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Presentation 3/29

I. Lex-

5-7 min

overview

a) web

genesis

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II. CD

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meth. approach

a) glossary

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b) template

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c) market in person

III. LF

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IDEAS 2000: EMPLOYMENT POLICIES TEMPLATE

Thank you for agreeing to complete the IDEAS 2000 Employment Policies Analytic Template. Staff of ILRU and associates appreciate your time and effort in contributing to the international database of analytic file cases on employment and disability.

In designing this survey, our basic presumption is that existing employment policies, which regulate and maximize the labor force at-large of any given country, directly affects that portion of the labor force with disabilities. In other words, there is a direct relationship between generic and specific policies and practices. We believe that by examining these relationships and by understanding general economic operants in a given society, particularly as they relate to employment, we can gain a better understanding of how to promote the status of people with disabilities.

Our goal in collecting this information and compiling the database is multifold. First, we hope to understand better a nation's comprehensive employment policies as these affect the employment of people with disabilities. Second, we plan to make cross-national comparisons of employment policies, practices, and the resulting status of people with disabilities from country to country. Third, we believe that this type of information, currently not available from any other source, is important from the standpoints of both research and utilization. It seems to us that employment and independence are closely interconnected and are key to the pursuit of quality of life. The designers of this template are aware of the frustrations of many people working in the field of disability by the lack of information regarding international employment issues and the experiences of those affected by different types of employment policies. It is our intention to fill that gap with meaningful and usable information and to make that data universally available and accessible.

There are a few things to keep in mind as you complete this template. First, it is very important to cite the sources of the information you report. There is no source that would be considered invalid, but for the purposes of usability and eventual longitudinal comparison (of one country's policies across time), it is important to be able to document sources. It also crucial to know the currency of data reported. In some cases, the data may be a year old, in other cases, as much as five years old--both the "most recent" in each case. We hope to collect no "most recent" data older than six years old. Please try not to report data collected prior to 1988 unless it is relevant to the more recent data reported.

When a question asks for a description of particular programs, we are interested in hearing about both successful and failed programs. The main criterion is relevance to current policy and practice. For example, if there is a very new program that has recently replaced a long-standing failed program, it would make sense to describe both. If you are providing a narrative or written description, it is important to include hard data (numbers) and their sources in the narrative. Broadly speaking, this is the type of information that will generate a more complete picture of employment through analysis of the data. Answer questions as best and as fully as you can using the existing (most recent) data available to you.

To assist you in completing this template, we have included a completed sample template and a glossary of terms used in the questions. If you feel it is necessary, include a glossary of your own to assist analysis of your data. If you have further questions or would like technical assistance in completing the template, contact Lex Frieden or Cynthia Dresden at ILRU, 2323 S. Shepherd, Suite 1000, Houston, Tx 77019, USA. The telephone numbers are: international access number, country code '1', then 713-520-0232 (V), 713-520-5136 (TTY). Send e-mail to lfrieden@bcm.tmc.edu or cdresden@bcm.tmc.edu.

We thank you for your contribution to understanding international employment policies and their relation to people with disabilities in your country and around the globe. This is information that will become available to you and to the many people involved in the formation of equitable and prosperous economies in the diverse nations and cultures of the world.

I. Basic Demographic and Background Information

In this first section, we seek basic information on the population and labor force in your country. This section provides a snapshot of the general environment in which the employment policies of your country operate. Please use the most current data available and provide the reference date and data source citation where possible.

Since space on this form is limited, please record the data source on the sheets provided at the end of the form and record the associated reference in the appropriate space provided.

Demographic and Background Information	Number (in thousands)	Reference Date	Data Reference Number (From the Reference List below)
A. The Size of the General Population			
1. Total			
2. Working Age (age 16 - 65).			
B. The Size of the Labor Force			
1. Total.			
2. Age 55 and older.			
3. By Sex			
a. Male.			
a. Female.			
C. The Size of the Unemployed Population			
1. Total.			
2. By Age Group:			
a. 15-24.			
b. 25-54.			
c. 55-59.			
d. 60-64.			
3. By Sex:			
a. Male.			
b. Female.			
D. The Number of Job Vacancies (the average number of jobs that remain unfilled at any point in time)			
1. Total.			
2. By Sector			
a. Public sector			
b. Private sector			
3. By Industry			
a. Agriculture.			
b. Industry.			
c. Services.			

Basic Demographic and Background Information (continued)			
Demographic and Background Information	Number	Reference Date	Data Reference Number (From the Reference List below)
E. An Overview of General Labor Market and Working Conditions			
1. Gross Domestic Product (local currency, in thousands).			
2. Normal hours of work per week.			
3. Average number of weeks worked per year.			
4. Average hourly wage (standard workweek).			
5. Average minimum wage (standard workweek).			
a. Total union workers (in thousands).			
i. Public sector union workers (in thousands).			
ii. Private sector union workers (in thousands).			
i. Agriculture (in thousands).			
ii. Industry (in thousands).			
iii. Services (in thousands).			
a. Total Number Employed Nation Wide (in thousands).			
b. Employment by Sector			
i. Public sector employment (in thousands).			
ii. Private sector employment (in thousands).			
i. Agriculture (in thousands).			
ii. Industry (in thousands).			
iii. Services (in thousands).			

II. Hiring Policies and Practices

In this section, we first seek information on policies or programs that influence employer hiring decisions or otherwise affect employer incentives to hire **workers in general**. (In Section III we will ask for information on these influences and incentives as they affect employers' decisions to hire **disabled workers**.)

Hiring Practice	Practice, Policy, or Program Name	Description of Practice, Policy, or Program	Enforcement Level (high - medium - low)	Dates Covered	Data Reference Number
A. Hiring influences due to Governmental and/or Union/Management Practices, Policies, or Programs that affect workers in general					
1. General Anti-discrimination provisions					
2. General Minimum Wage Requirements					
3. General Minimum or Required Benefits					
4. General Employment Status Restrictions					
a. Restrictions on hiring employees on a trial basis					
b. Restrictions on hiring employees on a temporary basis					
c. Restrictions on hiring employees under a fixed-term					
d. Other Employment Status Restrictions (please specify):					

III. Disability Specific Hiring Policies and Practices

In this section, we first seek information on disability specific policies or programs that affect employer hiring decisions

Hiring Practice	Practice, Policy, or Program Name	Description of Practice, Policy, or Program	Enforcement Level (high - medium - low)	Dates Covered	Data Reference Number
A. Hiring Requirements specifically for persons with disabilities.					
1. Disability Anti-discrimination provisions					
2. Quota Requirements for Disabled Workers					
3. Hiring Preference Requirements for Disabled Workers					
4. Other Restrictions or Disincentives.					

Hiring Incentive	Practice, Policy, or Program Name	Description of Practice, Policy, or Program	Annual Expenditure Level	Dates Covered	Data Reference Number
B. Hiring Incentives specifically for persons with disabilities.					
1. Contract Set-Asides for Employers with Disabled Workers					
2. Tax Incentives for Employers with Disabled Workers					
3. Subsidies for Employers with Disabled Workers					
4. Other Inducements and Incentives to Hire Disabled Workers.					

IV. Tenure and Conditions of Employment

In this section, we first seek information on Governmental and/or Union/Management policies or programs that influence employer decisions to retain **workers in general** once they have been hired, both in the form of termination restrictions and retention incentives. (Disability tenure policies will be covered in Section V).

We then inquire into health and safety policies and programs that regulate or otherwise affect the conditions of the work environment.

Tenure Policy or Practice	Practice, Policy, or Program Name	Description of Practice, Policy, or Program	Enforcement Level (high - medium - low)	Dates Covered	Data Reference Number
A. Termination Restrictions					
1. Governmental Restrictions					
2. Non-governmental Restrictions (Labor/Management Practice)					
B. Tenure Incentives and Termination Disincentives (provisions to encourage the retention of workers, or discourage their termination)					
1. Tenure Tax incentives					
2. Termination Tax disincentives/ penalties					
3. Early Retirement Policies					
4. Tenure/Termination Effects on Program Costs for Employers (for example programs such as employer experience					
a. Cost effects on Unemployment Insurance					
b. Cost effects on other programs					

Tenure and Conditions of Employment (continued)

Working Conditions Policy or Practice	Practice, Policy, or Program Name	Description of Practice, Policy, or Program	Enforcement Level (high - medium - low)	Dates Covered	Data Reference Number
C. Policies and programs that regulate or otherwise affect the conditions of the work environment, and the employer's responsibility to provide a safe and healthy workplace.					
1. Employer Occupational Safety and Health Requirements					
2. Employer Responsibilities/Obligations following work related injury or illness.					
a. Accommodation Requirements					
b. Training and/or Retraining Requirements					
c. Special Tenure/Termination Requirements					
d. Special Work-related Disability Benefit Programs					
3. Other Employer Occupational Safety and Health Incentive and Disincentive Provisions (please specify)					

V. Disability Specific Tenure Policies

Governmental and/or Union/Management Practices, Policies, or Programs that are specifically meant to affect employer decisions to retain disabled workers.

Disability Specific Tenure Policy or Practice	Practice, Policy, or Program Name	Description of Practice, Policy, or Program	Enforcement Level (high - medium - low)	Dates Covered	Data Reference Number
1. Termination Restrictions					
a. Governmental restrictions on terminating Disabled Employees					
b. Non-governmental restrictions (Labor/Management Practice)					
2. Provisions to encourage the retention of workers, or discourage their termination					
a. Tax incentives for retaining disabled employees					
b. Tax disincentives/penalties for terminating disabled employees					
c. Early retirement policies Specifically for disabled employees					
3. Special Anti-discrimination tenure requirements for disabled employees					
4. Special accommodation requirements for disabled employees					
5. Other special provisions to encourage employers to retain workers					

VI. Training, Retraining and Return-to-work (RTW) Programs

In this section, please identify programs designed to train persons with inadequate skills, retrain displaced workers, and/or otherwise provide unemployed individuals with assistance in attaining work. Please include your country's Public Employment Service if applicable.

Program 1 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		provide below the annual number of persons (in thousands):	
Annual Expenditure (in thousands):		applying to the program	enrolled in the program:
Financing Authority:		completing the program:	continuing in other training:
Administration Authority:		employed 3 months after program:	employed 9 months after program:
Program 2 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		provide below the annual number of persons (in thousands):	
Annual Expenditure (in thousands):		applying to the program	enrolled in the program:
Financing Authority:		completing the program:	continuing in other training:
Administration Authority:		employed 3 months after program:	employed 9 months after program:
Program 3 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		provide below the annual number of persons (in thousands):	
Annual Expenditure (in thousands):		applying to the program	enrolled in the program:
Financing Authority:		completing the program:	continuing in other training:
Administration Authority:		employed 3 months after program:	employed 9 months after program:

Training, Retraining and Return-to-work (RTW) Programs (continued)

Program 4 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		provide below the annual number of persons (in thousands):	
Financing Authority:		applying to the program	enrolled in the program:
Administration Authority:		completing the program:	continuing in other training:
		employed 3 months after program:	employed 9 months after program:
Program 5 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		provide below the annual number of persons (in thousands):	
Financing Authority:		applying to the program	enrolled in the program:
Administration Authority:		completing the program:	continuing in other training:
		employed 3 months after program:	employed 9 months after program:
Program 6 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		provide below the annual number of persons (in thousands):	
Financing Authority:		applying to the program	enrolled in the program:
Administration Authority:		completing the program:	continuing in other training:
		employed 3 months after program:	employed 9 months after program:
Program 7 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		provide below the annual number of persons (in thousands):	
Financing Authority:		applying to the program	enrolled in the program:
Administration Authority:		completing the program:	continuing in other training:
		employed 3 months after program:	employed 9 months after program:

VII. Rehabilitation Programs

In this section, please identify programs designed to provide persons with disabilities with rehabilitation services, counseling services, and other types of disability assistance in attaining work.

Program 1 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		provide below the annual number of persons (in thousands):	
Financing Authority:		applying to the program	enrolled in the program:
Administration Authority:		completing the program:	continuing in other training:
		employed 3 months after program:	employed 9 months after program:
Program 2 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		provide below the annual number of persons (in thousands):	
Financing Authority:		applying to the program	enrolled in the program:
Administration Authority:		completing the program:	continuing in other training:
		employed 3 months after program:	employed 9 months after program:
Program 3 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		provide below the annual number of persons (in thousands):	
Financing Authority:		applying to the program	enrolled in the program:
Administration Authority:		completing the program:	continuing in other training:
		employed 3 months after program:	employed 9 months after program:

VIII. Benefit Programs

In this section, we first seek information on social benefit programs that affect the general population, both in, and out of the labor force. We then inquire into the benefit programs that are specifically targeted for persons with disabilities.

A. Unemployment Insurance - Contribution based unemployment income replacement programs

Program 1 Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		Benefit levels or Wage replacement levels:	
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Labor Force Participation Restrictions:	
Administration Authority:		Special Medical Benefits Provided:	

B. Unemployment Assistance - Unemployment income assistance programs that require previous employment, but are not linked to contributions

Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		Benefit levels or Wage replacement levels:	
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Labor Force Participation Restrictions:	
Administration Authority:		Special Medical Benefits Provided:	

C. General Assistance - Means-tested Guaranteed Income Programs (based on need without regard to work history)

Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		Benefit levels or Wage replacement levels:	
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Labor Force Participation Restrictions:	
Administration Authority:		Special Medical Benefits Provided:	

Benefit Programs (continued)

D. Work Injury Programs - Income replacement programs (usually insured) for disabilities that result from a work-related injury or illness

Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		Benefit levels or Wage replacement levels:	
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Labor Force Participation Restrictions:	
Administration Authority:		Special Medical Benefits Provided:	

E. Disability Insurance - Contribution based insurance programs that pay benefits to disabled workers

Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		Benefit levels or Wage replacement levels:	
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Labor Force Participation Restrictions:	
Administration Authority:		Special Medical Benefits Provided:	

F. Disability Assistance - Means-tested Income Assistance Programs that pay benefits to disabled persons in need

Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		Benefit levels or Wage replacement levels:	
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Labor Force Participation Restrictions:	
Administration Authority:		Special Medical Benefits Provided:	

Benefit Programs (continued)

G. Other Benefit programs:

Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		Benefit levels or Wage replacement levels:	
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Labor Force Participation Restrictions:	
Administration Authority:		Special Medical Benefits Provided:	
Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		Benefit levels or Wage replacement levels:	
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Labor Force Participation Restrictions:	
Administration Authority:		Special Medical Benefits Provided:	
Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
		Benefit levels or Wage replacement levels:	
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Labor Force Participation Restrictions:	
Administration Authority:		Special Medical Benefits Provided:	

IX. Alternative Labor Market Programs, Policies and Provisions.

In this section, we would like information on subsidized or job creation programs available to all workers. (We will look at protected labor market programs such as sheltered and supported employment for workers with disabilities in Section X.)

A. Job Creation and Subsidized Employment Programs for Workers in General.			
Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):
Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):
Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):
Program Name:	Program Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):

X. Protected Labor Market Programs, Policies and Provisions

In this section, we would like information on protected labor market programs for workers with disabilities. Please include all sheltered, supported, and subsidized employment provisions, as well as those for private industry enclaves.

Program 1 Name:	Program or Policy Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):
Program 2 Name:	Program or Policy Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):
Program 3 Name:	Program or Policy Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):
Program 4 Name:	Program or Policy Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):

Protected Labor Market Programs, Policies and Provisions (continued)

Program 5 Name:	Program or Policy Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):
Program 6 Name:	Program or Policy Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):
Program 7 Name:	Program or Policy Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):
Program 8 Name:	Program or Policy Description and Objectives:	Dates program in effect:	Data Reference Number:
Annual Expenditure (in thousands):		Eligibility Requirements:	
Financing Authority:		Annual rate of participation (thousands):	Average Wage of Participants:
Administration Authority:		Annual transition to open competitive employment (thousands):	Participation Limits (years):

Data and Information Source Reference List

Please list all data and information source references here. Once identified, use the indicated number in the left-hand column as the **Data Reference Number** in the appropriate space provided on the Template.

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Glossary

- Affirmative Action** -- Policies, programs and legislation designed to promote or provide advantaged access to initial employment, and to occupational promotions and other opportunities during employment for traditionally disadvantaged groups. This is generally done to counter the effects of past or current discrimination.
- Alternative Labor Market** -- That part of the economy in which workers are subject to the special rules and regulation concerning the determination of wages, hours and working conditions in the employer/employee relationship. Under such special arrangements, workers either do not compete for employment (e.g., job creation schemes), or compete according to special rules or with special supports (e.g., protected labor markets).
- Anti-discrimination** -- Policies, programs and legislation designed to affirm or provide equal access to initial employment, and to occupational, benefits, promotions and other opportunities during employment, for traditionally disadvantaged groups.
- Contract Set-asides** -- Production or service contracts (usually for government projects) that specifically reserve work for employers whose employee base includes protected class employees (female, minority or disabled) above some minimum level.
- Disability/Injury Accommodation Review** -- Policies and/or procedures to examine whether all appropriate workplace accommodations have been fully implemented for employees with disabilities.
- Disability/Injury retention incentives** -- Policies, programs and legislation designed to encourage employers to retain employees who have become disabled/injured while working. This is generally done by providing employers with rewards (e.g. tax credits or direct subsidies) for jobs saved following disability/injury, or penalties (e.g. fines) for jobs lost by employees who become disabled/injured.
- EEO** -- Equal Employment Opportunity. Policies, programs and legislation designed to affirm or provide equal access to initial employment, and to occupational, benefits, promotions and other opportunities during employment for traditionally disadvantaged groups.
- Experience Rating for Insurance** -- A process that utilizes the past claims record of an insured party to determine the current cost of insurance. Often used in Unemployment and Disability insurance to provide employers with incentives to implement policies that reduce claims.
- Fixed Employment Contracts** -- Any employment arrangement in which the employers' obligation (either legal or customary) to retain an employee is of a specifically set duration.
- Gross Domestic Product (GDP)** -- The value of goods and services produced within a country's borders. Includes goods produced domestically by foreign owned enterprises.
- ILO** -- International Labor Organization
- Job Creation Programs** -- Programs in which the state creates jobs and employs a portion of the unemployed directly through public works projects or government service that may or may not be fully cost effective. Employees are paid at levels that meet or exceed non-work benefits, and thus may be paid in excess of their productivity in the open competitive labor market. Such programs are generally intended to offset the cost of benefits with some level of productivity, while maintaining or instill work ethics in beneficiaries.

Labor Force -- The number of individuals in an economy that are either employed or unemployed and actively seeking employment. Individuals who are unemployed and not actively seeking employment are considered out of the labor force.

Means-tested (Guaranteed Income) Programs -- Government administered social assistance programs based on need and designed to provide minimum levels of income to individuals and families. Benefits are generally reduced as non-program income increases.

Non-program Income -- Any income received from sources outside of the program in question, including earnings from work, property and investments, insurance payments, and benefits from other programs.

OECD -- Organization for Economic Cooperation and Development

Open Competitive Labor Market -- That part of the economy in which the competition for jobs by workers is subject to the general rules and regulation concerning the determination of wages, hours and working conditions in the employer/employee relationship. This is in contrast to those portions of the economy in which workers either do not compete for employment (e.g., job creation schemes), or compete according to special rules (e.g., protected labor markets) or with special supports (e.g., subsidized employment).

Private Industry Enclaves -- A section of a firm set aside for jobs for disabled persons. Persons with disabilities may be provided with extra supervision, job accommodations or special arrangements.

Protected Labor Markets -- In order to provide jobs for persons with disabilities, industries, groups of firms, and individual enterprises may be protected from direct competition with other elements of the economy through a system of legal restrictions, subsidies, and job assistance. This protection from open competition includes such measures as, sheltered, supported, and subsidized employment, as well as private industry enclaves, and direct job creation programs.

Public Employment Service -- A government administered organization to coordinate or facilitate the matching of job openings with unemployed persons seeking work.

Sheltered Employment -- Jobs for persons with disabilities in firms with a predominantly disabled work force. Disabled employees may be paid wages that exceed the level that would be commanded in the open competitive labor market or they may be paid strictly in accordance with their productivity.

Social Insurance Programs -- Government mandated programs which are generally financed through employer/employee contributions that pay benefits according to a fixed schedule. Benefits are restricted to program participants, such as employed individuals, and are paid following the occurrence of some event, such as work injury, disability, or unemployment, for a prescribed duration. The programs may be publicly, semi-publicly or privately administered.

Special Disability Tenure Provisions -- Employment provisions that limit an employer's right to terminate a disabled employee.

Special Benefits Provision (following Work Injury) -- Benefits provided to individuals who have become sick or injured on the job that are not provided to employees who become sick or disabled for non-work related reasons. Work injury benefits are often higher and/or of longer duration than non-work injury benefits.

Subsidized Employment -- Incentive programs in which employers who hire a disabled employee are given payments or credits to offset the wage cost of the individual during the initial phases of employment. These subsidies are usually calculated as a portion of the employee's salary for a period of set duration. Such programs are generally intended to reduce employer anxiety regarding the hiring of disabled employees by defraying accommodation costs with the expectation is that by the end of the subsidized period the employee will have proven their value and will remain employed without further assistance.

Supported Employment -- Programs for unemployed persons with disabilities that provide intensive pre-employment training combined with job matching services in the competitive labor market that is followed by on-site training once employment begins. On the job training, or job coaching, may decrease over time until it is no longer necessary, or it may continue so long as the person with a disability is working.

Temporary Employment -- Any employment arrangement in which the employer is under no obligation (either legal or customary) to retain the employee for a specific period of time.

Tenure -- The length of time an employee remains with a specific employer.

Trial Employment -- An initial period of employment in which employers are under reduced obligations (either legal or customary) to retain employees, and after which employees who remain employed become subject to usual tenure obligations.

Unemployed -- Those individuals who are not currently working but are actively seeking employment.

Unemployment Insurance -- Insurance Programs (usually public) that provide replacement income to individuals who have been temporarily or permanently terminated from employment (usually involuntarily, that is, voluntary quits are generally not covered).

Work Injury Programs -- Governmental and private programs that pay benefits to persons injured at work.

Workplace Accommodation -- Changes made to the work station, work environment or job requirements with a goal of reducing or eliminating the impact of employee limitations that result from a disabling condition.

Our Perspective on Employment

Our examination of employment policy is based on a classical view of the labor market. An employers' demand for labor is based on the marginal productivity of labor. Put in another way, the employer will voluntarily hire a person only if that person can add to the value of the product an amount that is at least equal to the wages that will be paid. We assume that, absent some form of compulsion, that rule will pertain to persons with disabilities as much as to any other person.

A person's decision to enter the labor market and to offer to supply a particular number of hours of work will depend on the wages offered, the alternative uses the person has for the time that would be spent at work, and the value of any additional income the person may have from sources other than market work. Thus, for the worker with disabilities, the decision to offer labor will depend on the generosity of disability benefits, the wages the worker can command which, in turn, will depend on the person's skill levels. Other factors are important here including the information about the labor market. We recognize that we must examine general labor market conditions and such things as the degree of unionization, the relative importance of the agricultural, manufacturing and service sector. Information on such matters provides the context in which employment policies operate.

- I. The General versus the Specific**
- II. Making Sure We See the Whole as We Examine the Parts**
- III. Our Perspective on Employment**
- IV. The Template Items**
- V. Demographic and Contextual Items**
- VI. Hiring Practices**
- VII. Conditions of Tenure**
- VIII. Disability Benefits**
- IX. Training and Retraining**
- X. Rehabilitation and Return to Work**
- XI. Protected Labor Markets**
- XII. Final Comments**
- XIII. The Next Steps**



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INTERNATIONAL EMPLOYMENT POLICIES AND PRACTICES

SEVEN BASIC CHARACTERISTICS

- ① Demographics
- ② Hiring practices
- ③ Tenure
- ④ Training and retraining
- ⑤ Disability benefits programs
- ⑥ Rehabilitation and return to work programs
- ⑦ Protected labor market



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INTERNATIONAL EMPLOYMENT POLICIES AND PRACTICES

ANALYTIC TEMPLATE ON THE WORLD WIDE WEB



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ILRU 2323 S. Shepherd, Suite 1000 Houston, TX 77019
(713) 520-0232(v); 520-5036 (TTY); 520-5136 (fax)