and in conjunction with employers on their own premises.

Arrangements can be made to give training for a particular job to disabled persons who have the aptitudes and basic training required for such courses.

The Manpower Services Department can finance training carried out in centres run by voluntary organizations. In some cases, trainees attend courses in Great Britain, in special centres for the blind, for example, or at rehabilitation centres which do not exist locally.

9 - SHELTERED EMPLOYMENT

9.1 - Information on legislation (Great Britain)

In July 1976, the MSC took over responsibility for administering and coordinating sheltered employment from the Secretary of State for Employment. Under the 1944 and 1958 Disabled Persons (Employment) Acts and the 1973 Employment and Training Act, a service is provided for disabled people who are unlikely at any time, or until after a long period, to obtain and retain employment except under sheltered conditions.

Sheltered employment may be organized by companies such as Remploy Ltd, which was set up by the State, or by voluntary organizations, or local authorities.

The MSC gives financial assistance to local authorities and voluntary organizations in the form of flat-rate subsidies for expenditure on buildings, plant and equipment as well as per capita subsidies to offset the loss of revenue incurred in running the workshops.

In 1979, the MSC set up the Sheltered Employment Procurement and Consultancy Services (SEFACS) to increase the number of long-term contracts in the public sector given to sheltered workshops and to provide an advisory and consultancy service on business management.

9.2 - Statistical data (Great Britain)

In March 1980, almost 14 000 severely disabled persons were employed in a total of 216 workshops and firms. Remploy Ltd constitutes a special case; set up in 1945, it is subsidized by central government and is the largest organization providing sheltered employment in Great Britain. In 1980 it had 89 factories in all parts of the country employing 8 138 severely disabled persons (see Table 13 below).

At present (1980), 216 sheltered workshops are eligible for financial assistance from the MSC. Of these, 62 under the direct control of local authorities, while 40 are run by voluntary organizations acting as the representatives of local authorities and 25 by other voluntary organizations such as the Royal British Legion, the Spastics Society, etc.

These workshops provide employment and training for 3 831 sighted severely disabled men and women.

Blind persons

886 blind persons are employed in workshops for the blind. In addition, there are 55 special workshops employing 1 593 blind persons. These special workshops are run by local authorities or voluntary organizations acting as their representatives.

Remuneration

Severely handicapped persons in sheltered employment are employed on a contractual basis and receive wages. They are expected to work a normal week and to produce articles or provide services of sufficient value to contribute significantly to the costs of the undertaking.

9.3 - Remploy Ltd

Table 13
Number of severely disabled persons employed in Remploy factories
as at 31 March 1978, by type of handicap

Type of handicap	Total
Amputations	237
Arthritis, rheumatism	261
Diseases of the digestive system	110
Diseases of the genito-urinary system	39
Cardiovascular diseases	592
Diseases of the respiratory tract	513
Diseases of skin and cell tissue	32
Hearing disorders and hard of hearing	355
Blind and partially sighted	142
Injuries: head, thorax, trunk, etc.	158
Injuries, diseases and deformities of the limbs	892
Paraplegia	229
Injuries of the spine (other than paraplegia)	576
Mental disorders, psycho-neuroses, psychoses, schizophrenia	766
Mentally subnormal	884
Organic nervous diseases, epilepsy	836
Other disorders: multiple sclerosis, hemiplegia, cerebral paralysis, etc.	584
Pulmonary and non-pulmonary tuberculosis	324
Diseases and injuries not specified above	363
TOTAL	7 893

Source: MSC Employment Service Division - Employment Rehabilitation Centre in Birmingham
 - Mr W.J. Green.

Sheltered Industrial Groups (SIGs): these provide other opportunities for sheltered employment, whereby small groups of severely disabled persons work under special supervision in ordinary firms or businesses or for the local authority parks and gardens departments. In 1980 more than 220 severely disabled persons took part in 35 of these employment schemes.

9.4 - Sheltered employment in Northern Ireland

The Manpower Services Department has used its powers in this area in two ways:

- 1) it has set up Ulster Sheltered Employment Ltd. (USEL), with responsibility for promoting the employment of disabled persons on a similar basis to that of Remploy Ltd in Great Britain;
- 2) it has provided a wide range of grants for the voluntary establishments offering sheltered employment.

As a result, more than 200 persons recognized as being disabled are working under sheltered conditions. The present trend is to extend the opportunities to areas other than Belfast, which at present gets the lion's share.

Table 14
Number of severely disabled persons employed by USEL

Blind workers	51
Sighted severely disabled	51
TOTAL	102

Source: Manpower Services Department (Northern Ireland).

9.5 - Placement, training and unemployment in respect of sheltered employment

Table 15
Number of severely disabled persons undergoing training and employed in approved sheltered workshops, as at 31 March 1980

Type of workshop	Training	Employment	Total
Local authority workshops	60	1 612	1 672
Workshops run by voluntary organizations	125	925	1 050
TOTAL	185	2 537	2 722

Source: MSC (Great Britain).

Table 16
Training in workshops for the blind (Great Britain) - Number of workers and persons undergoing training as at 31 March 1980

Population	Local authorities	Voluntary organizations	Total
<u>Undergoing training</u>			
blind and partially sighted	12	53	65
sighted severely disabled persons	47	28	75
<u>Employed</u>			
blind and partially sighted	720	808	1 528
sighted severely disabled persons	502	312	814
TOTAL	1 281	1 201	2 482

Total number of blind and partially sighted persons: 1 593.

Source: MSC.

Table 17

Persons seeking sheltered employment in Great Britain - Number of disabled persons registered by the MSC who are eligible for sheltered employment but are unemployed, by age group and sex

Age group	Male	Female	Total
16 - 24	787	469	1 256
25 - 49	2 772	807	3 579
50 - 59	1 751	231	1 982
60 and over	846	5	951
TOTAL	6 156	1 512	7 668

Source: MSC (situation as at 1 October 1980).

Table 17a

Duration of unemployment of persons in Table 17

Duration	Male	Female
1 week or less	39	9
1 - 8 weeks	287	84
9 - 26 weeks	621	184
26 - 52 weeks	649	191
over 52 weeks	4 560	1 044
TOTAL	6 156	1 512

Table 18

Persons seeking sheltered employment in Northern Ireland - Number of disabled persons registered by the Manpower Services Department who are eligible for sheltered employment but are unemployed, by age group and sex (as at 1 March 1981)

Duration	Male	Female	Total
16 - 24 yrs	40	10	50
25 - 49	93	29	122
50 and over	81	10	91
TOTAL	214	49	263

Source: Manpower Services Department.

N.B.: No information is available on the duration of unemployment in Northern Ireland.

10 - PLACEMENT OF AND UNEMPLOYMENT AMONG DISABLED PERSONS
(Great Britain and Northern Ireland)

10.1 - The duties of the MSC (Manpower Services Commission)

The main aim of the MSC with regard to the placing of disabled persons in employment is to make the maximum use of all facilities for finding an ordinary job in industry (and other sectors) for such persons, taking into account their mental, physical and vocational aptitudes.

The following tables give some information on the number of disabled persons in employment. However, it is now known that the numbers indicated are well below the actual figures, since the number of people who voluntarily register as disabled persons is dropping year by year.

10.2 - Statistical data on placements (comparative)

Source 1: Employment Services Division, MSC, Great Britain

Total number of persons placed in work during the fourth quarter of 1980

Persons placed by the Employment Services Division	366 536
Disabled persons placed by the DRO of the Employment Services Division	8 838

Source 2: Manpower Services Department, Northern Ireland

Total number of disabled persons placed in employment

in 1980 (for the whole year) 515

10.3 - Statistical data on unemployment among disabled persons in general

The following data compare unemployment among able-bodied persons with that among disabled persons.

Table 19
Total number of able-bodied persons registered as unemployed,
by sex and age group

Age group	Male	Female	Total
16 - 24	355 218	319 504	674 722
25 - 49	544 325	132 185	676 510
50 - 59	183 681	63 402	247 083
60 and over	156 905	1 819	158 724
TOTAL	1 240 129	516 910	1 757 039

Source: MSC, Great Britain, October 1980 (this information is not available for Northern Ireland).

In May 1981, the MSC estimated that the total number of workers of all categories who were actually unemployed was 2 456 900.

Of the total given in Table 19, the number of persons registered as disabled and unemployed was 72 357.

In addition, there were 103 793 non-registered and unemployed disabled persons in May 1981 (when it was estimated that there were almost 2 1/2 million unemployed), which brings the total number of disabled persons seeking work to 176 150.

The 72 375 unemployed disabled persons include handicapped persons who are not registered as disabled at the MSC. This total should be compared with that of 57 290 given in Table 20 below.

Table 19a
Information supplementing that given in Table 19
above (October 1980)

Duration of unemployment	Male	Female
1 week or less	46 993	20 380
1 - 9 weeks	312 584	143 948
9 - 26 weeks	379 908	177 357
26 - 52 weeks	208 045	94 601
over 52 weeks	292 599	80 624
TOTAL	1 240 129	516 910

N.B.: this information is not available for Northern Ireland.

10.4 - Statistical data on disabled persons fit to work in open industry

Table 20
Number of disabled persons in Great Britain registered with the MSC^a who are fit for ordinary employment but unemployed, by sex and age group (as at 9 October 1980)

Age group	Male	Female	Total
16 - 24	3 693	2 074	5 767
25 - 49	20 263	3 764	24 027
50 - 59	17 073	2 482	19 555
60 and over	7 906	35	7 941
TOTAL	48 935	8 355	57 290

^a N.B.: registration as a disabled person is, of course, voluntary (see Chapter 7). The number of persons deciding to register is steadily dropping. Unemployed persons registered as disabled now represent only about 40% of all unemployed disabled persons.

Source: MSC (Register of Disabled Persons)

Table 20a
Duration of unemployment among persons listed in Table 20

Duration of unemployment	Male	Female
1 week or less	869	149
1 - 8 weeks	6 353	1 206
9 - 26 weeks	10 066	2 005
26 - 52 weeks	8 140	1 558
over 52 weeks	23 507	3 437
TOTAL	48 935	8 355

Table 21
Northern Ireland: data on same category of persons as shown in Table 20,
as at 1 March 1981

Age group	Male	Female	Total
16 - 24	153	79	232
25 - 49	777	156	933
50 and over	556	89	645
TOTAL	1 486	324	1 810

Figures on the duration of unemployment are not available for Northern Ireland.
Source: Manpower Services Department.

11 - VOLUNTARY ORGANIZATIONS

There are many voluntary organizations in Great Britain whose aims are to assist handicapped persons in all areas affecting their social life and recreation.

The Central Council for the Disabled, set up shortly after World War I, acts as a coordinating body for around 280 affiliated organizations and associations in the whole of Great Britain, Scotland and Northern Ireland, as well as around 1 000 other voluntary organizations.

The Central Council for the Disabled will shortly be merging with the British Council for Rehabilitation of the Disabled.

The Council also acts as intermediary and liaison with government departments. In particular, the latter help disabled persons to obtain wheelchairs, motor vehicles and cash benefits.

Up to 1975, arrangements had been made for the provision of around 23 000 three-wheeled and 10 000 four-wheeled motor vehicles reserved as a matter of priority for disabled war pensioners. In addition, a total of around 20 000 disabled persons received tax-free allowances of £ 100 per annum for private vehicles. In 1981, almost 200 000 persons were receiving a mobility allowance (£ 16.50 per week in 1982). This allowance was first in-

troduced in January 1976. It is payable to all persons aged between 5 and 65 who are virtually unable to walk.

Social and recreational assistance covers many financial and practical fields, e.g. help and advice from social workers for the family in its own home, telephones, day centres and residential homes, adaptation of the home to requirements, prostheses, additional aids for the physically and mentally sick, blind and deaf, help with finding employment, etc.

UNITED KINGDOM - LIST OF ADDRESSES

Department of Health and Social Security

Alexander Fleming House, Elephant and Castle, London SE 1 6 BY
Mrs M.L. Stookes (International Relations Division)

Medical Rehabilitation Centre
152 Camden Road, London NW 1 9 HL
Dr J. Summerville (Medical Director)

Health and Safety Executive

Baynards House, 1 Chepstow Place, London W 2 4 TF
Mr G. Collins (accidents at work and occupational diseases)

Manpower Services Commission

Employment Services Division

Mr W.J. Green, Superintendent (Training, Rehabilitation and Employment)
Employment Rehabilitation Centre, Vincent Drive, Birmingham B 15 2 TD
Mr P. Swailes (Legislation, Training, Rehabilitation and Employment)
E S G 3, Room W 1 028, Moorfoot, Sheffield S 1 4 PQ

Office of Population Censuses and Surveys

St Catherine House, 10 Kingsway, London WC 2 B 6 JP
Miss Patricia Broad (Population Estimates Unit)

Department of the Environment

Romney House, 43 Marsham Street, London SW 1 3 PY
Mr Len Britton (Directorate of Statistics Department - traffic accidents)

Department of Education and Science

Elizabeth House, York Road, London SE 1 7 PH
Miss M.A. Spencer (School Statistics, Schools Branch II)

Central Statistical Authority

Cabinet Office, Central Statistical Office
Great George Street, London SW 1 P 3 AQ

Miss Jackie Morris (General population and estimates of the number of disabled persons)

CONCLUSION

The difficulty of making statistical comparisons between Member States

Since this one document brings together statistical data from various countries and describes the relevant laws and regulations, it is naturally tempting to make comparisons.

However, it is obvious that comparing information which is as specific as that relating to rehabilitation really amounts to comparing national policies rather than technical measures. Accordingly, the author sometimes felt quite justified in going beyond the mere recording of the information provided and incorporating assessments made by individuals or institutions, insofar as these illustrated more clearly the nature of the information presented.

Another reason for the difficulty in envisaging a system for collecting information which makes comparisons easier is the organization itself of the information services within each country. Thus, when a Member State 'decentralizes' or 'regionalizes' these services, the old centralized statistical system needs several years to adapt to its new regional partners. In fact, when the study was carried out, the information systems in five of the nine Community countries were either right in the middle, or coming to the end, of such a reorganization process.

The author was struck by the fact all the people he spoke to, whatever the institution they came from, wanted to have more information from the other member countries, to exchange information about data processing systems and to obtain a better understanding of the legislative and social background to the information which is normally made available without being sufficiently elucidated.

In this connection, the Statistical Office's initiative in carrying out a new study on disabled persons was particularly well received. Despite the material and institutional constraints which still make exact comparisons impossible, one can always improve one's own tools by looking at other people's experiences and methods.

GENERAL CONCLUSIONS

Disabled persons have become more and more closely integrated in the working life and economic activity of the member countries as a result of the employment, occupational training and occupational rehabilitation measures taken on their behalf. By the end of the 1970s, the need to help disabled people lead less isolated lives was much less pressing in all the nine Member States studied.

The social, economic and political effects of this process are too important for it not to have been studied by various specialists such as legal experts, doctors, economists, social workers, educators, etc. Nevertheless, the author often found it difficult to gain access to sources of information. Visits made to the various bodies concerned, even though preceded by an exchange of correspondence, did not always produce the information required within the few days set aside. The problem was not caused by the people interviewed, whose kindness and readiness to help deserve more praise than can be given in these few lines.

The acquisition and use of the data covered by this study was and is very largely dependent on analyses made 'from outside' at a totally arbitrary moment in the historical process observed. In the present case, bearing in mind the period within which the information on each country was acquired, it was necessary to adapt to the working methods of the official body. It is hoped that this report thereby accurately reflects the quality of the statistical and legislative information made available.

For example, it will be noted that the estimates of the number of disabled persons were made in special surveys carried out in the nine countries in the 1970s. Such estimates naturally have a significant effect on the policy of the countries concerned. They sometimes emphasize the integration of disabled persons in economic life, the importance of increasing national solidarity, or indicate the arbitrary nature of the distinction between mental and physical handicaps when the intention is to look at the consequences and not at the nature of the disability.

The statistical value of these estimates, as given here, is secondary; rather, they serve to illustrate the overall policies of a given country with regard to disabled persons.

In a document dealing mainly with disabled workers, one may question the value of presenting information on the education of young disabled persons (both special education and other types are covered, but the information accurately reflects efforts made on their behalf and the varying extent to which disabled persons are integrated into the educational systems). Nonetheless, these statistics and the information on the legislative background also contain many indicators as to national policy regarding the preparation given to younger disabled persons to enable them to take part, in the economic life of the country and to be recognized socially or as individuals by able-bodied persons.

As regards the training and the occupational rehabilitation or retraining of adult handicapped persons, here too there is a very wide diversity in the systems, the bodies providing services, and financial arrangements. The raw data on the number of persons trained each year are therefore not very significant. However, it is still possible to assess, for a given country and population, the training given and the measures taken to improve access to employment made possible by a general policy on behalf of the disabled and to see how this compares with the situation of able-bodied persons.

Finally, when the study was carried out in 1981, one of its aims was to answer the implicit and very important question as to whether disabled workers, or that part of the working population which is disabled, suffered more than any other social group from unemployment and the economic recession in general.

Most countries do not have statistical tools which enable this question to be answered. Details about the placement of the 'sheltered' categories, however, are often known and have been included in almost every case.

The information collected during visits or at a subsequent stage should make it possible to gauge the additional socio-economic handicap which is clearly evident in the employment and placement of disabled workers in every member country.

Various correspondents concerned about this matter stated on several occasions that the best way of helping disabled persons more was to encourage people to give help and arrange pilot projects in firms rather than make fiscal or legal arrangements.

In the difficult economic situation at present affecting every employment sector, legislative and statutory requirements are inevitably sidestepped or simply ignored.

To finish on a more positive note, the author gained the impression that disabled persons, by virtue of their social status and the increased recognition of their rôle in the economic life of a country, could benefit from various types of pressures being exerted on institutions. The first objective should be to create a wider awareness of disabled persons and their natural place in society.

EUROPEAN OR INTERNATIONAL ORGANIZATIONS AND PUBLICATIONS

LIST OF ADDRESSES

Preliminary note

Special mention should be made here of the Partial Agreement¹ Division of the Council of Europe, in Strasbourg, which deserves special thanks for providing the author with its most up-to-date information and for allowing him to reproduce numerous extracts.

Council of Europe

Partial Agreement Division

Place Lenôtre, F-67006 Strasbourg Cedex

Mr John Francis Smyth (Head of P.A. Division)

Publication: Legislation on the Rehabilitation and Employment of Disabled Persons in Europe (updated every 2 years, French and English editions)

Commission of the European Communities

Directorate-General V (Action Programme for the 1980s on behalf of disabled persons),
Square De Meeûs, B-1040 Brussels

Mr P.E. Daunt 'Education, vocational training and youth policy'

Mr Skov Jørgensen 'Special education in the European Community' 1980

OECD

Full report available (in English only) on the work recently carried out by the Centre for Educational Research and Innovation (CERI)

OECD, 2 rue André Pascal, F-75775 Paris Cedex 16

EEC - EURATOM - Economic and Social Committee

2 Rue Ravenstein, B-1000 Brussels

'Draft opinion of the Economic and Social Committee on the situation and problems of the handicapped'

(Rapporteur: Mr Davies).

¹ Well-known abbreviation for the Partial Agreement in the social and public health field drawn up between the member countries of the Community (with the exception of Denmark and the Republic of Ireland).

International Labour Office (ILO)

CH-1211 Geneva 22

Department for the Vocational Rehabilitation of Disabled Persons (Many international studies and projects, particularly concerned with developing countries)

Mr Norman Cooper, Mr J. Sackstein

The ILO has also published a useful glossary in three languages (English, French, Spanish) with specialist vocabulary.

World Health Organization (WHO)

CH-1211 Geneva

In particular: 'A manual of classification relating to the consequences of disease: international classification of impairments, disabilities and handicaps' (first published in English in 1980; French edition 1981).

N.B.: This list is, of course, not exhaustive. There are probably about 20 bodies specializing in research or statistics on the work preparation and vocational re-settlement of disabled persons.

European Communities — Commission

The handicapped and their employment

Statistical study of the situation in the
Member States of the European Communities

Luxembourg: Office for Official Publications of the European Communities

1983 — 226 pp. — 21.0 x 29.7 cm

Population and social conditions (yellow cover)

DE, EN, FR, IT

ISBN 92-825-3095-7

Catalogue number: CA-35-82-982-EN-C

Price (excluding VAT) in Luxembourg

ECU 6.67 BFR 300 IRL 4.60 UKL 3.70 USD 6.50

A statistical survey of the handicapped and their employment in the Community was conducted in 1981 as one of the EC Commission's contributions to the United Nations' Year of the Disabled. It also represented an in-depth continuation of work in this field which the Statistical Office had started some years earlier. (1) This text deals with all questions relevant to the topic (legislation, figures on the disabled, training measures, successes and failures in occupational and social integration, etc.) using a standard breakdown by country which both provides a picture of the situation as a whole and facilitates comparison of specific aspects between the Community countries (excluding Greece).

The author has used the most recent figures available (mainly 1979/80) but draws attention to omissions and the reasons for them. By mentioning this and by describing the often heterogeneous and uncoordinated way in which legal and organizational responsibility for the problems of the disabled is allocated, he pin-points areas for further research and political action. The address lists he provides of the authorities, organizations and persons responsible in each country will be particularly useful for further cooperation in this field in Europe.

(1) cf. G. Y. Roualt, *The handicapped and their employment*, Eurostat, Luxembourg/Brussels, 1978.

Classification of Eurostat publications

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1. General statistics (grey covers)	1. General statistics 2. Regional general statistics 3. Third-country statistics
2. National accounts, finance and balance of payments (violet covers)	1. National accounts 2. Accounts of sectors 3. Accounts of branches 4. Money and finance 5. Regional accounts and finance 6. Balance of payments 7. Prices
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6. Foreign trade (red covers)	1. Nomenclature 2. Community trade, general 3. Trade with developing countries
9. Miscellaneous (brown covers)	1. Miscellaneous statistics 2. Miscellaneous information

Theme 3 – Population and social conditions

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2. Social conditions	<i>1. Social indicators – Selected series</i>	A
3. Education and training	<i>1. Education and training 2. Training and employment – Results of the supplementary questions of the labour force sample survey – 1979</i>	A or B n.p.
4. Employment	<i>1. Employment and unemployment – 1981 2. Employment and unemployment – Statistical bulletin 3. Unemployment – Monthly bulletin 4. The handicapped and their employment (study) 5. Labour force sample survey – 1981 6. Sources of statistics of working time 7. Statistical studies of employment (4 issues)</i>	A n.p. M n.p. B n.p. n.p.
5. Social protection	—	
6. Wages and salaries	<i>1. Hourly earnings – Hours of work 2. Structure of earnings 1978/1979 3. Sources of wages statistics in the EC</i>	HY n.p. n.p.
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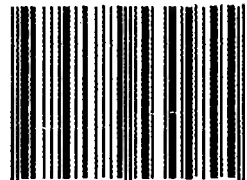
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