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« What about Joe? »

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Contents

1. Barriers to vocational rehabilitation
   ▪ Illness-related barriers
   ▪ Fear, prejudices and defence mechanisms
   ▪ Excessive burden on line managers
   ▪ Feelings of resignation on the part of helpers

2. Need for support to employers

3. System-related problems
   ▪ Fragmentation of involved systems
   ▪ Ideologies instead of expertise
   ▪ Lack of a common conceptual basis and language

4. Conclusions

www.oecd.org/els/disability
Barriers

- Early onset of the illness of disability benefit recipients

Joining the Invalidity Insurance (IV) system

Experiencing first illness

Barriers – Burdened personal history

Low socioeconomic background
Mental illness from childhood/youth
Mental illness in original family
Neglected as child
Low scholastic achievement
Physical illness of a parent
Four or more siblings
Victim of child abuse
Separated from parents for extended period
Separation/divorce of parents
Behaviour problems in school
Inadequate choice of occupation
Death of parent
Victim of sexual abuse as child

IV pension recipients on mental health grounds
Baer, Frick, Fasel 2009

www.oecd.org/els/disability
**Consequences – “Difficult” disorders**

- Personality disorder: 30.7%
- Recurrent depression: 14.9%
- Somatiform disorder: 12.6%
- Somatic illness: 4.7%
- Schizophrenia: 4.1%
- Anxiety: 3.7%
- Poly-addiction: 3.4%
- Stress disorder: 3.2%
- Alcohol abuse: 3.0%
- Neurasthenia: 2.4%

IV pension recipients on mental health grounds
Baer, Frick, Fasel 2009

**Consequences – Poor employment history**

<table>
<thead>
<tr>
<th>Condition</th>
<th>Average Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intelligence, ADHD</td>
<td>SFr. 12'200</td>
</tr>
<tr>
<td>Schizophrenia</td>
<td>SFr. 14'300</td>
</tr>
<tr>
<td>Personality disorder</td>
<td>SFr. 15'000</td>
</tr>
<tr>
<td>Anxiety, OC-disorder, PTSD</td>
<td>SFr. 15'100</td>
</tr>
<tr>
<td>Addiction</td>
<td>SFr. 17'400</td>
</tr>
<tr>
<td>Pain disorder</td>
<td>SFr. 19'800</td>
</tr>
<tr>
<td>Somatic illness</td>
<td>SFr. 22'400</td>
</tr>
<tr>
<td>Depression</td>
<td>SFr. 24'400</td>
</tr>
<tr>
<td>Average gross yearly income for 100% position (in 1993)</td>
<td>SFr. 55'000</td>
</tr>
</tbody>
</table>

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Baer, Frick, Fasel 2009

www.oecd.org/els/disability
### Barriers - “Which of the applicants below would you have hired?”

<table>
<thead>
<tr>
<th>Diagnosis</th>
<th>Information (order systematically changed to produce 10 different versions)</th>
<th>Scale 1-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>A Multiple Sclerosis</td>
<td>very reliable, very eager to work hard</td>
<td></td>
</tr>
<tr>
<td>B Chronic enteritis</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C Schizophrenia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D Diabetes requiring regular insulin intake</td>
<td></td>
<td></td>
</tr>
<tr>
<td>E Rheumatism</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F Depression</td>
<td></td>
<td></td>
</tr>
<tr>
<td>G Bladder cancer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>H Alcoholism</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I Healthy</td>
<td>not very reliable, not very eager to work hard</td>
<td></td>
</tr>
</tbody>
</table>

Survey conducted among 750 SMEs in Basel-Landschaft in 2006

### Barriers - Who gets the job?

<table>
<thead>
<tr>
<th>Diagnosis</th>
<th>Scale 1-8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthy, not very reliable</td>
<td>2.6</td>
</tr>
<tr>
<td>Diabetes requiring regular insulin intake</td>
<td>2.8</td>
</tr>
<tr>
<td>Rheumatism</td>
<td>3.8</td>
</tr>
<tr>
<td>Chronic enteritis</td>
<td>4.0</td>
</tr>
<tr>
<td>Bladder cancer</td>
<td>4.8</td>
</tr>
<tr>
<td>Multiple Sclerosis</td>
<td>6.0</td>
</tr>
<tr>
<td>Depression</td>
<td>6.1</td>
</tr>
<tr>
<td>Schizophrenia</td>
<td>7.4</td>
</tr>
<tr>
<td>Alcoholism</td>
<td>7.4</td>
</tr>
</tbody>
</table>

Survey conducted among 750 SMEs in Basel-Landschaft in 2006

[www.oecd.org/els/disability](http://www.oecd.org/els/disability)
Barriers - « Would you hire someone with a mental illness? »

Survey conducted among 750 SMEs in Basel-Landschaft in 2006

Barriers - Psychiatric patients, who would they hire themselves?

Survey conducted among 171 psychiatric patients in Basel-Landschaft in 2007

www.oecd.org/els/disability
Barriers - How important is it for you to find employment?

Survey conducted among 171 psychiatric patients in Basel-Landschaft in 2007

Barriers - Who do employers try to keep in employment?

IV pension recipients on mental health grounds
Baer, Frick, Fasel 2009

www.oecd.org/els/disability
Needs - “How much would the following measures improve the employment prospects of people with disabilities?” (n= 750 employers)

System-related problems - “Rehabilitation before IV pension!”

Survey conducted among 750 SMEs in Basel-Landschaft in 2006

www.oecd.org/els/disability
System-related problems - No words for psychiatric disability

The decisive medical document

- Total number of sentences in the document
- Number of sentences about the disability

IV-Berentete aus psychischen Gründen (Code 646)
Baer, Frick, Fasel 2009

System-related problems - Rehabilitation neglects Psychiatry

How important are these factors for your work?

Survey of day centers for people with mental disorders in Switzerland
(Baer, Fasel, Amsler 2006)

www.oecd.org/els/disability
Conclusions

1. Development of knowledge and expertise

2. Support to employers

3. Development of support systems

4. Development of political resolve

5. The ‘What about Joe’- problem.