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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

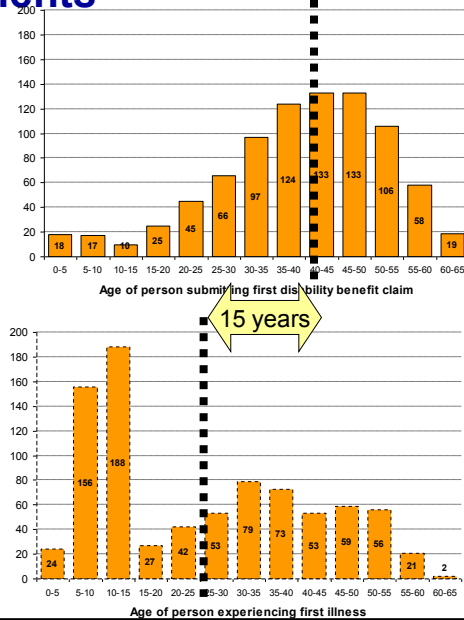
4. Conclusions

Barriers - Early onset of the illness of disability benefit recipients

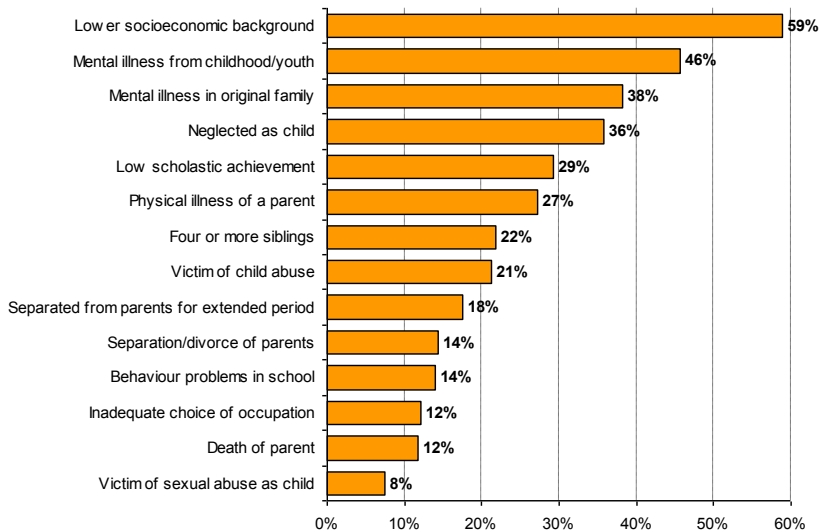
Joining the Invalidity Insurance (IV) system

Experiencing first illness

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

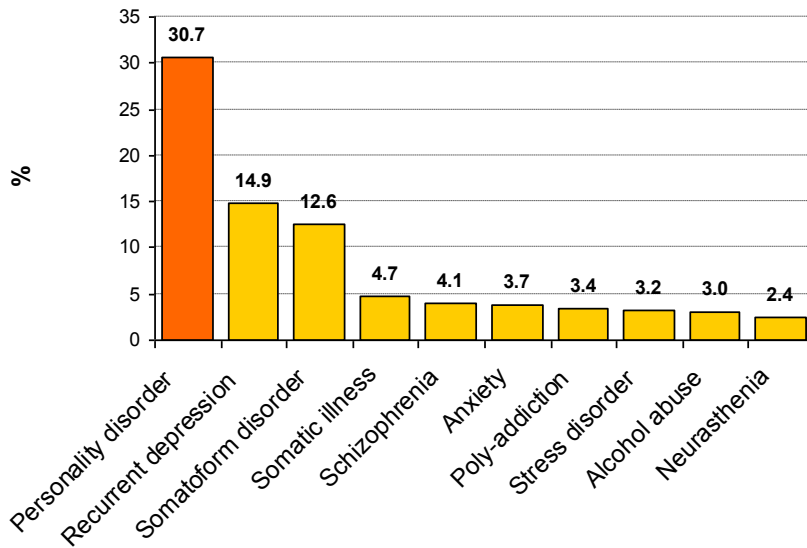


Barriers – Burdened personal history



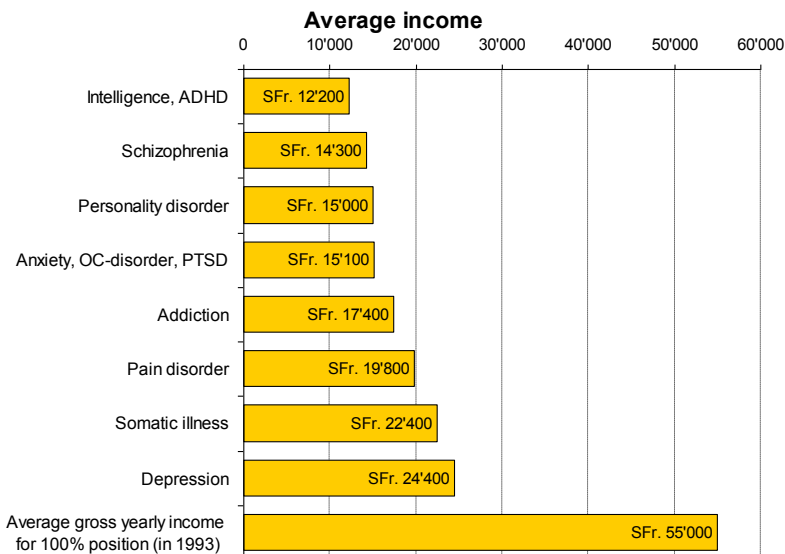
IV pension recipients on mental health grounds
Baer, Frick, Fasel 2009

Consequences – “Difficult” disorders



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Consequences – Poor employment history



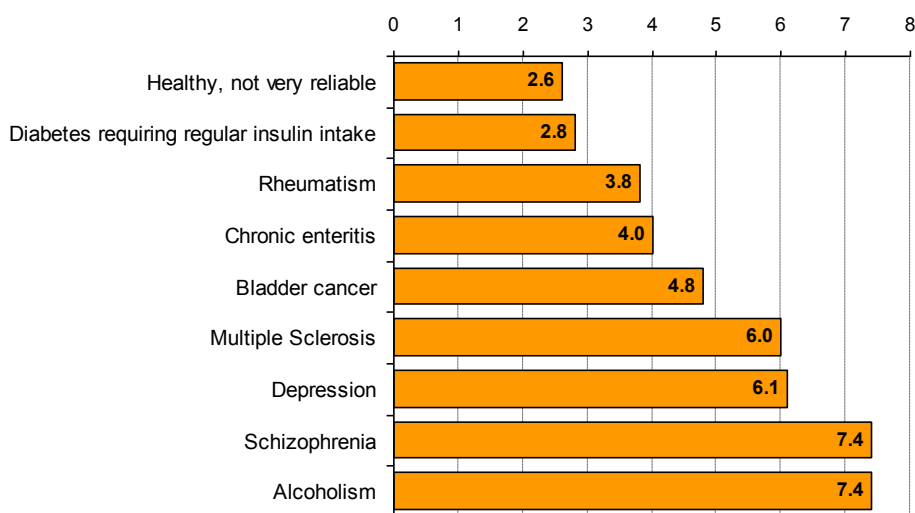
IV pension recipients on mental health grounds
Baer, Frick, Fasel 2009

Barriers - “Which of the applicants below would you have hired?”

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

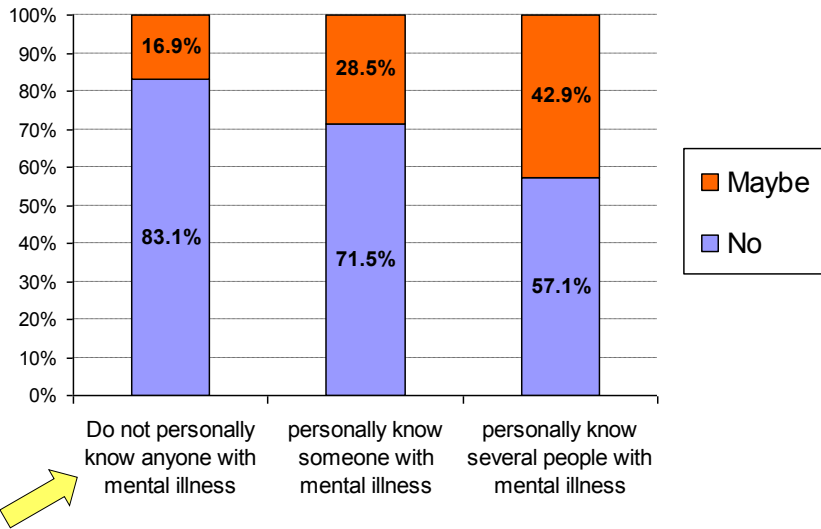
Survey conducted among 750 SMEs in Basel-Landschaft in 2006

Barriers - Who gets the job?



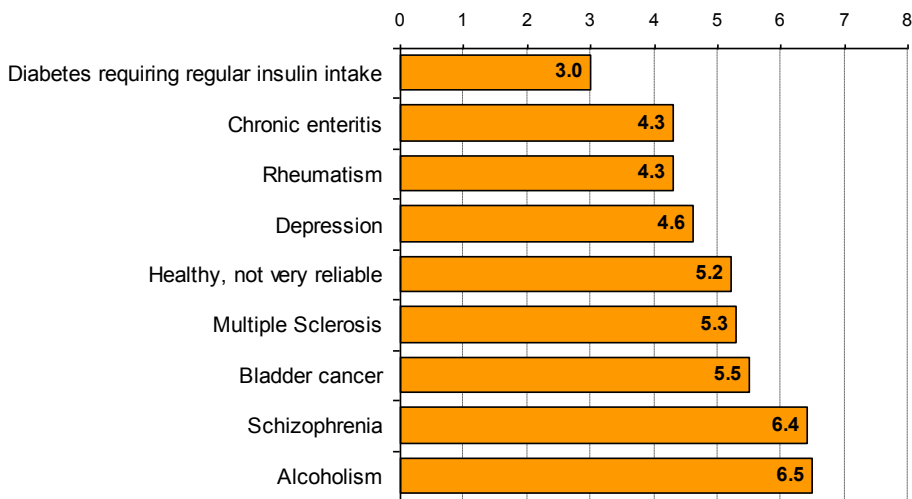
Survey conducted among 750 SMEs in Basel-Landschaft in 2006

Barriers - « Would you hire someone with a mental illness? »



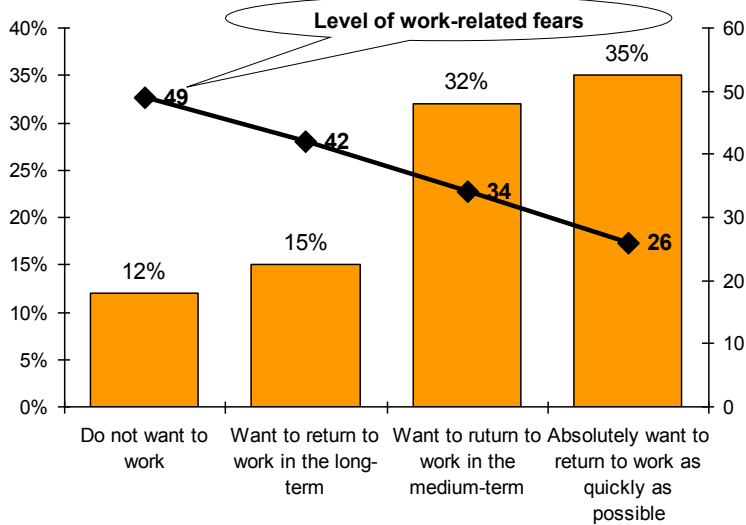
Survey conducted among 750 SMEs in Basel-Landschaft in 2006

Barriers - Psychiatric patients, who would they hire themselves?



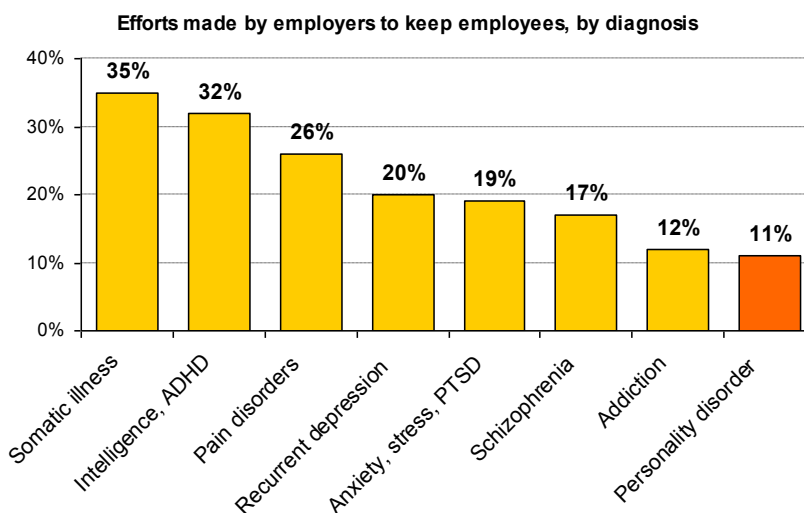
Survey conducted among 171 psychiatric patients in Basel-Landschaft in 2007

Barriers - How important is it for you to find employment?



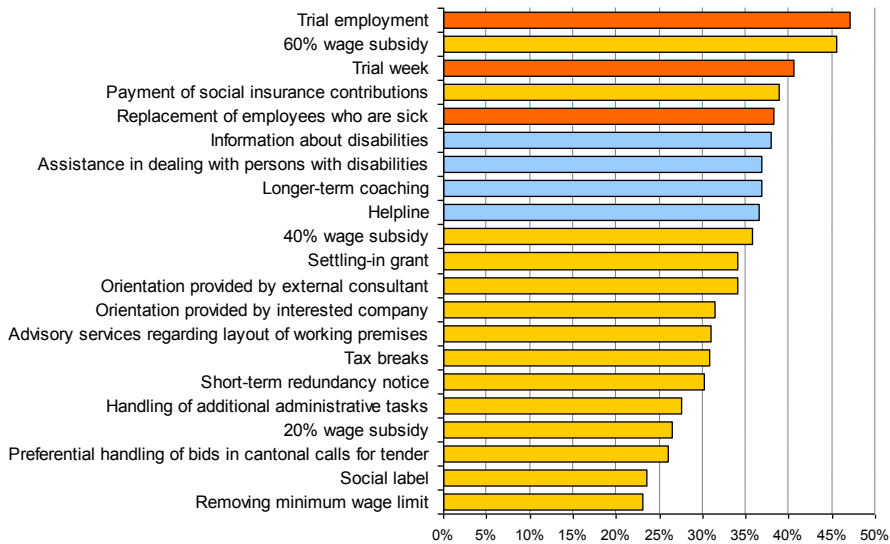
Survey conducted among 171 psychiatric patients in Basel-Landschaft in 2007

Barriers - Who do employers try to keep in employment?



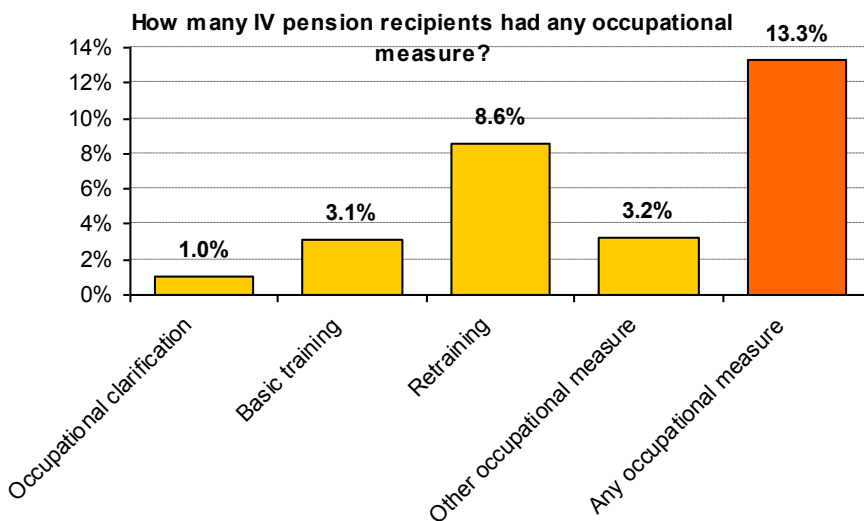
IV pension recipients on mental health grounds
Baer, Frick, Fasel 2009

**Needs - “How much would the following measures improve the employment prospects of people with disabilities?”
(n= 750 employers)**



Survey conducted among 750 SMEs in Basel-Landschaft in 2006

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



IV pension recipients on mental health grounds
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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.**