

219-8927

- Carol
- Jen
- Cab affairs

9/20/96

Willi Moun

major internat'l mtg
US govt co-convenor

Return to work / job retention

7-8 countries - asking US 1st

Identify opt strategies -

what successful / an

what w/less

Outcomes unknown

Do research before + after

What issues

Not so much whole framework, but sub-elements

Disab mgt at workplace - after disability,
before departure from workplace
("Early intervention")

Ultimately, reg. but more pol - employers, unions
AFL-CIO - Chas Gray - Sweeney's son
- member of ILO gov't body

PCEPD -

funding?
priority interest?

DOZ - Saneet - was not enc'g - back from ETA
(Hermann + Daniels fully support)
→ Co-convenor Int'l Labor

Stephenie Brown
Andy Laparuto

* Gen O'Connor

We invade - ILO - Host role - in DC - Oct 97

2 days - high-level / Cabinet level

Then another yr of research → document

The tripartite ... std practice

100-120,000
Susan Cook
Countries should share
(or we all do)

others ~~are~~ much to learn
ADA - rights - redistribution
not rights - redistribution
not restaurant

International Research Project on Job Retention/Return to Work Strategies for Disabled Workers

Purpose

Against background of changing labour market conditions, pressures on social security systems, new technical and managerial developments at the level of enterprises and a growing public interest in reassessing the impact of disability on work capacity, the proposed comparative study will investigate optimal strategies for job retention and return to work of disabled workers in selected countries. The purpose of the research is to stimulate a more functional and cost effective interface between equal opportunity strategies, disability benefit systems, disability management practices at the workplace as well as rehabilitation and support systems. Research outcomes will emphasize the gains for governments, social security and insurance agencies, business, labour and disabled workers from concurring on job retention/return to work as the overriding response to the occurrence of disability and it will include guidelines on how best to put this consensus into practice, in particular at the level of the enterprise. A primary concern of the study will be to identify systems that achieve better results in the long run at less overall cost to contributors and tax payers.

Key concerns of the study

1. Compare the success of existing policies and practices in retaining workers with disabilities in jobs, whether the same job or another with the same employer, or in returning them to employment elsewhere. In order to apply measures of success, in both qualitative and quantitative terms, criteria must be identified and outcome indicators defined.
2. Scrutinize factors that may contribute to success and failure of policies and influence decisions in favour of or against job retention, and investigate their interrelationships.
3. Identify the key considerations that are relevant for policy makers and decision makers at enterprise level who seek to optimize job retention and return to work strategies.

The study will address the following critical issues

- The impact of deregulation and shifting of state responsibilities to the enterprise level
- The scope for increased complementarity between hitherto contradictory systems and policies to favour job retention and return to work of disabled workers
- Incentives and disincentives operating at institutional, corporate and individual levels
- The potential for gains in shifting expenditure away from passive measures towards human resource development, work incentives and support measures at enterprise level

The investigation and analysis will be structured and analysed according to six principal themes.

1. Disability management at the workplace - an issue of human resource management and employer - worker relations

Key issues

- enterprise practices, and their motives, in reacting to a manifestation of disability
- systems, legal procedures and attitudes that influence decisions for or against swift reintegration into work
- the impact of workplace practices, including ergonomic measures, that intervene before a condition deteriorates into a disability
- the impact of corporate policies and negotiated employer - union agreements on job retention that specify the application of workplace measures (assessment, counselling, retraining, redeployment, work adjustment, technical solutions) in favour of job retention or return to work

2. Adaptation of work and the working environment, including job accommodation and technical services within and outside the enterprise

Key issues

- finding the appropriate technical solution - the roles of the disabled worker, technical units and specialized services
- productivity outcomes from adjusting working environment, job profiles, work procedures etc. to special needs
- 'reasonable' accommodation for meeting special needs - types and costs
- entitlements to compensation for more expensive solutions

3. New types of vocational rehabilitation and support services - support and advice for disabled workers and employers on retraining and workplace support options

Key issues

- how are individuals motivated to resume work after onset of disability
- strategies to enhance the productive value of disabled workers, facilitate career development and enhance the rewards of work
- the impact of age, gender, education and qualifications on the employability of disabled workers and their implications for rehabilitation and support services
- positive experiences with vocational rehabilitation programmes supporting job retention
- functioning and financing of demand driven (based on needs assessment) rehabilitation and support systems
- mechanisms and incentives for successful early intervention and reintegration and factors, others than disability related - that impede return to work

4. Classification and functional assessment of disability - ways of establishing capacity for work and eligibility for services

Key issues

- the impact of various disability concepts on employers' attitudes and practices

- legal definitions as incentives or disincentives for social protection versus reintegration
- how does flexibility or rigidity of classification and assessment procedures affect disabled workers' prospects of return to work
- special requirements for disability based on illness or chronic illness

5. Employment and labour market policies - the legal, policy and institutional environment within which job retention or income replacement strategies are situated

Key issues

- the impact of regulation including the effects of inspection and enforcement
- how do active labour market policies and positive measures support enterprise management in retention and rehiring of workers with disabilities
- the influence of policies promoting human rights and employment equity concerns on return to work strategies
- the effectiveness of regulations protecting jobs and income for disabled workers
- where employers incentives work and where they don't

6. Social security policies - the role of social security benefits in helping or hindering return to work and job retention

Key issues

- the correlation between certain types of benefit systems and low labour market participation of disabled workers
- how does rigidity or inflexibility in social security regulations affect return to work
- can social security or insurance agencies effectively reward work instead of not working (i.e. complement income from work)
- how far are social security and labour market income maintenance measures complementary or contradictory
- can disability assessment take into account situational criteria such as labour market situation or personal factors such as age and education
- systems that allow return to benefits after failed employment.

Organization of the research programme

International coordination is key to the success of the research strategy. The research will be managed by a central coordination team based in the Social Policy Research Unit, at the University of York and experienced in cross national data collection and policy analysis. Accurate, comprehensive and expertly interpreted national information is essential. The coordination team will, therefore, call on established researchers to serve as national respondents in eight or more countries proposed for in depth review. Every respondent will collect country specific data, review and summarize the literature and prepare a state of the art account, within guidelines set by the coordination team. New empirical research will be commissioned from national respondents where gaps in data are identified.

Six internationally renowned research institutes, all members of the ILO initiated Global Applied Disability Research and Information Network for Employment and Training (GLADNET), will take responsibility for thematic analysis of the data in accord with the six key concerns already defined. They are

- Wolfgang Zimmermann, National Institute of Disability Management and Research, Port Alberny, BC, Canada (**disability management**)
- Edwin de Vos, TNO Prevention and Health, Leiden, The Netherlands (**working environment**)
- Prof. Erwin Seyfried, Research Centre for Vocational Education, Labour Market and Evaluation, Berlin University, Germany (**vocational rehabilitation and support systems**)
- Dr. Dominique Velche, Federal Research Institute on Disability, Paris, France (**classification and assessment**)
- Prof. Steve LaGrow, Massey University, Palmerston, New Zealand (**labour market policies**)
- Terry Sullivan, Institute for Work and Health, Toronto, Canada (**disability benefits**)

In addition, Monroe Berkowitz, Professor Emeritus, Rutgers, the State University of New Jersey, USA, will hold the brief for **cost benefit impact analysis** across the entire programme of enquiry.

These thematic analysts will give authoritative guidance to the coordination team in the formulation of the information gathering strategy and provide peer review in the production of a key issues paper at the end of the first phase.

The second, analytical phase, will follow review and discussion of the key issues paper at a high level experts meeting planned for 1997 in Washington. The thematic analysts will be supported by the coordination team with further information from national informants as required. The coordination team, on behalf of the expert analysts will produce an ILO publication which synthesizes the main thematic findings and identifies the key reference points for policy makers and decision makers at enterprise level.

Third, the research team will produce a draft ILO Code of Practice on Disability Management at the Workplace that will be circulated to all 177 ILO member States for comments and be submitted to a tripartite meeting of experts for final revision in 1999.

Participation and Funding

Countries proposed for in-depth review will include **Canada, France, Germany, Japan, The Netherlands, New Zealand, Sweden, USA**. Other countries, including those from Central and Eastern Europe and Latin America, will also be invited to participate in the research.

Countries participating in the in-depth review will be required to cover the costs of the national respondent for a period of 12 months and to contribute between US\$50,000 and 75,000 to the GLADNET Research Fund to meet the costs of the research analysts, meetings, publications, etc. Other countries will have to finance a respondent for 6 months and pay US\$ 20,000 into the Fund.

E X E C U T I V E O F F I C E O F T H E P R E S I D E N T

16-Sep-1996 04:50pm

TO: Carol H. Rasco

FROM: Jill Pizzuto
Domestic Policy Council

CC: Diana M. Fortuna

SUBJECT: request / Willie Momm, Int'l Labor Office

fyi Carol:

we just received a call from Willie Momm who is here this week from Geneva - who is the chief of the vocational branch of the International Labor Office (or something to that effect). He is here only for this week, just met w/ Judy Heumann, regarding a conf that they are planning for next year on Job Protection for Disabled Workers. Heumann suggested he call to see if he can meet w/ you, left a detailed message on Diana's voicemail, but already noted to Mr. Momm that you are probably booked.

I've reiterated this to them, have talked w/ Diana and they will call Diana directly to see if they can set something up w/ her.

If this is something that you feel you must sit in on, please let me know and I'll revisit your schedule.