A Comparative Analysis of the Active Labour Market Policies for Disabled People in the European Union Member States

Betul Yalcin

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The candidate confirms that the work submitted is her own and that appropriate credit has been given where reference has been made to the work of others.

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'Your task is not to seek for love, but merely to seek and find all the barriers within yourself that you have built against it.'

Rumi

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It should be noted that this study is based on data from EUROSTAT, Labour Force Survey Ad hoc Module on Employment of Disabled People 2011. The responsibility for all conclusions drawn from the data lies entirely with the author of this study.

Abstract

The present analysis sets out to analyse the current situation of active labour market policies addressing disabled people. Methodologically, the thesis is a mixed-method, comparative social policy research study. With its layered analysis, it aims to identify how states can better promote the employment of disabled people in the open labour market. Initially, the factors behind better employment outcomes were investigated. This was, later, followed by investigation of individual level interpretations and experiences in the face of ALMPs addressing disabled people. The results of the present thesis indicate that centralisation of assessment structures, timely vocational rehabilitation; availability of flexible working options and access to education; built environment and transport systems have potential to promote employment of disabled people after controlling for the factors. Prolonged and strong support system and access to training opportunities may also contribute. Still, any governance style that harms 'the rights and responsibilities equilibrium' in favour of the state inherently possesses the potential to produce a reaction at the individual level, even if the person has benefited from it. While individual-level characteristics as a group appeared to explain most of the variation, the effect of country-level policy factors as a group on employment outcomes are more difficult to observe. Thus, when delivering policies targeting the integration of disabled people, it is crucial to take a non-deterministic policy approach where the perspectives of direct stakeholders taken into consideration substantially. Combination of activation focus with protection systems could be a better strategy in transforming the employment situation of disabled people.

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Terminology

In the present research, the following definitions will be followed.

Disability: ‘results from the interaction between persons with impairments and attitudinal and environmental barriers that hinder full and effective participation in society on an equal basis with others’ (UN, 2008)

Persons with disabilities: ‘include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others’ (UN, 2008)

Europeanization: ‘the process of (a) construction, (b) diffusion, (c) institutionalization of formal and informal rules, procedures, policy paradigms, styles, ways of doing things and shared beliefs and norms which are first defined and consolidated in the making of EU decisions and then incorporated in the logic of domestic discourse, identities, political structures and public policies’ (Radaelli, 2000, p. 4)

Globalisation: ‘the process through which sovereign national states are crisscrossed and undermined by transnational actors with varying prospects of power, orientations, identities and networks (Beck, 1999, p. 11)’

Active Labour Market Policy: ‘positive measures adopted in order to improve the functioning of the labour market that directed towards the unemployed’ (Calmfors, 1994, p. 8)

Employment: ‘comprise all persons above a specified age who during a specified brief period, either one week or one day, were in the following categories: -paid employment; self-employment’ (ILO, 1982)

Unemployment: **‘**is made up of persons above a specified age who are available to, but did not, furnish the supply of labour for the production of goods and services. When measured for a short reference period, it relates to all persons not in employment who would have accepted a suitable job or started an enterprise during the reference period if the opportunity arose, and who had actively looked for ways to obtain a job or start an enterprise in the near past. (ILO, 1982)

Economically inactive: ‘these are people who are not in work, but who do not satisfy all the criteria for ILO unemployment (wanting a job, seeking in the last four weeks and available to start in the next two), such as those in retirement and those who are not actively seeking work.

Employment Ratio: The employment ratio is the employment rate of disabled people divided by the employment rate of non-disabled people

Work: ‘To engage in activity designed to achieve a particular purpose and requiring an expenditure of considerable effort’ (cited in Bambra, 2012, p.2).

Worklessness: ‘is the absence of paid work. Worklessness in its broad sense would, therefore, encompass a variety of states of non-employment, including unemployment, ill health and incapacity for work, homemaking and lone parenthood, retirement, education and training, (Bambra, 2012, p.6)

Micro and SMEs: The category of micro, small and medium-sized enterprises (SMEs) are made up of enterprises which employ fewer than 250 persons and which have an annual turnover not exceeding EUR 50 million, and/or an annual balance sheet total not exceeding EUR 43 million (CEC, 2003a).

Abbreviations

EU	The European Union
EC	The European Commission
ECJ	European Court of Justice
UN	The United Nations
UK	The United Kingdom
UN CRPD	United Nation Convention on the Rights of Persons with Disabilities
WHO	World Health Organization
ILO	International Labour Organization
DPI	Disabled People's International
WB	World Bank
DPI	Disabled People's International
OECD	The Organization for Economic Co-operation and Development
OMC	Open Method of Coordination
M-SMEs	Micro, and Small and Medium Sized Enterprises
ANED	Academic Network of European Disability Expert
SMEs	Small and Medium Sized Enterprises
EB	2012 Special Eurobarometer wave 393 77.4
EQLS	European Quality of Life Survey 2011-2012
LSF-AHM	Labour Force Survey Ad hoc Module on Employment of Disabled People 2011
EU-SILC	European Union Survey of Income and Living Conditions
OR	Odds Ratio

Index of transcription signs

VN-35-XX-XX	Interviewee is from Ireland
VN-46-XX-XX	Interviewee is from Sweden
VN-44-XX-XX	Interviewee is from the UK
VN-XX-148-XX	Interviewee is a disabled employee
VN-XX-144-XX	Interviewee is an employer
VN-XX-140-XX	Interviewee is a stakeholder (local authority/NGO/social initiative representative/related government organisation)
VN-XX-XX-01	The interviewee is from the workplace, which was assigned the number of 01. The codes assigned to the other interviewees from the same place also ended with 01.
[…]	Short pause
[…·]	Long pause
[…..]	Deleted section
[location]	If words in brackets are used, they explain what kind of information was deleted i.e. name, brand, city, county, street names, name of the organisation, name of a company/shop
( )	When referring to particular issue, group or a person

A Comparative Analysis of the Active Labour Market Policies for Disabled People in the European Union Member States

Introduction

The purpose of this research is to identify how states can better promote the employment of disabled people in the open labour market, particularly in the private sector. To this end, a layered framework was designed to analyse the current situation of active labour market policies from a broader perspective, in the EU context. Each layer administers its own methodology and relates to one another in a progressive manner, to render a more comprehensive understanding of the current situation of employment of disabled people in the EU context. The following research questions at macro and micro levels guide the present research:

Macro-Level Analysis

1. *What kind of policies addressing disabled people are associated with better employment outcomes for them?*
2. *What kinds of country-level and individual-level factors are associated with differentiation in their employment outcomes*?

Micro-Level Analysis

1. *What kinds of individual-level and country-level factors are associated with differentiation in EU citizen's understanding of employment of disabled people and related policies?*
2. *How are active labour market policies for the employment of disabled people experienced and interpreted in actual open labour market contexts, particularly in the private sector?*

Active Labour Market Policies, (ALMP) defined as 'measures taken to improve the functioning of the labour market that are directed towards the unemployed' (Calmfors, 1994, p. 8), have been incorporated into policies, including those addressing disabled people, in most parts of the world. Following global trends, ALMPs have also started to be reflected in many European Union (EU) policy documents, legislation, strategies and programmes within the last two decades. The EU's Employment Strategy (1997|), Lisbon Strategy (2000 and 2005), and the more recent Europe 2020 Strategy (2010) are all trying to increase active labour market involvement. They all maintain the EU's commitment to the integration of the inactive

population, including the disabled, into paid work (van Berkel and Moller, 2002; Hantrais, 2007; Priestley, 2007; CEC, 2010a; Priestley, 2011a; 2011b; Lawson, 2014).

Considering the underprivileged situation of disabled people in, international organisations have amplified their involvement in disability issues over the same period. Organisations like the World Bank (WB), International Labour Organisation (ILO), United Nations (UN), World Health Organisation (WHO), and the European Commission have proposed frameworks for action, legislation, and strategies to induce improvement in this arena (Burke, 2002; Barnes and Mercer, 2005; Priestley, 2005; 2007). As one of the most prominent organisations, the UN included disability issues in its agenda in the mid-70s. Also, 1981 was declared the International Year of Disabled Persons (UN, 1976) and December 3rd as the International Day of Disabled Persons (UN, 1977). As an outcome of actions taken during the International Year of Disabled Persons, the World Programme of Action Concerning Disabled People was generated (UN, 1982) to provide a global framework for action in universal terms. In the meantime, 1983-1992 was declared the Decade of Disabled Persons (UN, 1984). In the following decade, the Standard Rules on the Equalisation of Opportunities for Persons with Disabilities was adopted (UN, 1993). Similar pronouncements have been made at regional level, in the many parts of the world, to increase cooperation in promoting the rights of disabled people. The United Nations Convention on the Rights of Disabled Persons (UN CRPD) (UN, 2008) is the most recent example. It is the first universal, legally binding, disability-related legislation that aims to promote and protect the rights of disabled people. Article 27 addresses the economic integration of the disabled persons by highlighting the importance of creating employment opportunities in an open labour market (UN, 2008).

Within the EU framework, the first explicit reference to disabled people's employment dates to 1974, yet the comprehensive strategy addressing disability was only framed by 1996 (Priestley, 2005; 2007; Waldschmidt, 2009). The EU's Disability Strategy (CEC, 1996) generated a framework for developing community actions towards the issue of disability. It was followed by disability-related programmes, multi-annual action plans, and a number of pieces of EU legislation (Hantrais, 2007) - the most recent of which is the European Disability Strategy 2010-2020 (CEC, 2010b), designed to harmonise UN CRPD provisions with EU policies. Along with the Convention, the Strategy aims to promote and protect the rights of disabled people. In line

with the Article 27 of UN CRPD, Article 4 of the Strategy has similar objectives. The proposed key actions aimed increasing employment of the disabled people are cited as creating accessible workplaces; developing well-structured transition programmes and new strategies to increase awareness among employers; and, finding new ways of dealing with job retention and dismissal. In both documents, the importance of accessibility is highlighted (CEC, 2010b). In addition to prohibiting discrimination, both reiterate the importance of creating opportunities in the open labour market and recall the importance of the private sector, which may include affirmative action programmes, incentives and other measures.

Since the inception of disability issues in the global arena, such policies have started to be reflected in several national level mechanisms, with the aim of harmonisation and a positive influence on the experiences of disabled people. It appears that the introduced actions have not produced the intended policy outcomes at the national level (Priestley, 2005; 2007).

To provide the first global picture, WHO published the World Report on Disability. The report declared that regardless of the development level of the country, the majority of disabled people are being excluded from social and economic structures (WHO, 2010), particularly those with mental health problems and intellectual impairments (WHO, 2010; OECD, 2010). The situation of disabled people in the EU member states reflects this situation to a certain degree (CEC, 2010a). Approximately 80 million disabled EU citizens are prone to a disadvantageous life trajectory and have a higher risk of living in poverty (APPLICA, *et al.*, 2007a; 2007b; Shima, Zolyomi and Zaidi, 2008; Shima and Rodriguez, 2009; Greve, 2009; CEC, 2010a; OECD, 2010; Zaidi, 2011). More importantly, the economic inactivity level amongst the working age disabled population's is reported to be 52 percent (APPLICA, *et al.*, 2007; 2007b; Shima, Zolyomi and Zaidi, 2008; CEC, 2010a). Hence, it is not surprising that disability related policies have reiterated the importance of employment in the relevant policy documents (Hantrais, 2007; Priestley, 2007; Waldschmidt, 2009).

The European Commission reports and related studies reveal variations and, mostly, suggest the limited implementation of social policies at the member state level. The characteristics of the relevant EU legislation and national circumstances are thought to play the most crucial role in harmonisation and implementation of the law (Heinze, Kalbhenn and Knill, 2008). The limited integration of EU level disability-related employment policies is referred to in a policy research

report prepared for the EC's Directorate for Employment, Social Affairs and Inclusion (EIM, 2001; 2002). Similar findings are laid out in a synthesis report on the employment situation of disabled people in the member states (Greve, 2009). This is mostly attributed to factors like the EU's competence pillars, the complexity of legal documents, national circumstances, such as the definition of disability, policy orientation, path dependency, the member states' own public policies, allocated resources, the effect of economic crises, and so on. Although comparative studies reveal that the countries have displayed similarities in overall policy goals, there are still substantial differences in their implementation, especially in certain areas where longstanding procedures exist (van Oorschot and Hvinden, 2001; Hvinden, 2003; Marin, 2003). However, comparative information is limited due to the low numbers of comparative studies on disability policies. In one of the few such comparative studies, Waldschmidt (2009) looked at the development of EU disability policy over a period of fifty years and concluded that it followed global trends in the welfare state transformation and responded to globally driven disability policies. In her study, she highlighted the importance of evaluating the impact of disability policy and suggests that it could be better understood via comparative social policy research. Although this study presents valuable information on the transformation of EU disability policy, Waldschmidt has looked at neither top-down influence nor the level of policy convergence in the member states.

Alongside the scarcity of comparative research studies, there is also a gap in the literature on the impact of EU policies and the efficiency and effectiveness of those policies. Moreover, there is a limited amount of research on what kind of active labour market policies, measures, and incentives are appropriate or effective. Moreover, there is also a gap in comparative social policy literature on the social context of active labour market policies – the ways in which employers in the open labour market, particularly in the private sector, implement and interpret state interventions have been barely investigated. Additionally, no research simultaneously considers the perspective of the other main stakeholders.

In her theoretical reflections on the welfare state, Annette Henninger (2006) highlights the importance of individual-level actions. She argues that the postmodern virtues of individualism, the uncertainties of the market, globalisation, and increased numbers of crises, encourages employers to put their own priorities first - which might conflict with welfare state priorities.

Following such theoretical reflections, Henninger postulates that the 'objectives of the welfare state do influence, but do not determine individual action' (Henninger, 2006, p. 11). Thus, she says it is essential 'to analyse individual interpretations and actions in the face of political regulations' (Henninger, 2006, p. 11).

The present research, therefore, aims to address some of these gaps in the literature. Its primary objective is to identify how states can better promote the employment of disabled people in the open labour market, particularly in the private sector. To this end, it is necessary to analyse the current situation of ALMPs in the EU, from a broader perspective. For the present research, a layered framework for analysis has been generated. A mixed method of comparative social policy research has been used, where the strengths of quantitative and qualitative analysis are merged.

The analysis is based on the post-positivist conviction that 'reality is out there and needs to be understood and captured as much as possible' (Guba, 1990, p. 23), along with the (constructivist) new grounded theory where humans are recognised as having agency to construct and reconstruct their own realities while influenced by the context (Clarke, 2003; 2005). With its layered analysis, the present research utilises a critical approach to developing a broader understanding of the employment situation of disabled people. Each layer employs different methods and relates to the others in a progressive manner, thus rendering a more comprehensive understanding of the current situation. While the macro-level analysis explores, who is employed and what kind of policy mechanisms are associated with better employment outcomes; the micro-level analysis investigates individual level interpretations and actions to illustrate stakeholder perspectives.

As well as providing information on the current situation of ALMPs, the present research also attempts to provide grounded feedback to policy-makers on how they can better promote the employment of disabled people in the open labour market.

Language issues

The scope of the study and the number of involved countries require clarification of language issues. For country-level policies and their implementation, the Academic Network on European Disability Experts' (ANED) online mapping tool was the primary resource. It was the route to

the main policy documents for the analysis. Although ANED documents were written in English, referenced documents were mostly in the official language(s) of the related country. English versions of these documents, where available, were obtained online. Occasionally, documents have been unavailable in English. In such cases, the primary source (i.e. the relevant ANED documents), are referred to as the core material for the analysis. The UN CRPD Country Reports acted as the second primary source for documentary analysis.

The main challenge in such a broad framework, with an abundance of documentation, can be identified as the varying definitions of terms as well as the quality of translations. Indeed, Shalev (2007) draws attention to the contextual usage of terms. He argues that the interpretation and definition of concepts are likely to vary by jurisdiction. Thus, we can never be sure about comparability. Considering translation, the author of this thesis was forced to rely on the translator's choice of terminology. On the other hand, terminology use in ANED and UN CRPD sources provides opportunities for cross-checking. For the EU terminology, the Glossary of the EU (EC, n.d) was used as the core reference.

In his writings on the role of language and the use of contextualised experience, Zarifis (2008) acknowledges that to understand the significance of localities, consensus is a crucial. He refers to two main issues: 'the role of the text and its relation to the need for locating or even producing comparative units' and 'the role of language as a medium for legitimising the use of personal experience' (Zarifis, 2008, pp. 53-54). He eventually proposes a model which involves 'contextual deconstruction and reconstruction' of the interviews, as well as looking at 'the similarities (consensus) that emerged from the comparison' (Zarifis, 2008, p. 54). Following his suggestions, special attention was given to the use of terminology in the documentary analysis as well as in the thematic analysis of the interviews.

Cross-checking with two primary sources, i.e. ANED tools UN CRPD reports, as well as the contextual deconstruction and reconstruction processes, is believed to provide grounds for the triangulation of usage of terminology in the analyses. This approach, in turn, provided an opportunity to compare the situation in different geographic areas. Although the interviews and the primary resources were in English, readers of this thesis are still advised to take intercultural changes in terminology usage into account.

For the purposes of policy making in EU member states, the terms ‘person(s) with disabilities’ and ‘disabled people/person(s)/individual(s)’ are used interchangeably. In this thesis, ‘persons with disabilities’ is only used when citing legislation. Otherwise, the term ‘disabled people’ is used which is in line with the social model of disability.

Changes in the original research proposal

The original aim and focus of the research remain largely unchanged, yet there have been some alterations in the methodology. The need for the first change was revealed while collecting data for the micro-level analysis. Although the initial plan was to include employers and employees from the same workplace - to control the social context of the interviews - in some cases, the candidate chose not to share the research advertisement the other potential candidate (i.e. the employer or disabled employee). In such cases, the candidate was interviewed without conducting a separate interview with the other party (i.e. their employer or employee).

The second change took place when establishing correspondence with the relevant disability organisations and social initiatives. Their willingness to support and participate in the study provided a mutually beneficial ground for both parties. After consulting with supervisors, interviews were included in the study as another direct stakeholder of active labour market policies. In some cases, an additional representative from the same organisation was interviewed as an employer, as they also have a disabled employee within the workforce. Another change involved the semi-structured interview forms. After testing the interview forms, some questions were altered, some omitted, and some were added (two new questions from Eurobarometer Opinion Survey Series 2012).

Data collection for micro level analysis also resulted in a change in scope of the research. In the research proposal, Denmark, Sweden, Ireland, the UK, France, and Italy were cited as the comparison countries, based on the Ferragina and Seeleib-Kaiser (2011) study of consistency of welfare typology classifications. Despite the continuous efforts to identify interviewees, few candidates from Italy, Denmark, and France responded to the research advertisement. Therefore, the basis for typology classification for micro level analysis was moved to the Organisation for Economic Cooperation and Development (OECD) disability policy typology classification

(OECD, 2010) and Ireland, Sweden and the UK acted as representatives of conservative, social democrat and liberal disability policy typology.

Thesis presentation

The introductory section provides an executive summary of the literature review that shaped the present research. An overview of the research rationale, as well as the applied methodology and research questions, are also provided in this section. Information on language issues, as well as the changes in the original method, is provided to clarify certain details that played a significant role in the research process.

The present thesis is composed of eight chapters. The first two chapters are allocated to the literature review. Chapter One outlines the approach to disability. The disability concept with reference to the foremost models of disability, their influence on international definitions and disability policies are presented. Collective actions for promoting the rights of disabled people in an international context are also discussed, with an accompanying discourse on the reflections of disability models over these progressions. Yet, only the UN and EU actions are presented, thus given the scope of the present thesis.

Detailed information about active labour market policies is delivered in Chapter Two. Initially, the emergence of ALMPs is described. This discussion is followed by the description of specific ALMPs for both general and disabled populations. Subsequently, an elaboration of the interaction between disability and employment is presented with reference to changes in societal understanding of disability. Information about the formal and practical implementation of employment-related disability policies in EU member states is also provided. Besides, the second chapter presents factors influencing the implementation of disability-related employment policies. Europeanisation and comparative studies, and commission reports, where available, on employment, are discussed. The literature review is finalised with a concluding remark, where a summary of the literature and arguments supporting the need for the present research are provided.

Under the scope of Chapter Three, conceptualization of the present research, the main objectives, research questions and proposed actions to answer these questions are all provided. Limitations and the ethical considerations that guide the current research are also discussed.

Chapter Four, Chapter Five, Chapter Six, and Chapter Seven display the results the research. Within its layered framework, Chapter Four and Chapter Five are devoted to a discussion of the macro-level analysis where the effect of the individual- and country-level policy factors on employment are modelled. The initial chapter of the micro-level analysis, Chapter Six, presents EU citizens' understanding of the employment of disabled people and related policies. Reflections from the actual employment context are presented in Chapter Seven. It largely illustrates the individual interpretations and actions in the face of ALMPs. Additionally, the contributions of other actors (NGOs, local authorities, social initiatives, government organisations, etc.) are presented to broaden the sphere of involved stakeholders. The concluding chapter provides a summary of the main findings and potential answers to the research questions, as well as the core conclusions derived from the research. Implications policy makers and further investigations conclude the present thesis.

1. Approach to disability and policy implications

The purpose of this chapter is to establish the conceptual framework for the study. It draws on the social model of disability approach (developed from the disability studies approach), and a human rights orientation to social policies (derived from international policy frameworks). This chapter, therefore, primarily focuses on the changes in inter-governmental and supra-governmental actions. Alongside information on the models of disability, their reflections in global definitions and their role in shaping the global disability policies are addressed.

This chapter is divided into two sections. The first section examines the models of disability and the role they play in the evolution of today's disability policies and practices. The official definitions offered by the UN and WHO are predominantly used in international circles. Therefore, changes in these two sets of definitions with respect to disability models are discussed. This is followed by a presentation of the global and regional actions in promoting the rights of disabled people, with attention to the EU.

1.1. Models of disability

The concept of disability exists in all societies. How society defines disability not only reflects its common understanding of the concept but also its approach to disability policy issues (Oliver, 1990; Wendell, 1996). There has been an on-going debate on the definition of disability due to its decisive role in shaping relevant policy provisions and programmes. The models of disability that emerged from these debates provide governments with a basis on which they can devise social policy provisions. These models of disability also offer a series of explanations for the disability itself and the experiences of disabled people.

There are three principal streams of models of disability: i.e. medical, social and rights-based models. In the first two, disabled people are regarded as either a group of individuals who need to be cared for by society or a group of individuals who need to be served by society. The rights-based model, on the other hand, considers disabled people as a group who should enjoy the same rights as other citizens.

The medical model of disability developed because of advancements in health sciences. Its initial interest was on prevention of disability and fixing the functional limitations experienced by disabled people. It evolved in parallel to the changing ethos of the medical professions. This

model sees disability as an individual problem and promotes disabled people as passive agents who need to be cured and fixed (Oliver, 1990). Therefore, the political implications of this model of disability manifest themselves predominantly within the medical approach where treatment is directed at minimising individually experienced limitations. However, social and environmental level factors are often given little, or no consideration (Edmonds, 2005; Lang, 2007; Bambra, 2012) and empowerment of an individual is a topic of discussion as long as they achieve a certain level of independence or 'normalcy' (MDRC, n.d.).

This approach was reflected in the 1980 effort by WHO to build an international classification for disability. As devised by medical professionals, WHO's concepts mostly reflected the ethos of the medical model of disability. Under the framework of the International Classification of Impairment, Disability and Handicap (ICIDH) manual, WHO proposed the terms impairment, disability and handicap. In this framework, disability is referred to as 'any restriction or lack (resulting from an impairment) of ability to perform and engage in activity in the manner or within the range considered normal for human beings' (WHO, 1980, p. 28). In parallel, impairment is defined as 'any loss or abnormality of psychological, physiological, or anatomical structure' (WHO, 1980, p. 27). Handicap, on the other hand, was defined as 'a disadvantage for a given individual, resulting from an impairment or a disability, that limits or prevents the fulfilment of a role that is normal (depending on age, sex, and social and cultural factors) for that individual' (WHO, 1980, p. 29).

For a long time, disability was regarded as a medical problem. Defining disability purely in medical terms was heavily criticised, and rejected by disability activists and disabled people's organisations (Oliver, 1990; Morris, 1996; Bambra, 2012). The Union of the Physically Impaired Against Segregation (UPIAS) defined disability as 'the disadvantage or restriction of activity caused by a contemporary social organisation which takes little or no account of people who have physical impairments and thus excludes them from the mainstream of social activities' (UPIAS, 1975, p. 14). Disabled People's International (DPI) further developed this definition. By drawing attention to the distinction between impairment and disability, DPI worded disability as 'the loss or limitation of opportunities to take part in the normal life of the community on an equal level with others, due to physical and social barriers' (1982). Both definitions provide grounds for a transition to the social model of disability.

The social model emerged as a response to the medical model and tried to create a more positive image of disability. The social model of disability, therefore, moved the locus of the problem to society rather than the individual (Edmonds, 2005). To this model, disability stems from the interaction between people with impairment(s) and the society they live in. In his 1996 reflections, Mike Oliver (1996), refused to credit the medical model. He rather saw it as a significant part of the individual model of disability. Reflecting on the matter:

> 'The social model of disability is nothing more complicated than a clear focus on the economic, environmental and cultural barriers encountered by people who are viewed by others as having some form of impairment- whether physical, mental or intellectual. The barriers disabled people encounter include accessible educational systems, working environments, inadequate disability benefits, discriminatory health and social support services, inaccessible transport, houses and public buildings and amenities, and devaluing of disabled people through negative images in the media- films and television, and newspaper' (Oliver, 1996, p.33).

To him, the barriers (whether derived from physical conditions, organisations and attitudes) within any given society shape the degree of participation in society. In other words, people with impairments become disabled due to the way society is structured and behaves. Thus, it the society that should be reorganised, or adjusted, to meet the diversified needs of people with impairments and to maximise their inclusion (Oliver, 1990; 1996; Barnes and Oliver, 1993; Barnes, 1994). Unlike the medical model, the social model sees the disabled individual as an active agent capable of making decisions about their own life and needs (Edmonds, 2005). Compared to the medical model, the social model has more potential to generate diversified policies since the experience of disability is regarded as resulting from society's failure to remove the barriers mentioned above (Barnes and Mercer, 2003; 2005).

While the social model grew from the medical, it still attracted much criticism – primarily its perceived to explain the living experiences of disabled persons. The failure to acknowledge real life experiences of disabled people has been linked by Pinder (1997) to the lack of an agreed definition of disability. To her, a holistic definition of disability would create better links between a disabled person, institutions and the society they live in. Disregarding the importance of medical intervention, or diversity amongst the disabled population also proposed as the

shortcomings of the social model (Lawson and Priestley, 2016). Tom Shakespeare and Nick Watson, in their article, called the social model of disability 'an out-dated ideology' (p.1). However, they illustrate their position with an example from natural sciences. As with the graduation from Newton's mechanics to Einstein's theory of relativity, they accepted the ideals of the social model, while criticising its shortcomings for its own good (Shakespeare and Watson, 2002).

In their response, Oliver and Barnes (2012) declared that building a thorough theory was never their intention. Instead, the resulting advances in the discussion of disability were the intention behind proposing the social model of disability. As envisaged by Oliver and Barnes, the discussions indeed brought about changes. One such change was the WHO's development of a new classification system - International Classification of Functioning, Disability and Health (ICF) (WHO, 2001). In this framework, previous disability terms were abandoned and interactions - between the person and their individual, institutional and social environments - were incorporated (WHO, 2001) such that disability is evaluated in the light of body functioning, activity and participation. Having the WHO as an affiliated organ, the UN followed a parallel route in its approach to disability. These revised UN definitions are encapsulated in the World Programme of Action Concerning Disabled Persons (UN, 1983) as well as the Standard Rules on the Equalisation of Opportunities for Persons with Disabilities (1993). The obvious limitations in 'addressing both the individual needs (such as rehabilitation and technical aids) and the shortcomings of the society (various obstacles for participation)' are acknowledged (UN, 1983). The inclusion of such dimensions is regarded as part of the transformation from the medical to the social model of disability (Barnes and Mercer, 2003).

While declaring accessibility, awareness raising, capacity building, equal opportunities, capacity building, and independent living as their main areas of policy, UN CRPD (UN, 2008) recognised disability as 'an evolving concept'. In UN CRPD's accounts 'disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinder full and effective participation in society on an equal basis with others' (UN, 2008). The first article of the Convention also verified that 'persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various

barriers may hinder their full and effective participation in society on an equal basis with others' (UN, 2008).

Chair of the Ad-Hoc Committee, Don MacKay, declares that UN CRPD is 'based on the holistic approach in work done in the fields of social development, human rights and non-discrimination' (MacKay, 2006). Stein (2007) claims that, with its disability human rights paradigm, UN CRPD merges the ideal of the social model with a human rights approach. By acknowledging the importance of promoting the rights of disabled people, Kayees and French (2008) argue that, contrary to its claim of pursuing the social model, UN CRPD mostly follows the rights-based model. The use of the individual-centred term 'persons with disabilities' was offered as proof of their claim (Kayees and French, 2008). While acknowledging the value of the social model of disability and its added value in the UN CRPD process, Degener (2016) declared that the UN CRPD Committee adopted the human rights model in its recent actions.

The rights-based model claims a broader scope of actions to tackle the problems experienced by the disabled population. In its accounts' disability is a human variation and ensuring the right of participation to all members of society is key to their empowerment. This approach, in a way, bridges the medical and the social models of disability and brings an integrated approach to the disability arena. It also tries to build a constructive way to integrate all members of society. Regardless of any disability, enjoyment of equal rights and opportunities is at the core of the rights-based approach. In addition, actions in removing barriers are mostly achieved with the support of legislation and the mainstreaming of disability in all areas of policy (Edmonds, 2005). Accessibility, awareness raising, equal opportunities, capacity building, participation in decision-making, and creating independent living conditions are the highlights of this approach (Edmonds, 2005).

The EU's understanding of disability, in its sui generis supranational system, can be spotted in its soft and hard policy documents. In its first Disability Action Plan (2003), disability was viewed through the lens of the social model, thus seeing disability as a 'social construct'. The EU social model stresses the environmental barriers in society which prevent the full participation of people with disabilities (CEC, 2003e). Until recently, the best definition of disability seems to have emerged from a European Court of Justice's (ECJ) judgment (Case C-13/05). In the proceedings, the term disability is defined as follows:

> '… Disability is 'a limitation which results in particular from physical, mental or psychological impairments and which hinders the participation of the person concerned in professional life' (para. 43). For any limitation to be regarded as a 'disability', 'it must be probable that it will last for a long time' (para. 45)
>
> In addition, the Court held, for the purposes of the Directive, 'disability' is different from 'sickness' (para. 44), and there is nothing in the Directive 'to suggest that workers are protected by the prohibition of discrimination' (Lawson and Waddington, 2009, p. 15)

In these ECJ proceedings, neglect of disability as a human difference is accepted as a form of discrimination. Yet, until the European Disability Strategy 2010-2020 (CEC, 2010b), the EU Acquis had never provided a definition of disability (Degener, 2007). In the strategy, the UN CRPD definitions are reiterated. Thus, it is highly likely that the European Disability Strategy 2010-2020 is grounded on the rights-based approach, as is UN CRPD (CEC, 2010b).

In her detailed analysis of the opportunities offered by defining disability within the EU Acquis, Dagmar Schiek thinks that the 'definition of all grounds of discrimination, including disability.... protecting against the harm of exclusion on the grounds of ascribed otherness, and protecting individuation as well as respecting the difference' would serve the ultimate goal of ensuring 'the desired participation of disabled persons in all areas of life' (Schiek, 2016, p. 62-63). Still, she sees the ECJ definition as a failed attempt to conform to the social model of disability. To her, this definition neither conforms the UN CRPD approach nor takes account of different capabilities of certain subdivisions of disabled people (Schiek, 2016).

In her paper on the globalisation of disability rights, Kanter (2003) claimed that unless society takes the responsibility of ensuring equal opportunities, disability discrimination legislation would create a limited potential to promote human rights and equal opportunities. In their recent publication, Anna Lawson and Mark Priestley (2016) mentioned that seeking a solution in the courts may bring disappointment, as 'its effectiveness will depend on the wider policy and the context in which they operate' (Lawson and Priestley, 2016, p.10). Tom Burke bluntly expressed reservations about the criminalisation of discrimination as he felt 'criminal and constitutional provisions rarely have much impact' (Burke, 2002, p.6). Waddington and Diller, 2000, draw attention to another important issue that comes with adopting rights-based policies without

changing underlying approaches. To them, the traditional and the rights-based approaches cannot coexist. When intertwined, they create 'a confusing jumble of policies' (Waddington and Diller, 2000, p.21). The solution could either be to abandon traditional welfare policies or replace them with a just system where anyone who is at risk of inequality is entitled to support. A solution for differentiated policies for severely disabled people was also proposed – in that autonomy to decide- is a crucial feature of all disability services and policies.

The rights-based approach has also been criticised on many grounds. For Parker (2004), scholars of disability law should be aware of the risk of further marginalisation of certain groups of disabled people by claiming that legislation is blind to individual differences amongst the disabled population. Stein (2007) also acknowledges this risk. Nevertheless, he believes that the addition of a capability approach to the social model, along with the human right to develop discussions, would eliminate the risk of exclusion. Nevertheless, he relates the paradigm shift to effective implementation of laws (Stein, 2007).

In many ways, the UN CRPD requires a paradigm shift towards a rights-based approach, and yet there is an abundance of literature citing the challenges in implementing the UN CRPD itself (EFC, 2010). The traditional approach (i.e. medical) was proposed as one of the main hindrances of a paradigm shift towards more enabling policies (Oliver, 1990; Abberley, 1997; Barnes, 1997; Mabbett, 2004; Barnes and Mercer, 2005; EFC, 2010). In a comparative analysis, where definitions of disability were reviewed, it was found that definitions differentiate not only between EU member states but also within the national context. Worse, they mostly reflected the medical model (Brunel University, 2002). In his paper, Burke related the traditional approach with structural barriers and argued that any form of policy directed particularly at disabled people is associated with this approach. He linked compensation, vocational rehabilitation, segregated employment policies, quotas and the wage subsidies with the traditional approach of disability, where the individual is the locus of the problem. He summarises the traditional approach's understanding as follows:

> *'Vocational Rehabilitation:* Disability is a defect that makes one unable to find a place in the economy, so the task is to fix this defect – i.e. if benefits outweigh the costs.
>
> *Institutionalisation/segregation*: The disabled person is fundamentally different from you and me and so is best treated by experts who can develop specialised practices and

subject the disabled person to certain regimes. Similarly, the work of disabled person should be done in specialised shops sheltered from market forces.

Quotas: The disabled person is a burden on the economy, so each employer must bear his share of the burden by employing a certain percentage of disabled workers.

Wage Subsidies: The disabled person is a capable actor in the economy, but less capable because of disability, and the burden of this should be socialised rather than borne by employers or employees.' (Burke, 2002, p.3).

Burke sees the rights-based model as a form of the social model because 'it relocates the problem of disability from the individual disabled person to a society unwilling to adapt to the diversity of people who live within' (Burke, 2002, p.14). Still, he acknowledges the differences in their 'diagnosis and remedy' (Burke, 2002, p.14). In his prescription, Burke (2002) highlights the importance of setting the integration of disabled person as a priority in all policy areas: education and transportation in particular.

According to Barnes and Oliver (2012), the discussion of the social model of disability has changed the nature of the discussion in both academic and policy circles. Parallel to these changes, international policy frameworks adapted themselves to the endorsed approaches.

In this section of the chapter, the most prominent models of disability are presented along with reflections on the definition of disability and policies. The inherent potential of each model is also outlined, where appropriate. The focus of the discussion is subsequently shifted to the UN and the EU actions as two prominent policy frameworks. The changes in these two frameworks are explored further below.

1.2. Disability and international policy frameworks

Mostly equated with challenges, globalisation brings new opportunities for certain groups of people. For instance, it can provide the potential for collaborative actions to mitigate adverse effects. In the process of globalisation, international social policies and advocacy for the rights of certain groups (children, disabled people, refugees and displaced people) have intensified. International organisations and institutions like the World Bank (WB), WHO, UN and the European Commission have increased their involvement in the issues related to those vulnerable

groups. As a result, international treaties, conventions, and strategies regarding have been developed in anticipation of harmonisation in member states (Burke, 2002; Barnes and Mercer, 2005; Stein, 2007). According to the principles of international law, countries are allowed to structure and follow their own domestic policy and at the same time are given the responsibility to adhere to international treaties which they have signed (Deacon, 1997; Yeates, 2001). By virtue of these treaties, countries accept the relevant conditions from the beginning (Jaeger and Kvist, 2003; Glatzer and Rueschemeyer, 2005).

In the remaining sections, the policy frameworks developed by the UN and EU are presented, with special emphasis on policies documents, where appropriate with their main objectives.

1.2.1. United Nations policies

As the foremost international organisation, the UN included human rights issues into its agenda soon after its foundation. As expected, it has increased its involvement in the disability arena on the principle of providing a dignified life for those in need. |In addition, the UN and its affiliated organs endeavour to mitigate the adverse effects of globalisation. As the UN recognises that income inequality, poverty, and food shortage have an adverse effect on human development, many programmes have been launched recently (Yeates, 2001; Glatzer and Rueschemeyer, 2005).

Amongst the vulnerable groups, the rights of disabled people attracted a great deal of attention from international bodies (Priestley, 2007; Waldschmidt, 2009). The first manifestation of disability issues in the UN agenda dates back to 1975, to the United Nations General Assembly's Declaration on the Rights of the Disabled Persons (UN, 1975). Later, 1981 was declared the International Year of Disabled Persons (UN, 1976) and 3 December as the International Day of Disabled Persons (UN, 1977). Due to actions taken during 1981, the World Programme of Action Concerning Disabled People was generated (UN, 1983) to provide a global framework. Meanwhile, 1983-1992 was declared the Decade of Disabled Persons (UN, 1984). At the end of that decade, the Standard Rules on the Equalisation of Opportunities for Persons with Disabilities (UN, 1993) were adopted. However, it should be noted that, as they emerged from under the umbrella of soft laws, none of the above-cited resolutions and declarations is legally binding (Stein, 2007).

Realising the necessity of handling disability issues under hard laws, the UN established an Ad Hoc Committee in 2001 to draft a treaty to ensure that all people enjoy the same set of human rights. Consequently, the UN adopted the Convention on the Rights of Persons with Disabilities in 2008. This Convention promotes and protects the rights of disabled people and imposes certain obligations on the signatory states to secure the active participation of disabled people in social, economic and cultural life, based on human rights and empowerment (UN, 2008). Moreover, the Convention highlights the importance of securing dignity, non-discrimination, and full and active participation in society. It also calls for attitudes and prejudices towards disabled people and issues of accessibility to be addressed. Article 27 of the Convention, addresses the economic integration of the disabled people by highlighting the importance of creating employment opportunities in an open labour market. Additionally, employment in the private sector through active labour market policies is emphasised (UN, 2008).

Very recently, global recognition of economic integration of disabled people was cited in the concept note developed for the World Bank's Building Resilience and Opportunity, Social Protection and Labour Strategy, 2012-2022 (WB, 2011). In this note, the importance of social welfare provisions and the removal of barriers to active involvement of previously excluded individuals, including disabled people, are cited as crucial factors in handling the uncertainties created by globalisation.

1.2.2. European Union policies

The European Union, with its unique supranational governance system, tries to take an active role in overcoming the adverse effects of recent global crises. Weber, who raises the question of whether the EU is a response to or a part of globalisation, suggests that the answer 'depends on how you define globalisation and regionalism, as well as the way the actors in the region act within the global system' (Weber, 2003). In his attempt to answer the same question, Weitzmann (2010) concluded that as a supranational institution, the European Union is a strong response to globalisation and its challenges, with its coherent bodies and strategies. Weitzmann (2010) also discusses global systemic problems and suggests that EU actions are often complementary to UN efforts. The extent to which it fulfils its mission will not only strengthen the EU's position in global terms but will also determine its future (Goldschmidt, 2008; Niznik, 2011).

The European Union, regarded as a project to create a socially and economically unified union between a large portion of the people and states of Europe, is governed by a supranational sui generis system. Within this unique system, national governments partially transfer their sovereignty to EU institutions. Therefore, there are certain competence areas where the EU has sole or shared responsibilities (Aust, Daguerre and Taylor-Gooby, 2002). In the EU's coercive governance mechanism, member states are obliged to harmonise hard policy documents, i.e. treaties, directives and policy papers in the areas where the EU has sole competence. Policies on monetary issues, customs, and trading are among the areas where the policy prerogative belongs to the EU. On the other hand, in the mimetic governance mechanism, harmonisation of soft policy documents, i.e. resolutions, recommendations, communications and policies in the areas where the EU has shared responsibilities (e.g. justice, single market, foreign policy, health and safety, taxation, labour market, and social policy) depend on the willingness of the individual member state (Radaelli, 2000). In the shared responsibility areas, the principle of subsidiarity is applied. Accordingly, the EU can act only if the matter cannot be adequately addressed at member state level. However, the decision to take action still depends on the agreement between member states and EU institutions that mean in shared competence areas, including social policy, the EU has limited power (Aust, Daguerre and Taylor-Gooby, 2002; Merkel and Grimm, 2007; Feronas, 2011; Lawson, 2014). Within the EU system, the primary mechanism for the harmonisation of social policies is the Open Method of Coordination (OMC). It is based on periodic national action plans and peer reviews (Bouwsma, 2003; Weishaupt, 2011; Lawson, 2014).

The EU's success in areas such as monetary policies, international trade, and economic and social policies is seen as strengthening the position of the European Union as a sui generis project (Goldschmidt, 2008; Niznik, 2011). Thus, the idea of 'making the EU the most dynamic and competitive knowledge-based economy in the world' (the Lisbon Strategy, 2000) and ensuring 'smart, sustainable and inclusive economic growth' (the Europe 2020 Strategy) is at the core of EU social policies. Compatibly, all the activities and the legislations that are administered by EU institutions are primarily directed towards the completion of the single market and increasing economic competitiveness to raise credibility in the global arena (Aust, Daguerre and Taylor-Gooby, 2002). Therefore, the EU has structured a framework where employment and social policies, social cohesion, and economic policies are triangulated. This framework has

implications for human dignity, fundamental rights, non-discrimination, social inclusion, full employment, good working conditions, and social security (Aust, Daguerre and Taylor-Gooby, 2002; Kleinman, 2002; van Berkel and Moller, 2002; Hantrais, 2007; Feronas, 2011; Niznik, 2011).

In general, EU prioritises the involvement in paid work and efficient implementation of active labour market policies. These measures are important measures, not only to confront the demographic challenges of an ageing society, but also to ensure sustainable economic growth in the face of intensified global crises (Kleinman, 2002; van Berkel and Moller, 2002; Marchal, van Mechelen, and Marx, 2011; de Graaf and Sirovatka, 2011).

The first Employment Strategy of 1997-2005 was launched to provide a framework for the actions aimed at economic growth and full employment. It underwent several adjustments with the adoption of the Lisbon Strategy 2000-2005 at the turn of the millennium (van Berkel and Moller, 2002; Hantrais, 2007; Natali, 2011). To address new global challenges, the recent Europe 2020 Strategy (CEC, 2010c) provides a renewed framework for actions to ensure a smart, knowledge-based, eco-friendly, and inclusive economy, with sustainable growth and an employment target of increasing the current labour force participation rate of 68 percent to 75 percent by 2020. However, recent figures show that the EU has approximately 23 million unemployed working age people (CEC, 2010c), which raises questions about the success of active labour market programmes and social policies (Feronas, 2011; de Graaf and Sirovatka, 2011; Graziano, Jacout and Palier, 2011). When coupled with the figures showing that 16 percent of working age European population has a disability (CEC, 2010a), and 52 percent of them are inactive (APPLICA, *et al.*, 2007a; 2007b; Shima, Zolyomi and Zaidi, 2008), it is not surprising to see why the EU maintains its commitment to inclusion into the labour force, particularly disabled people (Aust, Daguerre and Taylor-Gooby, 2002; van Berkel and Moller, 2002; Priestley, 2007; Hantrais, 2007; Waldschmidt, 2009; Natali, 2011; Niznik, 2011; Feronas, 2011; Mau, Meves, and Schoneck, 2011; van Parys and van Dooren, *et al.*, 2011).

In parallel to global trends, the inclusion of disabled people in social and economic life has also been reflected in EU policies. Within the EU system, the issue of disability is mainly perceived as a rights issue. Therefore, most of the EU actions are directed towards increasing the rights of disabled people, ensuring non-discrimination, providing equal opportunities, and removing

institutional, social and environmental barriers (Mabbett, 2005; Priestley, 2005;2007; Hantrais, 2007; Waldschmidt, 2009; Slanden, 2010; Lawson, 2014). The first initiatives on disability policies were primarily focused on increased involvement in paid work. In the meantime, it has broadened and mainstreamed in all policy areas. In addition to anti-discrimination policies, the EU introduced differentiated policies as various groups of people have needs requiring different policies. However, the EU and member states have agreements concerning the exercise of competences. Employment falls within the shared competence, which means the EU coordinates member state policies or implements supplemental policies, and member states are expected to harmonise these policies within their jurisdictions. For the employment of vulnerable persons, it can be said that national legislation is harmonised largely under anti-discrimination legislation (Hantrais, 2007).

The first appearance of the issue of disability in European documents dates to 1974. The document, 'A Programme for the Vocational and Social Integration of Handicapped Persons', argued for increasing the vocational skills of disabled people (CEC, 1974). Following the UN's International Year of Disabled People in 1981 (UN, 1976), the European Parliament released two resolutions concerning social and economic integration (Waldschmidt, 2009; Priestley, 2007). In 1986, the 'Recommendation on the Employment of Disabled People in the European Community' (CEC, 1986) was put into force. Active labour market measures, like vocational training, vocational guidance, sheltered employment and job creation were suggested to support disabled people's involvement in paid work. During this period, the first action programme, named HELIOS, was initiated. It provided financial support for efforts at the national level for increasing independent living and employment of disabled people. Although the first EU actions were isolated programmes, the EU has since moved away from disability-specific programmes and started integrating disability into different policy areas and at different levels. Over time, such efforts financed under the HELIOS initiative were integrated into HORIZON, later to EQUAL, and more recently into PROGRESS, to support development in equality for all vulnerable groups (Hantrais, 2007; Prietsley, 2007; Waldscmidt, 2009). In a study of the impact of the European Social Fund (ESF), which supports employment and employability, it was revealed that the fund has triggered not only innovation of new active labour market policies and measures for disadvantaged groups but also the development of new evaluation techniques for analysing its effectiveness and sustainability (van Parys and van Dooren, 2011).

Following the United Nations Standard Rules on Equalisation of Opportunities for Persons with Disabilities (UN, 1993), the topic has become more visible in European policies after 1993. The EU has gradually shifted its focus from the medical model to a rights-based model which is focused on increasing opportunities for equal enjoyment of citizenship rights, including removal of physical and social barriers (van Oorschot and Hvinden, 2001; Mabbett, 2005; Barnes and Mercer, 2005; Priestley, 2005; 2007; Hantrais, 2007; Greve, 2009). The first sign of this shift is reflected in the Disability Strategy-Equality of Opportunity for People with Disabilities (CEC, 1996). The strategy was adopted to increase harmonisation of United Nations Standard Rules on Equalisation of Opportunities for Persons with Disabilities (UN, 1993), which encapsulate the UN World Action Plan on Disability (UN, 1993). It stresses the need for a renewed approach that promotes participation in the social, economic and cultural life and that focuses on creating equal opportunities and removal of barriers. Along with anti-discrimination measures, the strategy stresses the need to mobilise all stakeholders, encourage active inclusion and independent living for disabled people (Hantrais, 2007; Priestley, 2007). Following the strategy, action programmes for disabled people were developed; and, directives, communications and resolutions were adopted to increase social and economic integration of groups at risk of social exclusion (Hantrais, 2007).

At treaty level, the term disability was first mentioned in the Amsterdam Treaty (1997). Article 13 prohibits discrimination on a number of grounds, including disability, and provides legal grounds for EU institutions to undertake a more active role to combat discrimination. Following the Treaty, the Directive on Equal Treatment in Employment and Occupation (CEC, 2000) was adopted. It bans discrimination in employment on the grounds of religion, sexual orientation, age, belief, and disability (Mabbett, 2005).

Design-for-all and accessibility principles were introduced with communication on ‘Towards a Barrier-Free Europe for People with Disabilities’ (CEC, 2000b). It is thought that the design-for-all principle will be one of the key actions to secure equal opportunities to participate in every aspect of society. Thus, providing accessibility to the built environment, information and communication technologies, healthcare services and transportation are crucial to ensure these equal opportunities. Accessibility of Cultural Infrastructure and Cultural Activities (CEC, 2003b) and e-Accessibility (CEC, 2003c) also addressed similar issues. In addition, the year of

2003 was declared the European Year of People with Disabilities for the purpose of awareness raising. The activities that were held during that year revealed that disabled people experience substantial problems throughout the EU. Thus, the necessity for the EU to undertake a more active role, to ensure they have equal opportunities and access to their rights, was highlighted (Goelen, 2005). The same year, the Communication on Promoting the Employment and Social Integration of People with Disabilities (CEC, 2003d) was generated to boost cooperation among all stakeholders on issues concerning disabled people at the national and EU levels. With this communication, the EU renewed its commitment to full integration of disabled people and the removal of barriers in the labour market. It also asked governments to remove barriers impeding participation of people with disabilities in social and economic life. In the same year, the European Council released the Communication on Equal Opportunities for People with Disabilities (CEC, 2003e) to provide more coordinated actions in the EU member and candidate states. The Council also proposed a Disability Action Plan for the period of 2004-2010. In the plan, biannual action agendas were presented to provide compact guidelines for monitoring purposes. The Communication on the Situation of Disabled People (CEC, 2007) and the Council Resolution on the Situation of Persons with Disabilities in the European Union (CEC, 2008) recommended that member state governments should take a more proactive role to ensure that people with disabilities enjoy their rights as EU citizens.

Recently, the 2010 EU Disability Strategy 2010-2020 (CEC, 2010b) was added to the legal framework of disability policies. As a legal entity, the EC signed and ratified the legally binding Convention at the end of 2010. In accordance with the Convention, the Strategy also aims to promote and protect the rights of disabled people. Both the UN CRPD and the Disability Strategy 2010-2020 raise the issue of creating an accessible built environment with programmes and services that are usable by all individuals, without the need for adaptation or specialised design. Both documents explicitly declare the obligations of the EU institutions and the member states, which will be responsible for broadening and strengthening implementation of the UN CRPD and the Disability Strategy 2010-2020. Following Article 27 of the Convention, the strategy discloses parallel objectives and reiterates the importance of creating opportunities in an open labour market (Article 4). The proposed key actions aimed at improving the employment of disabled people are cited as creating accessible workplaces; developing well-structured transition programmes and new strategies to increase awareness among employers; and, finding

new ways of dealing with job retention and dismissal. In both documents, the importance of accessibility and increasing job opportunities in the private sector is highlighted (UN, 2008; CEC, 2010b). After the adoption of the legally binding UN CRPD and the Disability Strategy 2010-2020, the EU now has greater potential to create more coherent and coordinated disability policies as well as ensuring convergence of disability related policies (Priestley, 2007; 2011; Waldschmidt, 2009).

In the present chapter, I have outlined the evolution and development of models of disability with respect to discussions in disability studies literature. I have also summarised the changes in understanding of disability that revolve around the discussions on models of disability. The embedded potential and limitations have been described too. In the concluding section, reflections on models of disability in international policy frameworks and definitions were reviewed.

The following chapter is devoted to discussing the employment of disabled people. Initially, the transformation of the welfare state is considered in the light of discussions on globalisation. Later, definitions surrounding active labour market policies are introduced, followed by the employment of disabled people and specific types of ALMPs.

2. Active labour market policies

This chapter shifts the focus of the discussion from the notion of disability, towards employment policies, Active labour market policies (ALMPs). To understand in what ways integration of disabled people into the labour market has been affected by the phenomenal changes, the present chapter scrutinises the interaction between globalisation, market economy and social welfare policies, and the accompanying changes attached to it.

This chapter is divided into three main sections. The first section presents the emergence of ALMPs and provides the definitions of ALMPs for both the general and disabled populations. The subsequent section is allocated to the discussion of employment of disabled people as a contested area. The discussionn is later followed by the presentation of factors affecting the implementation of employment policies addressing disabled people within the EU context, presenting comparative reports where available. In the final part of the present chapter, the theoretical argument supporting the necessity of the present research is outlined. It is later followed by the summary of the literature, which also concludes the literature review.

2.1. Emergence of active labour market policies

Because of its wide range of usage, there is no universally agreed definition of globalisation. Globalisation, with its recent image suggesting that it is an irreversible process, produces mass unemployment and mass poverty (Deacon, 1997; Yeates 2001). As unemployment increases, the share of social expenditures in a nation's cumulative public finances grows. This, in return, puts the issue of social spending under criticism (Garrett and Mitchell, 2001) and it has been reflected in the transformation of the welfare state, where welfare states try to change their social expenditure patterns (Jeager and Kvist, 2003; Seeleib-Kaiser, 2008).

The notion of welfare is regarded as a social security tool to provide stability to social order. It was indeed perceived as a collection of measures, which prevents the groups of people at the risk of exclusion (Rees, 1996; Bulmer and Rees, 1996). And yet, these measures change as a function of development of social rights in the different jurisdiction. In his seminal work Esping-Andersen (1990) clustered countries on the key concept of social rights expenditure and generate welfare typologies accordingly. In the market-driven liberal welfare states, the social rights develop in the wake of economic development and the involvement of states has been restricted

by law as liberty in economic operations are assumed to be the pre-condition to reach the higher economic growth. In this regime, enjoyment of rights is based on the condition of participation in the labour market. Liberal states employ means-tested welfare where the transfers are stringent and based on strict eligibility criteria (Handler, 2004: Greve, 2015). In conservative regimes, driven by religious ethics and community belonging ideals, citizen's responsibility is particularly highlighted. Individuals are expected to undertake their responsibilities for the benefit of society. In this regime, state`s intervention mainly focuses on the bread-winning member of the family. Social rights are stratified and based on class and status (Handler, 2004). This regime is generally characterised by generous occupational benefits as well as disability insurance systems for people who become disabled during their professional tenure (Greve, 2015). On the other hand, a social democratic welfare regime highlights the notion of equality. Social provisions are designed in a way to tackle income inequalities created by the labour market. Working class pressures play an important role, which, in return, manifests high redistribution. In this regime, the government provides a comprehensive social protection. Yet, there is an incremental emphasis on ALMPs (Greve, 2015). Compared to conservative and liberal welfare regimes, replacement rates are relatively high in social democratic regimes. Citizens are entitled by universal transfers, eligibility criteria for assistance are minimal, and rights are based on the citizenship (Handler, 2004; Jones and Gavenda, 2002; Esping-Andersen and Myles, n.d.).

Regardless of welfare regimes, transformation in the welfare states is in the direction of increasing the number of responsibilities instead of diminishing the social rights. In other words, the era of globalisation leads to a rapid transformation where governments start to review their social expenditures to offset the adverse effects of market fluctuations. Social rights, especially for those who have chronic health conditions and impairments, were on the decline since the 1980s (Allan and Scruggs, 2004; Korpi and Palme, 2003).

Peirson (1996), on the other hand, rejects the claims of welfare retrenchment. By drawing the attention to the interdependent relationship between elected officials and electoral behaviour of voters. For him 'welfare state retrenchment generally requires elected officials to pursue unpopular policies that must withstand the scrutiny of both voters and well-entrenched networks of interest groups' (Pierson, 1996, pp. 48-49). Inspired by the Peirson's works on new politic of

welfare states, studies started to document evidences suggesting welfare retrenchment is unpopular amongst voter and hence politically risky to pursue (Pierson, 2001; Brooks and Manza, 2006; Soroko, 2006; Armingeon and Giger, 2008; Giger, 2011; Giger and Nelson, 2011; Jeager, 2012; Kosmidis, 2013). And yet, Jensen and his friends in their recent comparative analysis concluded that 'retrenchment occurs rather frequently in advanced welfare states without this systematically leading to electoral punishment' (Jensen *et al.*, 2014, p.544). As an explanation, they introduce 'expansionary dismantling, a strategy of policy-makers where they increase legislative activities to give voters the feeling that they are being compensated for reduced benefits and/or minimise the awareness of a loss in the first place' (Jensen *et al.,* 2014, p.544).

Jeager and Kvist (2003) argue that decrease in compensation-related social expenditure creates a space for manoeuvre to confront the global challenges and the adverse effects of global economic crises. Countries that formerly based citizenship on universal social rights are, therefore, changing their notion of citizenship into active citizenship (Rees, 1996; Dwyer, 2004). According to this notion, every member of the society should contribute to improving the society regardless of their capabilities. This, what could be considered as a backwards movement between rights and responsibility, is believed to have inverse effects on the lives of citizens (Twine, 1994; Kymlicka and Norman, 1995; Bulmer and Rees, 1996; Dwyer, 2004). Not being actively involved in the labour market, and persistence to stay under long-term dependency should be a source of shame, and those who benefit from the states need be regarded as consumers of state resources` were also put into words by many governments (Dwyer, 2004).

In the wake of globalisation and welfare reform, most governments have started to administer highly means-tested welfare systems, which were accompanied by activation programmes. Those programmes were mostly coupled with sanctions and ignored the fact that there could be people who are not necessarily ideal citizens, as they hold different capabilities. The danger of absenteeism of disabled individuals in such conceptualization is claimed to adversely affect the lives of disabled people due to the limited capacity to enjoy citizenship rights (Parker, 2004). As addressed previously, failure to acknowledge differentiated abilities of disabled people has the potential to pave the road to economic exclusion (Shakespeare, 1996; Lister, 1997; Barnes and Mercer, 2003), which can be further exacerbated by institutionalised discrimination from

education, labour market, and state services (Barnes and Mercer, 2003). In their edited book, Wood and Gough discussed welfare state regimes and insecurity (2004). They said that increased conditionality on social security would create a risk for particular groups of people who have limited access to labour market due to long-term illnesses or lower capabilities. It was also claimed that such conditionality would place those individuals in a vicious circle of vulnerability and suffering (Gough and Woods, 2004; Gough, 2004).

Whether or not it is fair to put all the blame on globalisation, the uncertainty that is produced by it has changed the welfare state practices in almost every jurisdiction (Yeates, 2001). These not only redefined the relationship between the state and its citizens, on the basis of rights and responsibility but also redesigned the relationship between the competitive free market and individuals by making social rights contingent upon the involvement in paid work (Newman, 2007). Therefore, ALMPs for people, who are more likely to be dependent on state benefits, get special attention by governments in some parts of the world. Armingeon and Baccaro (2012) drew attention to the unanticipated effect of taking such an approach and the social inequality it may bring. They further claimed that governments, without thinking of the consequences to individual lives, applied austerity plans wherever they can, which, in return, 'threatens not just the future viability of the Euro but the European project as a whole' (Armingeon and Baccaro, 2012, p. 254).

As governments have been combating high unemployment rates and the accompanied social risks, effective implementation of ALMPs has gained interest in the last two decades (Bonoli, 2010). However, these efforts have not yielded the intended outcomes in most parts of the world, particularly for disabled people. Before talking about the effectiveness of ALMPs, it is worthwhile starting the discussion with a definition of ALMPs. The following section presents definitions of ALMPs both for the general and disabled population.

2.2. Definition and types of active labour market policies

As the national economies have become more open to international trade, they have also become more exposed to economic fluctuations in other countries, which causes the transformation in social protection policies. To ensure sustainable economic growth in the presence of the challenges that are created by global crises and an ageing society, governments have diverted

their focus on active labour market policies and have placed particular attention on the inclusion of the previously inactive population into work.

ALMPs are primarily regarded as the reorganisation of responsibilities and rights, which are assigned to the members of a given society. In policy terms, active labour market policy is defined as 'measures taken in order to improve the functioning of the labour market that is directed towards the unemployed' (Calmfors, 1994, p. 8). Calmfors, who came up with this definition, suggests that ALMPs encompass three dimensions: 'i) Job brokering with the purpose of making the matching process between the vacancies and job-seekers more efficient; ii) Labour market training, in order to upgrade and adapt the skills of job applicants; and iii) Direct job creation, which may take the form of either public sector employment or subsidisation of private sector work' (Calmfors, 1994, p. 8). In addition to the definition, he proposed the motivation effect, lock-in effect and qualification effect as the tools to evaluate the effects of ALMPs. Additionally, Gilbert and Besharov (2011) propose four categories of active labour market policies:

i) The measures that raise the cost of non-work such as sanctions and penalties for non-participation, job search programmes, lowering of replacement rate and duration of benefits, and increasing the eligibility criteria or conditionality for benefits.

ii) The measures that increase the benefits of work such as increasing work pay through tax credits and tax relief and restricting eligibility for benefits.

iii) The measures to increase the availability of work such as increasing employment in the public sector by subsidising the employment costs or in the private sector via direct or indirect payments to employers, providing flexible working conditions, sheltered employment or micro credits to start a business.

iv) In the last category, there are the measures that increase the readiness to work, such as providing education and training, as well as opportunities to learn social and therapeutic skills for people who have lower qualifications to increase their employability.

In its recent publication, the OECD restrains itself from giving a definition of ALMPs and yet states that activation policies' 'core objectives are to bring more people into the effective labour

force, to counteract the potentially adverse effects of unemployment and related benefits on work incentives by enforcing their conditionality on active job search and participation in measures to improve employability, and to manage employment services and other labour market measures so that they effectively promote and assist the return to work.' (OECD, 2014, p. 34).

By acknowledging the low level of capabilities, special programmes for particular groups of individuals were developed in the hope that these programmes would eliminate and/or compensate for inequalities that these groups have been experiencing in the course of their lives (Dwyer, 2000; 2004). The degree to which the ALMPs, addressing vulnerable groups, are implemented has not reached the desired level. For the active labour market policies addressing disabled people, the main aim was worded as to support them to enter and remain in the job market (EIM, 2002; Greve, 2009). Specific active labour market measures for disabled people are listed as:

i) 'Supported employment' which involves on-the-job support to enhance the adaptation of the person in the workplace

ii) 'Subsidised employment' that is comprised of the elimination of barriers during the recruitment processes;

iii) 'Sheltered employment' which is a form of segregated workplace in a designed manner;

iv) 'Vocational rehabilitation and training' which aims to increase the job skills and productivity levels of the disabled people;

v) 'Quota schemes' that involve obligations to restrict a certain amount of workforce for disabled people;

vi) 'Anti-discrimination schemes' which involve stipulating rights on creating equal opportunities for equal participation to work

(Thornton and Lunt, 1997; EIM, 2002). In yet another listing,

vii) Intensive counselling;

viii) Job search assistance

ix) Incentives for starting a business is added to the specialised programmes for disabled people.

In her recent book, Clare Bambra evaluates active labour market policies in relation to the political economy of ALMPs. In her accounts, ALMPs for people with chronic health problems and disabilities are 'directed at either the supply-side- enhancing the ability of individuals with a disability or chronic illness to be employed, or the demand-side -increasing the desirability to employers of recruiting and retaining this particular group of people' (Bambra, 2012, Ch. 7, p. 14).

In her listing, supply-side contains:

i) Education, training and work placement schemes;

ii) Vocational advice and support services;

iii) Vocational rehabilitation;

iv) In-work benefits.

Demand-side, on the other hand, includes:

i) Financial incentives for employers;

ii) Mandatory employment quotas;

iii) Employment rights legislations

iv) Accessibility (Bambra, 2012).

Although expected to increase significantly via ALMPs, the levels of employment of disabled people have not significantly improved. All recent reports about disabled people's employment reveal unaccomplished objectives, despite the continuous efforts of international organisations, supra-national bodies, and national governments. Employment levels among disabled people are still far below that of their non-disabled counterparts in most of the EU member states. Regardless of the orientation of the measures administered, all the Member States show substantial discrepancies in employment levels of disabled people and non-disabled people. The extent of the active labour market policy's reported success tends to differ both as a function of

country context and of the policy orientation of that country (EIM, 2001; EIM, 2002; Greve, 2009; Hantrais, 2009; OECD, 2010).

The most prominent types amongst ALMPs are; supported employment, vocational rehabilitation, work placement, employment quotas, incentives for work both for employers and disabled employees, subsidised wages, flexible working conditions, grants for reasonable accommodation, personal assistance, and micro-credits for self-employment. However, the level of success that each policy achieved differentiates amongst the EU member states (Thornton and Lunt, 1997; EIM, 2002; APPLICA, *et al.,* 2007a; 2007b; Greve, 2009). While anti-discrimination policies concentrate on persuasion, quota schemes rely on coercive and the financial sanctions (Kim, 2011). While the UK and Ireland prefer administering persuasion policies to promote employment; Belgium, Portugal, Austria, France, Italy, Germany and Spain employed quota schemes more extensively. In addition, some of the quota-oriented countries complemented their system by introducing further anti-discrimination legislation, as in the cases of France, Germany, and Spain (Kim, 2011). Combinations of active labour market measures reportedly create better employment outcomes than employing any single approach. Closer relationships with employers as well as close partnerships with disabled people's organisations are revealed as crucial factors for the success of the ALMPs (EIM, 2001; EIM, 2002; Mont, 2004; APPLICA, *et al.,* 2007a; 2007b; Kim, 2011). As compared to other policy measures, reasonable workplace adaptations are reported to be less likely to be employed since the requirements for reasonable accommodation differs widely according to the sector and the general conditions. Thus, the difficulty in setting the standards for the least restrictive working environment is believed to be constraining (Kim, 2011). While anti-discrimination legislation and quota schemes were thought to be more effective for economic integration of disabled people; no clear evidence is available on the right kind of measures or the composition of an effective combination (Kim, 2011). Given the contradictory nature of these two approaches, merging anti-discrimination legislation and quota systems (Waddington and Diller, 2000, p. 1) is highly probable to dilute the effect of one another (Waddington and Diller, 2000; Fuchs, 2014). Boheim and Leoni, (2015b), also talking about the masking effect of those policies after finding that (utilising OECD disability policy study) negative association between employment outcomes and policy tools that involves employer responsibility and incentive. In another study, the impact of employment quotas was explored (Lalive, Wuellrich, and Zweimuller, 2009). The

results showed that the companies' response to the quota system is different depending on the size of the enterprise. They also find that former employees are more likely to be employed under quota systems. In a number of research projects, the adverse effect of increasing in employers' responsibility was cited (Begle and Stock, 2003; Jolls and Prescott, 2004; Pope and Bambra, 2005).

In its disability policy typology research, the OECD's study cluster countries based on their compensation and integration policy dimensions, each of which is consisting of ten subdimensions. The compensation dimension provides an overall assessment of policy features related to the benefits system, while the other dimension captures the policy tools that are specifically designed for the activation and employment integration, (OECD, 2010). Alongside clustering the OECD countries according to their scores on both compensation and integration dimension, the OECD carried out an analysis to understand the effect of those policy tools on benefit take-up rate. The result of the inferential statistics concluded that compensation orientation has a potential to increase the benefit recipient rate, whereas the integration dimension effect was the other way around. Access to the benefits system and benefit generosity, having a qualitatively better disability assessment, were proposed as factors that increase the benefit take-up rate. Longer-term sickness leave, an increase in the monitoring of sickness absence, on the other hand, created an opposite effect by showing a drop in the beneficiary rates. Amongst the integration dimension, an increase in anti-discrimination legislation, i.e. increase in the employers' responsibility to employees or new hires, was found to create an increase in the benefit recipient rate. Expansion of employment programmes and vocational rehabilitation were suggested as factors that increase the benefit take-up rate. Sheltered, subsidised and supported employment programmes again appeared to decrease the benefit take-up rate (OECD, 2010)[1].

With regard to the impact the ALMPs, Bambra in her recent book (2012) cites an abundance of literature, which displays varying evidence on the effectiveness of implemented policies. In her reflection on the findings, she concluded that vocational advice and work/training experience have a potential to increase the employment of people with chronic illness or disability (Bambra,

[1] It should be noted that OECD employed an approach in which scores of certain types of policy tools are merged (e.g.. sheltered, subsidised and supported employment programmes)

2012). In a working paper prepared for the Department for Work and Pensions, the question of what works attempted to be answered by Anne Daguerre and David Etherington (2009). Their answers: providing early intervention, personalised support, paid work experiences and adequate staff/client ratio were listed as the most effective tools for creating sustainable employment for disabled people. Due to the increase in the emphasis on the employment outcomes, they wanted to draw attention to improving the employability of the persons who are at risk of labour market exclusion. Voluntary participation in activation programmes, monitoring job search behaviour, job coach systems, and close co-operation with social partners and local authorities were listed as the most crucial factors that decreased welfare dependency. Investment in gainful employment and sharing best examples, building the policies with the inclusion of all related parties are also key factors (Nieminen and Kostilainen, 2011).

In his report, Mont (2004) reviews the effectiveness of ALMPs in a number of countries and draws the attention to the importance of holding an integrative approach in state policies and providing policy recommendations to improve employment of disabled people. In his own words, the recommendations cited were:

> 'Review disability pensions and other cash benefit systems to identify measures that create particularly strong work disincentives.
>
> Promote more integrative disability employment policies such as vocational rehabilitation, supported work, and reimbursement mechanism.
>
> Demonstrate the business the case for integrated disability management systems and help foster their adoption by public and private sector.
>
> Assist disabled person's organisation (DPO) in advocating for worksite accommodations' (Mont, 2014, p.31).

So far, the emergence of ALMPs and its definitions for the general and disabled population are provided. It is, then, followed by further details of the specific ALMPs directed towards disabled people. The impact of ALMPs is also mentioned briefly. In the next section, economic integration of disabled people is briefly discussed with a particular focus on the historical evolution of the relationship between disability and employment. Its relation to a market economy and state policies is also addressed. Although the effectiveness of ALMPs merits

detailed discussion in this section, it is briefly mentioned because efficiency issue is also covered in the remaining parts of the literature review.

2.3. Employment of disabled people

Employment is regarded as a precondition to participation in the societal life. It provides status to individuals to reach social ends and social security (Barnes, 2000; Sayce, 2011). Employment of disabled people has also been credited with bringing benefits to the society in general. Davis (1996) suggests that disabled people's cost to the economy is lower when they are involved in paid jobs instead of staying under a benefits system. However, there has been the long-standing exclusion of disabled people from social and economic life due to societal attitudes, institutionalised discrimination, and environmental barriers (Hahn, 1985; 1988; Hodges-Aeberhard and Raskin, 1997; Abberley, 1999; Barnes, 2000; Barnes and Mercer, 2005; Hannon, 2007).

Since economic growth is equated with able-bodied-ness and normality, any mismatch in physical appearances and limitations in bodily functions has the potential to create the risk of exclusion (Radford, 1994). According to Hahn, the experiences of disabled people are indeed determined not by their functional limitations, but more by others' attitudes towards their limitations (Hahn, 1985; 1988). In his works, Mike Oliver (1990) touches upon the evolution of the understanding of disability. He says the contemporary understanding of disability is shaped by the interaction between the mode of production and social values attached to the disabled body. Explaining the economic exclusion of disabled people, he states that industrialisation devalued the labour of those who are unable to meet the expectations from an average productive worker. Barnes and Mercer's 2005 article addresses the association between the globalisation of economies and social exclusion. They claim that the global rise of industrialisation created a competitive market where the ethos of profit-maximisation further decreased the value of disabled workers. Kemp (2006) further proposes that with the increase in the importance of high levels of education and qualifications in today's world, the demand for low-skilled workers has declined. This, in turn, placed disabled people, who are more likely to have lower educational attainment, in an even less favourable position in the labour market. When the millennium`s urge for economic expansion and the prosperity is coupled with employers' demands for qualified, productive workers, it eventually leads to the marginalisation

of people who have lower qualifications (Unger, 2002; Barnes and Mercer, 2005; Zaidi, 2011; Fuchs, 2014).

In his analysis of the 21st Century's disability and work policies, Barnes (2000) declared that unless governments redefine their understandings of work, disabled people's participation in employment would remain limited. He claims that as long as governments' understandings are merely based on the medical approach, there will be a predominantly passive labour market orientation (i.e. early retirement and disability pensions) where disabled people are paid for not being in the labour market. However, Abberley (1999) argues that concentrating solely on the labour market involvement should also be avoided. In his words, 'over-enthusiastic espousal of work-based programmes of overcoming the exclusion of disabled people will leave welfare systems unchanged or worse still depleted' (Abberley, 1999, p. 15). Hodges-Aeberhard and Raskin (1997) suggest that the exclusion of disabled people from employment is an avoidable product of societal attitudes and institutionalised discrimination. Thus, they claim that 'prohibiting discrimination is often insufficient to eliminate the *de facto* practice. Positive measures, then, may be seen as steps which are set out to eliminate and make good any *de facto* inequalities, thereby enabling members of groups suffering from discrimination or disadvantage to working in all sectors of activity and at all levels of responsibility' (Hodges-Aeberhard and Raskin, 1997, p. 1).

In his debriefing of the rights-based approach, Burke (2002) underlined disabling societal structures including the built environment, attitudes, and society's failure to provide equal opportunities. Instead of re-thinking disability, he suggests rethinking the notion of equality and design of labour market policies. The long-term benefits of providing an equality based system could not only prevent labelling or stigmatisation (Waddington and Diller, 2000) but also put more people on the brink of exclusion from economic life (Wilkinson and Pickett, 2012).

Regarding economic integration, alongside the societal approach, a number of factors were thought to affect disabled people's involvement in economic life. Employer's willingness to hire disabled individuals was cited as the first and foremost factor that can change the employment outlook for disabled people. Together with it, existence of an employment support system, ease of access to this system, the awareness level of employers, earlier experience of having a disabled employee, or interaction with disabled people, were seen as equally important factors

in employment of disabled people (House of Commons, 1999; Unger, 2002; Hannon, 2007). Accessibility of the physical environment and transport systems; availability of reasonable accommodation, vocational rehabilitation and training, transition programmes, flexible working conditions, and on-the-job support; quality of the offered jobs were also listed amongst the factors (Goldstone, 2002, Equality NE, 2005; Sayce, 2011). From disabled people's perspective: disability type and/or level, lower educational attainment and qualification level, limited work experience, potential deterioration of disabling condition, accessibility, existence of negative societal attitudes, fear of stigmatisation, lower expectations to be recruited, fears of rejection, being labelled as unproductive are amongst the cited hindering factors (Crisps, 2001; Berthoud, 2003; Howard, 2003; Kitching, 2008; Sayce, 2011).

Finally, yet importantly, the interconnectedness between policy and societal approach is marked as another important factor that shapes the employment outlook of disabled people. The society's tendency to see disabled people as a group of individuals who need to be cared for also impedes with the empowerment process (Massie, 2006). Hahn argues that societal approach 'not only mould the behaviour; they embody values that are the basis of public policy that ultimately shapes architectural configuration and social institutions' (Hanh, 1995 p. 306). In an article dated 2001, Gordon and Rosenblum touched upon society's decisive role in disabled people's understanding of their own position in society. According to them, two-way interaction between individuals and societal understanding of disability plays a decisive role in the acceptance of the disabling condition (Gordon and Rosenblum, 2001). For many others, this interaction shapes disabled people's willingness to participate in social and economic life (Taylor and Bogdan, 1993; Li and Moore, 1998; Shakespeare and Watson, 2002; Nolan, 2006).

So far, the issues surrounding the interaction between state, market economy, and disabled people have been elaborated with an emphasis on the evolution of the approach towards the disabled body and its relation to the market economy. The main idea behind these discussions was that the rise of industrialisation has initiated the exclusion of disabled people from economic life, nurtured by medicalization, and later amplified by globalisation. With the spread of the capitalist ethos of productive worker and competitive markets, their exclusion is amplified (Oliver, 1990; Abberley, 1999; Barnes and Mercer, 2005). The following section takes the issue

from this perspective and filters it with the factors that have the potential to affect employment outcomes.

2.4. Factors influencing implementation of employment policies

In this section of the chapter, the factors that are believed to influence the effective implementation of ALMPs are presented with a special focus on the EU context. The rest of the literature review is, therefore, dedicated to the discussion of these factors. As the focus of the present research is evaluating the issue within the EU context, the discussion starts with the factors affecting the integration of the European level policies at the national level. After presenting a discussion on the EU level factors, national level factors are going to be addressed. The discussion concludes with the factors at the individual level.

2.4.1. The EU level factors

In line with the global trends, the EU has also transformed its social and disability policy frameworks, programmes and legislations. However, it appears that the actions and legislation introduced by the supranational EU system have not produced the intended policy outcomes at the national levels (Zolkowska, *et al*., 2002; Marin, 2003; Mabbett, 2005; Barnes and Mercer, 2005; Priestley, 2005; 2007). In other words, rhetoric over the activation of vulnerable groups, especially for disabled people, was not reflected in the realities. Most of the comparative studies that investigated the development of disability policies, trends, transformations, integration, or convergence and divergences, revealed that while most of the stated policy objectives are included in legislation and policy discourses, they have not been followed by complementary policy mechanisms, giving limited positive policy outcomes. Starting from the first systematic study carried out by van Oorschot and Hvinden (2001), to the latest comparative study carried out by Waldschmidt (2009), all comparative disability-related policy studies and cross-national policy comparisons revealed the same conclusion: that the disability policies remain mainly as rhetoric rather than influencing the reality at an individual level (Barnes, 2000; van Oorschot and Hvinden, 2001; EIM, 2001; 2002; Hvinden, 2003; Marin, 2003; Mabbett, 2005;; APPLICA, *et al*., 2007a; 2007b; Greve, 2009).

The main discussion on Europeanisation revolves around the areas of EU competence. The Europeanisation literature holds that the closer the policy issue is to the competence areas and

the central focus of the EU, harmonisation is more likely to be realised on that issue. Therefore, for instance, compared to economic policies, policies on the labour market are less likely to be harmonised fully (Natali, 2011; Graziano, Jacout and Palier, 2011; Feronas, 2011).

In her article, Mabbett (2005) discussed the origins of Article 13 of the Amsterdam Treaty and its potential for creating grounds for fighting discrimination against disabled people. This article has implications in terms both of the contents of policies and juridical approaches. In Sladen's (2010) study on the development of EU intellectual disability and non-discrimination policy, it was revealed that taking disability as a human rights issue and legally challenging the discriminative actions have more potential to create a policy change compared to taking it as a social policy issue.

For many disability scholars, limited power of the EU and low visibility of the disability issue in its hard policies are also raised as important factors hindering the integration of disability policies at the national level (Priestley, 2005; Mabbett, 2005; Morgan and Stalford, 2005; Waldschmidt, 2009). However, the fact that the EU has ratified the UN CRPD, as a legal entity, is believed to have influenced disability policy in a more constructive way (Priestley, 2007; Waldschmidt, 2009). Another factor related to EU governance is the lack of effective coordination mechanisms in disability-related issues. In EU terms, harmonisation of the EU's policy goals through the Open Method of Coordination (OMC) is found to be promising as a tool for top-down integration of EU policies (Feronas, 2011; Weizhaupt, 2011). However, there is not a separate or dedicated OMC process for disability policy. Instead, it is mainstreamed into other areas (Bouswma, 2003; Priestley, 2005). Compared to OMC, the disability-related coordination mechanism, the High-Level Group (HLG) of Member States' Representatives on Disability, has a limited role in the harmonisation of the EU level disability policies. It lacks the peer review process, but still, HLG has to give feedback to EC (EESC, 2010). In her later publication, Lawson (2014) addresses the above- mentioned accounts and underlines the potentials of OMC and HLG in monitoring the progress. She also said that 'despite some policy convergence resulting from obligations imposed by the EU, the policies relating to the employment of disabled people adopted by 28 Member States remain far from homogenous' (Lawson, 2014, p. 392). Together with Hvinden's recent study, in which he underlined policymakers' tendency to 'dismiss or downplay the significance of European-level policy,

legislation, and funding' (Hvinden, 2016, p. 28), this suggestion seems to be a better strategy for harmonising disability-related employment policies at a national level.

2.4.2. National level factors

Regarding the national level factors, shared competence again appears to be significant, which limits national level policy implementations. However, this time the resistance of the member states over the EU policies is an issue. For some, this is the most important factor that is predominantly related to the national implementation, since member states remain as the main actors of implementation in all policy initiatives imposed by the EU (Fitzpartick, 2000; Mabbett, 2005; Priestley, 2005; Morgan and Stalford, 2005). Another issue is the definition of disability in various legislations. Mabbett (2004), in her analysis of the relationship between legal definitions of disability and policy trends, revealed that disability definitions are diverging not only between countries but also within national contexts depending on the political sphere. She found out that in countries where the medical model of disability is still dominating, segregated and passive measures of welfare are highlighted more frequently. For these countries, compensation coverage, early retirement, and invalidity benefits are common measures. They also display similar trends in tackling disability-related social spending (OECD, 2007; 2008; 2010). The dominance of the medical profession over disability policies is reported to nurture the continuation of medical approach. This is also evidence that supports Oliver's (1990) arguments on medical professionals' dependency on disability issue. Incompatibility of the medically oriented definition of disability within legislation is also declared to be one of the main challenges to be addressed for the empowerment of disabled people (EFC, 2010).

Path dependency, which can be defined as the resistance to change in policies due to longstanding policy procedures and related costs of policy reform, is proposed as another factor at the national level that adversely affects the transfer of the EU level policies, especially in employment and benefit-related policy areas (van Oorschot and Hvinden, 2001; Hvinden, 2003; Marin, 2003). Priestley, in his synthesis report, states that policies that are targeted to create equal opportunities for participation in economic and social life necessitate quite substantial resources, both public and private. In addition to this, the common cuts in the public spending in many European countries could potentially have a disproportionately large negative impact

on the living conditions of, and opportunities available for, disabled people (Priestley, 2005; 2011b).

In their comparative study, van Oorschot and Hviden (2001) revealed that although there is a convergence in the policy objectives, there is a divergence in the policy outputs, as well as the tools and services employed by those policies. Hvinden's (2003) later analysis confirmed these findings. The presence of these outcomes is attributed to contextual factors. He proposed that the integration of EU policies in the newly introduced social policy areas (i.e. discrimination and market regulation) are more likely to occur than in areas such as employment, pensions and benefits system. Bernd Marin's (2003) analysis of trends in the public and social welfare policies also revealed some remarkable evidence of path dependency. In his analysis of the welfare state transformation between 1970 and 2002, he found that longstanding policies are resistant to change, while relatively new ones respond better to policy changes.

State public policy orientation has also emerged as a potentially significant national level factor that could explain the limited harmonisation of the EU policies at the national level. Referring to Esping-Andersen's (1990) -Three Worlds of Welfare Capitalism-, Burke (2002) used -Three Worlds of Disability Policy-, where he associated certain approaches with those worlds. While disability rights were equated with the liberal welfare approach; quotas were linked to conservative regimes. Active labour market orientation mostly was employed by social democratic states where equality is at the core of the state policy.

Drawing on the dataset from 18 member countries, the OECD carried out analysis based on disability-related compensation and integration policies to create a disability policy typology. According to the results, Sweden, Denmark, and Finland were declared as social democratic welfare states, with their quite generous and easily tangible compensation packages. There are also generous universal benefits to which there is a low threshold for entitlement. Moreover, comprehensive supports like vocational rehabilitation and assistance are available for those who would like to be involved in economic life. In brief, social democratic welfare states offer 'generous support for those who can and want to work, but also for those who cannot' (OECD, 2010, p. 89). The liberal welfare states like the UK offer less generous compensation policies based on the belief that having a compensation orientation would not trigger labour market participation at the desired level. In liberal regimes, the eligibility criteria for receiving benefits

are quite demanding. Regarding economic integration, job search and work capacity assessment are the main components. While vocational rehabilitation is undeveloped; there are strong incentives to increase the employment rate and some reduction in the benefits in the case of failure to take an offered job. In conservative regimes, the focus is equally allocated on compensation and integration of disabled people into the labour market. Benefit levels are modest and relatively more accessible than those of liberal countries. The countries in this category are listed to include France, Italy, Belgium, Austria, Czech Republic, Greece, Hungary, Poland, Portugal and Spain. Here, there are well-structured employment programmes with an emphasis on vocational rehabilitation and supported employment. When considered in the context of rapid globalisation and economic uncertainties, the most significant finding of this analysis is that there has been a downward change in the level of generosity compared to 20 years ago in the welfare state provisions, mostly due to the increased number of economic crises (OECD, 2010).

In other recent research, Scharle, Varadi and Samu (2015), by using the same approach as the OECD study, investigated policy convergence regarding activation of disabled people and found out that the same convergence applies to the new member states. They further examined the institutional factors behind the transformation of disability policies, particularly in the activation of disabled people. Their results suggested that certain regime types incorporate changes more easily due to their employment friendly institutional structure. Transformation of integration policies was found to differ even within the same regime. Social democratic countries were considered to be strong regarding both compensation and integration dimensions, while, conservative countries appeared to make more changes in compensation policies. The opposite is true for liberal disability regimes. Thus, they place particular interest in finding the drivers behind these differentiations and see path dependency and regime-specific factors as playing a more decisive role. Regarding policy indicators, regime types were reported to diverge in many terms. While social democratic regimes place more focus on timely vocational rehabilitation, attendance on vocational rehabilitation, and providing wage subsidies, a form of incentive ‘to win the support of employers’ (p. 19) were more prominent in conservative disability policy regimes. In liberal regimes, on the other hand, the tightening of compensation policies was found to be the direction of change. In their earlier comparative study, Scharle and Varadi also listed fiscal constraints; commitment to equal rights; centralization and policy making capacity as

contributing factors to the transformation of policies (Scharle and Varadi, 2013). The OECD in its report, dated 2010, highlighted the importance of one-stop shops to ease the access to services.

Despite Korpi and Palme (2003) and Allan and Scruggs (2004) imply a decline in social rights for disabled people, no such downturn movement was evidenced in Hvinden's recent study (2016). In his publication titled as 'what is next for the European policies?' Hvinden (2016) reviewed the trends in the EU member states in the last decade. He spotted a slight increase in aggregated disability-related benefits with an accompanying slight decrease in the percentage of its Gross Domestic Product (GDP). Given the macro indicator used in his study, he concluded that there is not enough evidence to claim a shift towards austerity. Instead, he provided the evidence for the slight shift towards the social investment state, in which the main emphasis is on ALMPs.

In her recent study, Waldschmidt (2009) reviewed the transformation in EU-level disability policies from 1958 to 2005. In her detailed comparative analysis, she revealed that in the construction of disability policies at the EU level, the national public policy orientations are of significant influence. For example, disability policies framed during the German or French Presidency mainly reflect the orientation of the respective countries. During the British presidency, the reflection of its liberal orientation could be seen in the disability policy framework. One of the important findings of the studies on the transformation of welfare states over the past 50 years is that disability policies evolve in parallel to the trends in global and European welfare transformations. Although the important role of the EU on modernising disability policies is acknowledged, the results of the policy implementations at the national level were compatible with previous findings of limited convergence. Therefore, this finding also further supports the 'rhetoric versus reality' discussion. Waldschmidt (2009) has also revealed valuable insights for further disability policy research. She suggests that rather than merely scrutinising the legislation, more importance should be given to policy implementation mechanisms. She also suggests that the Europeanisation of disability policy can be better understood via comparative social policy research as well as by looking at the different aspects of Europeanisation.

In his analysis of the national reform programmes and jobs, Priestley (2009), revealed that although the issue of disability is occasionally mentioned in member states' national strategy reports, few states have established a clear agenda on disability policies. Another policy orientation, which could be limiting the policy convergence, is governments' populist approaches. In research carried out by Jensen (2012), it was found that policies, which have more potential to attract the sympathy of median voters, are favoured more. In another recent collaborative work by Jensen *et al.* (2004), it is argued that it is mostly the right wing political view that chooses such an approach. Korpi (2003) proposes that differentiated resource allocation according to the capabilities, places low skilled people under risk and uncertainty. During the time of crisis, the effects are intensified, and policies are less likely to help them cope with the risks. Busemeyer *et al.* (2009) also revealed supporting evidence for the need for differentiated resource allocation for individuals at risk. Preliminary findings of Marchal, van Mechelen, and Marx (2011) study, in which income schemes in 27 EU countries between 1992 and 2009 were investigated provide a complementary picture. For the labour market programmes, states provide adequate resource allocation; however, the resources allocated to the social assistance recipients are less likely to protect them against the risks.

2.4.3. Individual level factors

Individual-level factors, which can help explain the differences in policy implementation, mostly grounded on the discussion of attitudes. Attitudes, defined as 'ideas (cognitive) charged with emotions (affective) which predispose a class of actions (behavioural) to a particular class of situations' (Triandis, *et al.*, 1984, cited in Hannon, 2007, p. 9), serve as a framework through which people interpret and link themselves to the social world (Hannon, 2007). They are evaluated in a threefold way: cognitive, affective, and behavioural. While cognitive and affective evaluation mostly refers to internal thoughts and attached emotions, behavioural evaluation denotes observed actions about the issue under question.

Although subject to fundamentally internal processes, attitudes are believed to be an implicit but influential determinant that shapes policies due to their effect on policy-making processes (Page and Shapiro, 1983). Regarding disability policies, it is argued that societal attitudes dictate social policy to a substantial degree (Hahn, 1985; 1988; Kamieniechki, 1985; Massie, 2006). Especially, Hahn says attitudes 'not only mould the behaviour; they embody values that are the

basis of the public policy that ultimately shapes architectural configurations and social institutions' (Hahn, 1985, p. 306). In his paper, Kamieniechki (1985) addresses the influence of public attitudes on policy makers. He argues that due to their desire of re-election, elected leaders are keen to learn the electorate's opinion on disability-related issues before they come to a decision, especially on welfare provisions.

While claiming the influence of public attitudes on policy-making processes, it is equally plausible that the institutional structure and policy discourses of a state, shape public attitude (Hick, 1999 cited in Blekesaune and Quadagno, 2003). This idea is backed up in Jacobs and Shapiro's book (2000, cited in Blekesaune and Quadagno, 2003). They claim that politicians would have an urge to seek ways to promote their policy agenda to secure public support. Thus, it is not surprising to witness changes in the public attitude following alterations in policy discourses. The most recent 2012 British Social Attitudes Survey carried out a review of the changes in public and governmental attitude towards welfare within the last decade. The analysis revealed that the government displayed a differentiated attitude towards benefit claimants and pensioners throughout the last ten years. More interestingly, the analysis also showed a reflection of this differentiation in public attitudes, with an obvious decline in the support for welfare policies for benefit claimants. While the 1998 Survey revealed a 74 percent agreement with the notion of allocation of more resources on benefits for disabled people; this support dropped to 53 percent in the 2011 survey with drastic declines after 2008 (Park, *et al.*, 2012).

Cited as one of the socially excluded groups, there is a growing body of literature on attitudes towards disabled people. Considering general attitudes toward disability, the overall findings of the literature reflect the fact that, in most of the cases, the researched population is aware of the discrimination and the difficulties that disabled people face in daily life. That discrimination towards disabled people exists is a common belief. Respondents mostly agreed with the notion that more should be done to provide equal opportunities and secure integration of disabled people into the society (Unger, 2002; ; NDA, 2002; 2007; 2011; Bromley and Curtice, 2003; Hannon, 2007; Bromley, *et al.*, 2007; Robinson, Marin and Thompson, 2007; Staniland, 2009; Ormstone, *et al.*, 2011). However, there has been a downward trend in the percentage of people supporting the welfare policies for disabled people in the last decade (Park, *et al.*, 2012). 2005 British Social Attitudes Survey showed that most British people think that there is a prejudice

towards disabled people (Robinson, Marin and Thompson, 2007). In the 2009 follow-up survey, attitudes towards disabled people were found to be incremented (Staniland, 2009). The Scottish Social Attitudes Survey in 2002 showed that three out of ten Scottish people think that there is discrimination against disabled people. Yet, they display a lower level of support for positive measures (Bromley and Curtice, 2003). Its 2006 follow-up survey displayed similar trends (Bromley, *et al.,* 2007). In the most recent 2010 Survey, similar findings were disclosed regarding support for positive actions towards disabled people. However, a majority of the Scottish people sees affirmative actions in recruitment as unfair (Ormstone, *et al.,* 2011). Similar opinion survey series have been carried out in Ireland. Regarding employment related questions, it was observed that people tend to favour the employment of physically disabled people more than they do the other types of disability (NDA, 2002). In its 2006 and 2011 follow-ups, people's attitudes towards employment mostly display similar trends (NDA, 2007; 2011).

In one of the earliest surveys carried out in the UK, results depicted that rather than employer attitudes, lack of awareness and interaction with disabled people are the main barriers to employment (Honey, *et al.,* 1993). Some employers said that they could employ disabled people if they applied for the job (Dench, Meager and Morris, 1996). In a relatively recent study from the UK, it was revealed that employers often have incomplete knowledge about disability. On the other hand, the majority of employers still displayed positive attitudes towards employment of disabled people (Goldstone, 2002). In another large-scale survey in the same country, it was shown that a majority of employers disagree with the statement that disabled people are less productive. Yet, concerns over the mismatch between qualifications and job requirements were pronounced (DRC, 2005). Associated risks of hiring disabled people also surfaced in another study (Davidson, 2011). In a large-scale survey from the USA, it was shown that those employers, who hold negative attitudes towards employment of disabled people, have misconceptions about the cost of reasonable accommodation (Dixon, Krause, and van Horn 2003 cited in Hannon, 2007). However, a recent study showed that the anticipation of conflict amongst employees outweighs the concerns over the reasonable accommodation. In their pursuit of understanding the actors' role in the policy and implementation, Halverson and his colleagues found that employers were occupied with the social construction of othernesses in the workplace (Halvorsen, Hvinden and Schoyen, 2013).

From the disabled people's perspective, a recent qualitative study showed that standard working arrangements and the need of keeping qualifications up to date are amongst the factors that create difficulties in full participation in the economic life and work environment. Rather than the cost of the reasonable accommodation, lack of requests for reasonable accommodation is reported to be the barrier. Some of the disabled employees report keeping their disabling condition personal, as they do not want to be perceived as incapable of carrying out job requirements without assistance (Adams and Oldfield, 2011). The society's tendency to see disabled people as a group of individuals who need to be cared also impedes with the empowerment process (Massie, 2006).

Regarding the attitudes of disabled people towards disability-related issues; parallel attitudes with non-disabled respondents were reported in many studies. In 2005, the British Social Attitudes Survey revealed support for this notion (Robinson, Marin and Thompson, 2007). In its follow-up 2009 survey, both disabled and non-disabled groups continued to display similar attitudes towards disability issues with minor variations (Staniland, 2009). Scottish Attitude Surveys series also revealed similar tendencies (Bromley and Curtice, 2003; Ormstone *et al.*, 2011). Unlike general social attitude surveys, studies that are specifically designed to evaluate attitudes towards disability revealed inconsistent findings. In a 2001 survey on Public Attitudes towards Disability in Ireland, disabled respondents displayed significant differences in their attitudes towards disability-related issues. Agreement of disabled people about employment rights is significantly more than those of non-disabled people (NDA, 2002). Unlike the 2001 survey, the 2006 survey revealed that the disabled and non-disabled people hold parallel views towards disability. Yet, disabled people displayed slightly more favourable thoughts about mainstreaming policies. Agreement with the statements that suggest feeling at ease in the presence of disabled people was more common amongst disabled respondents (NDA, 2007). The most recent survey displayed the same trend as depicting parallel attitudes towards disability issues by disabled and non-disabled respondents (NDA, 2011).

Displaying similar attitudes with non-disabled counterparts is attributed to the impaired individual's tendency to distance themselves from disabled people in favour of being considered as normal (Watson, 2002). This tendency is also pronounced in Deal's postgraduate studies of 1994 and 2006. According to him, maintaining a positive self-concept is a lot easier when the disabled individual distances themselves from those who belong to the stigmatised group (Deal,

2006). In Deal's writings, including earlier ones, disabled people and non-disabled people repeatedly were reported as having similar attitudes towards disabled people (Deal, 1994; 2003; 2006). Based on such explanations, one can expect that studies investigating the attitudes of disabled people towards other groups of disabilities would offer inconsistent results depending on the type of disability, the composition of the sample or the addressed issue.

When it comes to direct experiences of discriminatory attitudes, studies show that compared to non-disabled people; disabled people are more prone to facing discrimination. In the 2010 Harris Poll, 1,789 US citizens (1001 disabled, 788 non-disabled) were interviewed. Regardless of the employment status, 43 percent of disabled people reported that they face at least one kind of discrimination that ranges from being refused an interview to denial of reasonable accommodation at the workplace. A majority of disabled people emphasised the difficulty of finding a new job at current economic conditions (Harris Poll, 2010). In another nationwide survey, 2,064 British respondents, half of which report disability, were interviewed about disability-related issues. When respondents were asked about the actual experiences of discrimination, only 17 percent of them reported such experience. However, when prompted, the majority of them revealed experiences of discrimination ranging from underestimation of qualifications and abilities and being rejected or avoided on several occasions. To some extent, the respondents also reported explicit verbal attacks, bullying and humiliations. Regarding employment experiences, 46 percent of the same disabled respondents reported facing discrimination in the application process (Grewl, *et al.,* 2002). Impeding consequences of discrimination and prejudice were surfaced as avoidance and withdrawal behaviour in another national study (Nolan, 2006).

Little research addresses attitudes towards disability issues in a multi-national context. The first Eurobarometer survey addressing attitudes towards disability was carried out in 2001. The overall findings of this survey revealed that a majority of European citizens believed that disabled people face difficulties in daily life. The survey also addresses the factors behind the attitudes. Gender, education, income, occupational class, and age are cited amongst the factors affecting attitudes towards disabled people. By looking at the observed percentages; males, people with lower education, people from low income and with a lower occupational status, were found to display less support to positive slants, and more to negative ones (EORG, 2001).

In September 2003, another Eurobarometer special survey addressing disability issues was carried out. A majority of respondents believed that disabled people have the same rights to find a job and right to enrol in training. However, more than half of the respondents believed that people with profound disability levels should be directed to work in sheltered workshops. In terms of socio-demographic factors, analysis mostly displayed variations by age, schooling period, occupational status, socioeconomic status; people from managerial positions, and high socio-economic status are more supportive of disabled people and aware of disability-related issues (EORG, 2004).

In a similar way, there are few studies that evaluate the effectiveness of disability policies in a multi-national context. In the OECD disability policy study, the question of 'what explains the change in the benefit recipient rates' tried to be answered with the used of multivariate analysis. The OECD study results showed that a generous sickness policy is related to higher beneficiary rates (2010). However, when controlled for age group, benefit generosity on the participation in income generating economic activities was found to have an effect only for the people aged 55 older. No such evidence was observed for younger age cohorts (Marie and Castello, 2011). The relationship between disability and ageing also documented (Anand and Hanson, 1997; Berk, Hubert and Fries, 2006). In his study, Zaidi (2011), carried out a multivariate analysis on the European Union Statistics on Income and Living Conditions (EU-SILC) dataset and found out that, compared to non-disabled people, disabled people are a larger share of the population living in poverty, and a smaller share in the employed working-age population. Furthermore, the results revealed an interaction between gender and age. When controlled for the other factors in the equation, it was found that the poverty risk for disabled men is higher than the other counterparts, which includes disabled women. Age as a factor did not reveal any effect for women; however, men with upper secondary and tertiary education were found to be more likely living below the poverty line. In the same study, Zaidi also looked at the employment rates in the subdivisions of the dataset and concluded that the older cohort of the working-age group, i.e. 55-64, have lower employment rate amongst disabled people. By acknowledging the detrimental effect of exclusion from economic life on disabled people, Zaidi (2011) stated that in order to create sustainable economic growth, the inclusion of disabled people in economic life should be ensured with effective policies where all stakeholders of the employment policies have a say in the decision-making process.

In the 2015 edition of the report on Labour Force Survey Ad-Hoc Module on Employment of Disabled People 2011, EUROSTAT employed a multivariate analysis on an aggregated dataset composed of disabled and non-disabled people (EUROSTAT, 2015). The result provided further support to Zaidi's (2011) findings. The chance of a disabled person to be in paid work was found to be significantly lower than that of non-disabled individuals when controlled for the education, gender, and different special needs. As it was the case in Zaidi's study, an interaction between age and gender was also identified (EUROSTAT, 2015). Grammenos's report on comparative data on disabled people (Grammenos, 2014), as well as Priestley's (2014) synthesis report for Academic Network of European Disability Experts (ANED) provided parallel results on the detrimental effect on the subdivision of disabled people as well as the EU member states.

There are a number of studies and literature reviews that investigate the issue in its own particular jurisdiction. Bambra (2012), for example, list the type of disability and job readiness amongst the factors that determine employment outcomes for people with chronic illnesses and disability. In their study Boman, *et al.* (2014) conducted logistic regression analysis to predict the employment chance amongst disabled people. Their results suggest that people with hearing impairment are more likely to be in paid work compared to people with mental health problems. They also concluded that females and people with lower education have a lower chance to be in the labour market. Their study also suggests further marginalisation for people who are at the two opposite ends of the working-age range. In their study of vulnerable youth, Halvorsen, Hvinden and Schoyen, displayed further support for evidence of further exclusion marginalisation amongst the disabled youth (2013). The differentiation in employment outcomes as a function of individual characteristics has also been displayed in collaborative work initiated by APPLICCA *et al.* (2007a; 2007b). Similar findings were provided by EUROSTAT recent report on EU-LFS ad hoc module 2011 (2015) and Zaidi's research (2011).

Although discussion of individual-level factors merits a more detailed discussion, the rest of the literature review is allocated only to the theoretical reflections on individual factors that largely shape the design of the present research.

In her detailed discussion on the relationship between welfare states and citizens, Henninger (2006) tries to envisage the reasons why legislations, incentives and sanctions, especially in the case of ALMPs, are not sufficient factors to secure the implementation of social policies. She

argues that social policy is planned on the deterministic notion of cause and effect relationship. However, she claims that formulating policies based on such a simplistic assumption is unrealistic, especially since the macro-level policies are formed without taking micro-level individual perspectives into account. Thus, introducing sanctions and incentives does not necessarily lead to a change in individual actions. In her argument, she articulates that when what she calls the rights and responsibilities equilibrium, has degenerated, putting sanctions and incentives would be more likely to produce certain reactions that might contradict with the policy objectives. She uses the conceptions of Beck`s reflexive action and Foucault`s technologies of power to elaborate her insights. According to Foucault's explanation, governing technologies of power, that are used to control and determine the conduct of individuals, and to place them under domination may contradict with the technologies of the self, that lead individuals to pursue their own objectives and this tension is regarded as having the potential to create disobedience through individual agency (Foucault, 1993). In her analysis of Beck's notion, Henninger concentrated more on reflective actions of individuals. In Beck (1992) explanations of individual agency is seen as; potentially self-conscious and self-interested, yet controlled by the commands of the market and the institutional limitations created by labour market individualisation; the requirements of these institutions, which are quite diverse and sometimes conflicting, should be dealt with individually and strategically. He presumes that individual biographies gain more power over the socially constructed biographies because of the increasing individualisation of labour. This leads individuals to actively construct their own biographies based on their own realities rather than accepting socially constructed realities (Beck, 1992).

In both accounts, individuals are `seen as actors in their own right, with their own objectives' and 'their interest might be conflicting with the objectives of welfare states especially at the time of uncertainties`. Following these notions, Henninger (2006) claimed that policy-making or enforcing regulations might not predict the hoped for the outcomes as `individuals are potentially disobedient subjects who are governed by technologies of the self which might react to governments' objectives' (Henninger, 2006, p.4). As a conclusion, she postulates that the objectives and strategies of welfare states do influence, but does not determine, the individual action. In her implications, she advised further social policy studies to administer non-deterministic approaches as well as to analyse and interpret the actions of individuals who are

directly and indirectly affected by proposed policies, bearing in mind the disobedient characteristics of individuals (Henninger, 2006).

Comparative evidence of Heninger's self-interested individual comes from a recent study, which investigated the attitudes towards welfare pressures. In this study by Ellis Nauman (2011), dynamics of attitudes at the time of welfare stare reforms are investigated. Statistical analyses were carried out on the Eurobarometer Opinion Survey held in 14 countries, particularly on the answers given to the question of the attitudes towards government's responsibility to provide everyone with essential health care services. In this research, the question of how much of the variance in the attitudes is located within countries (that individual variance: age/gender/employment, status/social classes/political ideologies, etc.) as well as between countries (around the grand means) is scrutinised. The overall findings show no significant effect of time and country, whereas attitudes have mostly changed as a function of individual variability, which means that both individual values and socialization (social class, political ideology), and individual self-interest (gender, age, and employment status) are important in explaining the attitudes towards welfare states pressure. Nauman (2011) further states that there is a downward trend in the importance of values and socialisation, while the importance of self-interest is increasing. However, this finding does not reveal statistical significance; instead, it was later attributed to the relatively short period of time from which data was analysed. Another comparative study has been carried out over 20 EU countries based on the findings of the European Social Survey (2008). Mau, Meves, and Schoneck (2011) have investigated the relationship between the existence of socioeconomic insecurity and risk. Preliminary findings show that socioeconomic and institutional factors have an important role, explaining the feelings of insecurity. At the individual- level, people who are more likely to be excluded displayed higher levels of subjective feelings of perceived risk.

Literature overview

In the two previous chapters, I have summarised the literature discussions and findings that provide the basis for the present research. The first chapter was allocated to present the models of disability, their reflections in the global definitions and international policy frameworks. The second chapter has its focus on the ALMPs and employment of disabled people. Under the scope of the second chapter factors affecting the implementation of ALMPs addressing disabled people was presented within the EU context. The theoretical arguments that shapes the current study concluded the second chapter.

This additional part of the literature review is devoted to summarising the literature chapters briefly. As it was already mentioned in the literature review chapters, disabled people's exclusion from social and economic life is claimed to be: initiated by industrialization, nurtured by the medical profession, and later amplified by the globalisation of the capitalist ethos of productive worker and profit maximization (Oliver, 1990; Abberley, 1999; Barnes, 2000; Barnes and Mercer, 2005). While globalisation is often associated with challenges; it also brings about possibilities for collective actions on promoting the rights of many disadvantaged groups, including disabled people. This issue has been attracting an increasing level of attention following the intensified number of global crises and demographic challenges of an ageing society. Within this framework, employment of disabled people, regarded as a precondition for them to participate in the societal life, has been given special attention (Priestley, 2007; Waldschmidt, 2009).

At the EU level, disability policies have been developed parallel to global trends as part of EU social policies. However, the actions and legislations introduced by the supranational EU system have not produced the intended policy outcomes at the national level. Most of the comparative studies and policy analyses showed that despite extensive efforts on economic integration, employment levels among disabled people are still far below that of their non-disabled counterparts in most EU member states. In the EU terms, regardless of the institutional structure, policy orientation, or welfare typology, all member states are found to have been experiencing substantial levels of discrepancy between disabled people's and non-disabled people's employment rates. More alarmingly, even in the best cases, the accomplished level of success is far away from meeting the main objective of reducing the gap in employment levels between

disabled and non-disabled people (Zolkowska, *et al*., 2002; Marin, 2003; Priestley, 2005; 2007; Mabbett, 2005; Barnes and Mercer, 2005).

Studies also revealed significant evidence of the limited integration of the European level disability policies by the member states. Starting from the first comparative study of van Oorschot and Hvinden (2001) to the latest comparative study carried out by Waldschmidt (2009), all studies underline the same finding; disability policies mainly remain as a rhetoric rather than turning into reality (van Oorschot and Hvinden, 2001; EIM, 2001; 2002; Hvinden, 2003; Marin, 2003; Mabbett, 2005; APPLICA, *et al*., 2007a; 2007b; Greve, 2009). The low and varied level of reflection of the EU level policies at member states shows that the Europeanisation of disability-related policies is quite limited. The reasons for this have been shown to include the EU's competence structure, the differences in the national contexts including public policy orientation, path dependencies, the varying definitions of disability in legislations, and the effects of the recent crisis on individual-level factors. Similarly, findings of studies on the individual-level effects of globalisation and/or Europeanisation and welfare state reforms revealed that regardless of the country and time, individual-level factors are gaining more importance at the expense of higher level factors or the pressures that crises have created. This can be regarded as supporting the argument of the rise of self-interested individualism, which was created as a result of the domino effect that globalisation, has started through 'risk and uncertainty'.

The above-cited literature, as well as theoretical reflections of doing social research in such an unpredictable world, has created valuable insights for the present research. To evaluate the characteristics of ALMPs addressing disabled people a comprehensive research design has been constructed; which recalls and utilizes (i) the postulates of Beck (1992) and Henninger, (2006); (ii) the objectives of relevant the OECD actions (OECD, 2010); (iii) relevant UN actions (UN, 2008-Article 27); (iv) relevant EU actions (CEC, 2010b,- Article 4); and (v) the calls for further studies suggested in the implications sections of existing literature (Waldchmidts, 2009; Nauman, 2011; Mau, Meves, and Schoneck, 2011). The next chapter provides details of the conceptualisation of the research design and the methodology in detail.

3. Research design and methodology

The aim of this chapter is to introduce the research design and methodology that has been employed to analyse the current situation of active labour market policies (ALMPs) addressing disabled people within the EU context. It is divided into six sections, each presenting related information in detail. The first section introduces the conceptualisation for the present research. The following section discloses the research questions. In the subsequent sections, detailed information on actions to answer the questions is provided together with the nature of the analyses and the data that are used for macro- and micro-levels of analysis. Limitations and ethical considerations are discussed as concluding remarks.

3.1. Conceptualization of research methodology

The main objective of this research is to identify how states can better promote the employment of disabled people in the open labour market, particularly in the private sector, within the European context. To this end, it is important to analyse the current situation of employment of disabled people and related policies. Methodologically, the present research can be defined as a mixed-method comparative policy research where the strengths of quantitative and qualitative methods are merged. It applies a critical approach, in which each layer of analysis administers its own method and strategy and relates to others in a progressive manner to create a more comprehensive perspective on the current situation of employment of disabled people. At the macro-level, the analysis focuses on the effect of the individual- and country-level factors on the employment outcomes of disabled people. The methods also seek information on the types of policies needed for better employment outcomes. Micro-level analysis, on the other hand, explores EU citizens' level of understanding regarding the employment of disabled people and related policies. The reality of employment of disabled people and related policies are also illustrated from the perspective of actual actors from cases in three countries with different disability policy mixes.

When conducting cross-national analysis, prior thoughts on data handling are advised (Boix and Stokes, 2007). First of all, the ways in which missing values are handled are reported to have the potential to affect the research findings adversely. Therefore, particular attention is advised to be given to the handling of missing data (Weisberg, 2005; van Buuren, 2011). Another issue

that needs to be taken into account when running cross-national analysis is the weighting of the data set (Ebbinghaus, 2011). The weighting of the dataset when making comparative analysis is reported to have the potential to create numerical problems in inferential statistics (Korn and Graubard, 1991; Lohr and Liu, 1994; Prefferman, 2008; Skinner and Mason, 2012). Instead, bootstrapping is suggested. Bootstrapping is a method that is used to generate estimates of the population by artificial re-sampling of the actual dataset, and it is used to control the estimation errors and ensure the generalisability of the findings. The sample size was also reported to have the potential to create problems. Bootstrapping technique, again, is proposed as a solution when the data is composed of imbalanced sample sizes (Lunardon, Mernardi, and Torelli, 2014).

By employing a critical approach, the research methodology for the present research is generated based on post-positivist conviction in which 'reality is out there and needs to be understood and captured as much as possible' (Guba, 1990, p.23), along with the post-modern qualitative grounded theory conviction where humans are recognised as having agency to construct and reconstruct their own realities, while still influenced and restricted by the context (Clarke, 2003; 2005). Henninger's (2006, p.11) theoretical reflections that 'objectives and strategies of the welfare state do influence, but do not determine individual actions', particularly in the time of economic crises, also played a crucial role.

This research provides implications for the literature on welfare state politics, policy transfer, Europeanisation, and postmodern explanations of self-interested individuals, and yet there is no intention of positioning its discussion solely within any single theoretical framework. Nonetheless, the present research mostly positions its view in the social model of disability.

3.2. Research questions

In the light of the literature and the main objectives of the study, the present research analyses the current situation of the ALMPs for disabled people from a broader perspective. It aims to contribute to the understanding of the employment situation of disabled people, as well as to identify the policies and the factors that might bring about positive changes. As stated earlier, the ultimate aim of the study is to identify how states can better promote the employment of disabled people in the open labour market, the private sector in particular. The author of this thesis has developed a layered analysis, which accommodates strengths of quantitative and

qualitative methods. Each layer contributes and is linked to one another in a progressive manner. This, in return, provides insights into our understanding of the current situation of ALMPs addressing disabled people.

Questions of the present research are as follows;

Macro-Level Analysis

1. *What kind of policies addressing disabled people are associated with better employment outcomes for them?*
2. *What kinds of country-level and individual-level factors are associated with differentiation in their employment outcomes*?

Micro-Level Analysis

1. *What kinds of individual-level and country-level factors are associated with differentiation in EU citizen's understanding of employment of disabled people and related policies?*
2. *How are active labour market policies for the employment of disabled people experienced and interpreted in actual open labour market contexts, particularly in the private sector?*

Based on the theoretical arguments stated in the literature review, the author proposes two hypotheses that, in combination, are in line with the basic claim of that literature review:

H 1. If the type policies are non-deterministic, it is expected that there will be:

- No significant effect of country-level policy factors as a group on individual-level outcomes
- A strong effect of individual-level factors as a group on individual-level outcomes
- Similarities between the individual experiences and interpretation of employment of disabled people and related policies in the UK, Ireland and Sweden

H 2. If the type of policies are deterministic, it is expected that there will be:

- A strong effect of individual-level factors as a group on individual-level outcomes
- A strong effect of county-level policy factors as a group on individual-level outcomes

- Differences between the individual experiences and interpretation of employment of disabled people and related policies in the UK, Ireland and Sweden

3.3. Macro-level analysis

This part of the research involved statistical techniques to analyse microdata from the EU Labour Force Survey Ad Hoc Module on Employment of Disabled People (EU-LFS ad hoc module 2011) (EUROSTAT, 2015). The findings are presented in Chapters Four and Five. Two different statistical approaches were employed (bivariate analysis and multilevel logistic regression analysis). The aim of this analysis was to explore the association of different factors with positive employment outcomes, and to suggest lines for more detailed enquiry.

Throughout the macro-level analysis, employment status acted as the dependent variable. The respondents who reported being actively involved in paid work were allocated to the working category and coded as one (1). Those who declare a lack of income from paid work were classified under the workless category and given (0) as the code. Before the analysis, all of the other variables were re-coded into dummy variables. Subdivisions that act as reference category were coded as (0) (See Annex B).

In the literature review, factors affecting employment of disabled people were discussed under the three levels as the EU, national and individual-level factors. The effectiveness of ALMPs in addressing the employment of disabled people was also debated. All these studies agree on the fact that there is a gap between the employment rates of disabled people and non-disabled people. To contribute to the understanding of the factors that intervene or promote the employment of disabled people, it is necessary to have a broader understanding of the situation of employment of disabled people. To this end, a layered framework was devised to identify how states can better promote the employment of disabled people. Under the scope of the layered analysis, macro-level analysis utilised a quantitative comparative method to answer the questions of *what kind of policies addressing disabled people are associated with better employment outcomes for them?* and *what kinds of country-level and individual-level factors are associated with differentiation in their employment outcomes*?

The success of ALMPs is reported to differentiate as a function of the policy context and policy orientation of any given county (EIM, 2001; 2002; Greve, 2009, OECD, 2010; Hantrais, 2009;

Boheim and Leani, 2015; 2015b). For Barnes, policy orientation plays a more decisive role in the economic participation of disabled people (2000). Supporting findings were revealed from the OECD disability policy typology study, which is used. The inferential statistical analysis was carried out to investigate the effect of integration and compensation dimension, on benefit recipient rate. It was claimed that policy tools associated with the compensation system appear to increase the benefit recipient rate, while work-oriented tools created a drop in the rate of benefit recipient (OECD, 2010). When it comes to the level of success that specific ALMP tools achieve in EU member states, comparative studies revealed that it fluctuates, which makes it difficult to understand which tools have more potential to promote the employment of disabled people (EIM, 2001, 2002, OECD, 2010). Varying degrees of efficiency of ALMPs were also acknowledged in Bambra's book on health inequalities (2012). A quota scheme is reported to be predominantly used by the EU member states but some form anti-discrimination legislation is also now universal. Despite anti-discrimination and quota schemes being proposed as effective tools, no clear evidence is available for the kind of measures or combination of measures that produces best employment outcomes (EIM, 2001; 2002; Greve, 2009; Kim, 2011, Bambra, 2012).

In this thesis, the indicators provided by the OECD Disability Policy Typology study scores were utilised to explore the possible effect of policies. The OECD study was based primarily on the information from its earlier studies on sickness and disability (OECD, 2003; 2007; 2008). A questionnaire was sent to the Czech Republic, Greece, Hungary, Iceland, Japan, New Zealand and the Slovak Republic to gather information about labour market regulations, employment programmes, vocational rehabilitation and training, sickness benefit scheme, disability benefit scheme and relation with another benefit scheme (OECD, 2008b). The OECD disability policy typology was developed to classify the countries on the basis of integration and compensation dimensions. The compensation dimension provides an overall assessment of policy tools that are associated with the benefits systems, while the integration dimension captures policy tools that are associated with work based measures.

The integration dimension considers,

> 'i) Coverage consistency (access to different programmes and possibility to combine them; ii) assessment structure (responsibility and consistency; iii) anti-discrimination

> legislation covering employer responsibility for work retention and accommodation; iv) supported employment programme (extent, permanence, and flexibility); v) subsidised employment programme (extent, permanence, and flexibility); vi) sheltered employment programme (extent and transitory nature); vii) vocational rehabilitation programme (obligation and extent of spending); viii) timing of rehabilitation (from early intervention to late intervention only for disability benefits recipients, ix) benefit suspension regulations (from considerable duration to non-existent); and x) additional work incentives (including possibilities to combine work and benefit receipt) (OECD, 2010 p. 85, Annex B).

The compensation dimension is composed of ten subdomains, which are listed as;

> i) coverage; ii) minimum degree of incapacity needed for benefit entitlement; iii) degree of incapacity needed for a full benefit; iv) disability benefit level (in terms of replacement rate for average earnings with a continuous work record); v) performance of benefits (from strictly permanent to strictly temporary); vi) medical assessment (from exclusive responsibility of treating doctors to that of teams of insurance doctors); vii) vocational assessment (from strict own-occupation assessment to all job available); viii) sickness benefit level (distinguishing short and long term sickness absence); ix) sickness benefit duration (including the period of continued wage payment); x) sickness monitoring (from no checks on sickness absence to strict steps for monitoring and early intervention) (OECD, 2010 p. 85, Annex B).

Under the scope of the OECD typology research, countries were allocated scores on a five-point scale where 0 means weak or non-existent and 5 means (OECD, 2010). The research for this thesis begins with a macro-level analysis employing the same scores to explore the extent to which such factors are associated with better employment outcomes. These included:

> Integration policy dimension: Consistency Across Supports in Coverage Rules, Assessment Structure, Employer Obligations for their Employees and New Hires, Supported, Subsidised, and Sheltered Employment Programmes, Comprehensiveness of Vocational Rehabilitation, Timing of Vocational Rehabilitation, Disability Benefit Suspension Option, and Work Incentives for Beneficiaries.

Compensation dimension: Population Coverage, Minimum Required Disability or Work Incapacity Level, Disability or Work Incapacity Level for Full Benefit, Maximum Disability Payment Level, Permanence of Benefit Payments, Medical Assessment Criteria, Vocational Assessment Criteria, Sickness Benefit Payment Level, Sickness Benefit Payment Duration and Sickness Absence Monitoring.

Running multilevel analysis to suggest possible country effects on individual level outcomes has a number of constraints. First of all, it requires a sufficiently large number of countries. Secondly, differences in national sample sizes need to be approached with caution (Snijder and Bosker, 1999; Bryan and Jenkins, 2013). Thirdly, the number of predictors that can be added into the equation is constrained in by the number of countries (Raudenbush and Bryk, 2002). Last but not the least, in such a complex policy field, it is not realistic to isolate the precise effects of individual country level policies when labour market conditions, histories, institutions, legislations, cultural and policy contexts, and crucial contextual information remain unobserved (Bryan and Jenkins, 2013).

In this context, the selection of predictors 'may largely depend on which parameters are the substantive focus of interest' (Bryan and Jenkins, 2013, p 8). The task of selecting the number of country-level policy factors should be theory-driven (Bryan and Jenkins, 2013) and a twostep approach is suggested as a solution to improve the reliability of estimates. This can be conducted by dividing the predictors into distinct subsets and selecting the strongest predictors from these sub-models to develop an overall (Raudenbush and Bryk, 2002). Inclusion of bootstrapping, as an artificial resampling method, is recommended to improve the inferences (Bryan and Jenkins, 2013).

The second phase of macro-level analysis involves modelling individual level employment outcomes as a function of both individual-level and country-level characteristics. Literature review suggested that qualification level (Kemp, 2006; Zaidi, 2011; Adams and Oldfield, 2011; Fuchs, 2014; EUROSTAT, 2015), gender (Zaidi, 2011), age (Zaidi, 2011; Marie and Castello, 2011; Halvorsen, Hvinden and Schoyen, 2013), disability type and/or level (Zaidi, 2011; Bambra, 2012; Boman, *et al.*, 2014, EUROSTAT, 2015), amongst the main socio-demographic factors that influence the employment of disabled people. Priestley's (2014) synthesis report, as well as APPLICA *et al.*, (2007a; 2007b), disclosed consistent findings. Differentiated work

capacity was also proposed amongst the factors that affect employment of disabled people (Parker, 2004). Standard working arrangements, the need for certain types of support or special working arrangements in order to carry out the work requirements, (Adams and Oldfield, 2011, Sayce, 2011; Bambra, 2012, EUROSTAT, 2015) were also identified amongst the factors influencing the employment of disabled individuals.

From the literature and on the basis of availability of information in Labour Force Survey Ad-hoc Module on Employment of Disabled People 2011 (EU-LFS ad hoc module 2011), the individual-level factors that were used in the scope of this analysis were as follows:

> Group I- Individual-level factors (socio-demographic): Gender, Age Cohort, Educational Attainment Level and Disability Type
>
> Group II- Individual-level factors (work capacity related): Limitation in Working Hours, Limitation in Getting to/from Work, Limitation in Types of Work, Need of Workplace Adaptation, Need for Personal Assistance and Need of Special Working Arrangements

The thirds group of variables included the total scores for the integration and compensation policy dimension (both dimensions have a maximum of 50 points). While higher scores on compensation dimension imply greater generosity, high scores in the integration dimension signal a more active and work-oriented approach. Following the results gathered in the first phase of macro-level analysis, the assessment structure, supported employment programmes and timing of vocational rehabilitation scores were selected as country level factors of greatest interest (See Chapter Five analysis). This allow the author to explore the effect of the most promising policy tools, when individual level factors (sociodemographic and work capacity related) were and vice versa. Country-level variables that used for the second phase of the macro-level analysis were therefore as follows:

> Group III- Country-level policy factors: Assessment Structure, Supported Employment Programmes, Timing of Vocational Rehabilitation, Compensation dimension and Integration dimension (scores of mentioned tools are subtracted)

When running the analysis, individual-level and country-level factors were inserted into the equation to understand whether the insertion of the variable group further contributed to the explanation of the employment outcomes of disabled individuals.

In each phase of the macro-level analysis, the analysis was carried out in a number of steps. At first, bivariate analyses (chi-square tests and correlation) were conducted to explore the relationship between different factors and employment outcomes. Although chi-squared tests provide information about the association between two variables, they have certain inherent limitations. They can only investigate the relationship between two variables at a time. Furthermore, controlling for extraneous factors is limited to one variable. More importantly, they fail to quantify the likelihood of occurrences of an outcome. In the real social world, nothing can be brought about by a single factor, and certainly not in a complex policy field. Therefore, a multilevel logistic regression analysis that allows 'to estimate the relationship between predictor variables from different levels and the binary outcomes' (Liu, 2016, p. 374) was employed for the analysis. It not only tests if the simultaneously presented multiple factors have an association with the outcome but also quantifies the likelihood of occurrences of having this outcome in the nested context. The main analysis was carried out using multilevel logistic regression. This was later followed by a bootstrapped version of the analysis. Due to its artificial re-sampling nature, bootstrapping is believed to control the standard errors caused by the use of raw data with imbalanced country sample sizes. Although the present analyses are carried out with the unweighted EU-LFS ad hoc module 2011 dataset, (EUROSTAT, 2015) bootstrapping has the potential to control for the measurement errors. Therefore, the author holds the view that as long as the log likelihood ratio tests and bootstrapping results provide good fit, the findings of the present thesis can be regarded as valid and generalizable to EU member states.

All statistical analyses were conducted using STATA Version 13 programme and the EU-LFS ad hoc module 2011 dataset (EUROSTAT, 2015). The EU-LFS ad hoc module 2011 (EUROSTAT, 2015) targets people aged between 15 and 64 years. It is a household sample survey, which is conducted quarterly and annually and it provides information on labour participation of people. It covers all industries and military, controls for and addresses issues of employment, education, and training. In its original form of the full dataset, there were 1,107,456 (EU28) respondents. Country sample size varies between 7,851 (Estonia) and 163,578 (Italy). As active involvement with income generating activities is the primary focus of the present analysis, only individuals who are of working-age, i.e. 15-64 years old, (also the target group of EU-LFS ad hoc module 2011) are included in the analysis. In its original sample, there were 836,020 (EU28) respondents who are in the working-age range (EUROSTAT, 2015). Amongst

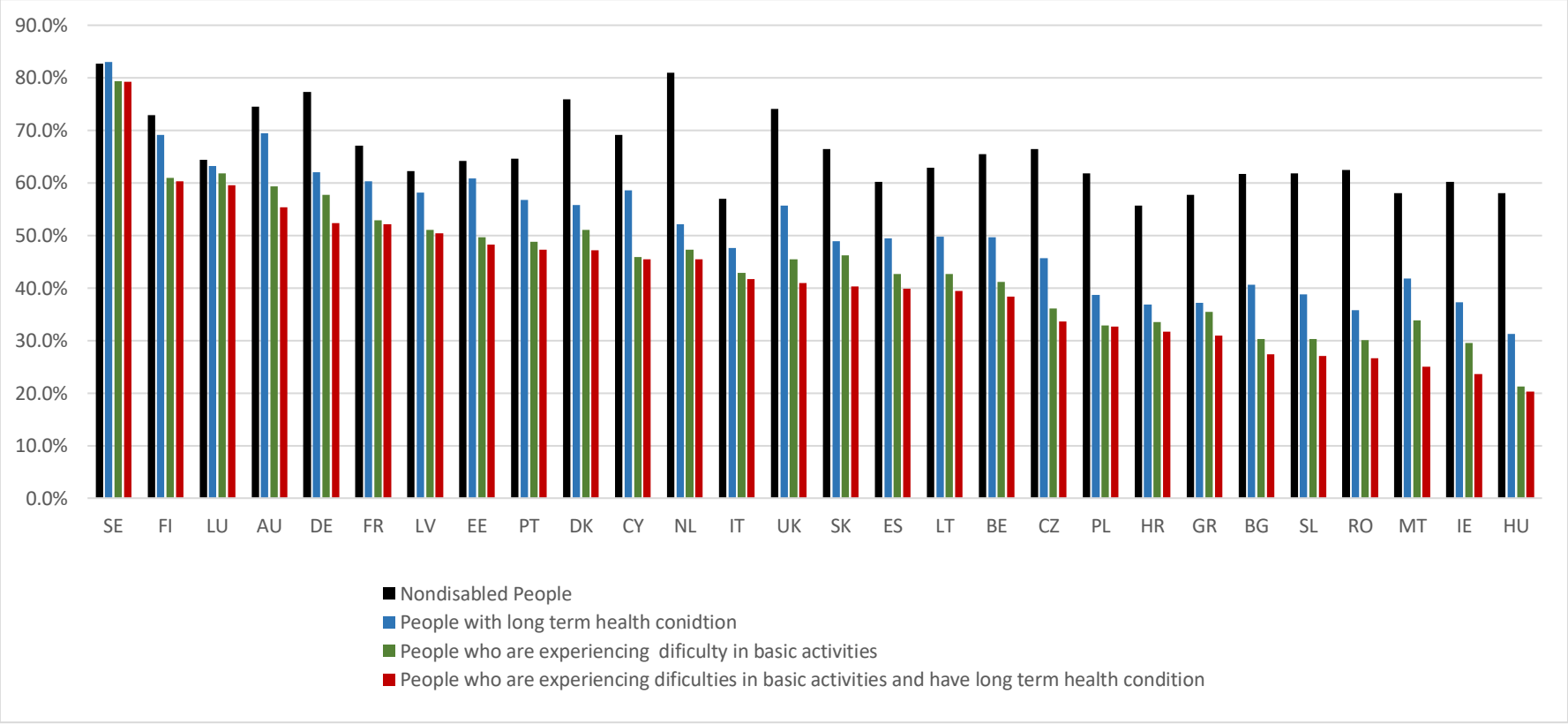
these, 25.5 percent reported having a longstanding health condition. The percentage of people who said that they are experiencing difficulty in carrying out basic activities was slightly lower (13.7 percent). Out of these figures, 97,753 (12.1 percent) respondents have both a long-standing health condition and difficulty in carrying out daily activities (Table 1). Amongst the EU28 countries, Sweden appears to be the most successful country regarding economic integration into the labour market (Figure 1) (EUROSTAT, 2015).

Table 1 EU-LFS ad hoc module 2011

	Long-standing health conditions		Having difficulty in basic activities		Having difficulty in carrying out basic activities and having long standing health conditions	
	%		%		%	
Country	No	Yes	No	Yes	No	Yes
Austria	57.8	42.2	76.3	23.7	81.4	18.6
Belgium	75.6	24.4	85.6	14.4	86.9	13.1
Bulgaria	78.0	22.0	87.7	12.3	88.6	11.4
Cyprus	74.7	25.3	90.0	10.0	90.6	9.4
Czech Rep	79.9	20.1	90.6	9.4	91.5	8.5
Germany	80.5	19.5	85.6	14.4	89.6	10.4
Denmark	80.5	19.5	87.6	12.4	89.6	10.4
Estonia	58.4	41.6	80.5	19.5	82.7	17.3
Spain	71.3	28.7	90.8	9.2	92.0	8.0
Finland	44.7	55.3	76.8	23.2	78.4	21.6
France	43.0	57.0	73.7	26.3	75.4	24.6
Greece	86.3	13.7	92.1	7.9	93.6	6.4
Croatia	75.4	24.6	84.3	15.7	85.4	14.6
Hungary	75.9	24.1	84.1	15.7	84.7	15.3
Ireland	86.9	13.1	94.5	5.5	96.0	4.0
Italy	82.2	17.8	90.7	9.3	91.7	8.3
Lithuania	75.9	24.1	86.4	13.6	88.3	11.7
Luxemburg	61.6	38.4	77.8	22.2	81.8	18.2
Latvia	60.6	39.4	80.0	20.0	81.4	18.6
Malta	77.7	22.3	92.7	7.3	94.7	5.3
Netherland	85.0	15.0	87.7	12.3	89.0	11.0
Poland	77.0	23.0	84.4	15.6	84.6	15.4
Portugal	56.7	43.3	80.4	19.6	82.0	18.0
Romania	79.7	20.3	87.1	12.9	88.5	11.5
Sweden	58.4	41.6	84.2	15.8	85.6	14.4
Slovak Rep	71.4	28.6	81.1	18.9	84.9	15.1
Slovenia	79.9	20.1	88.0	12.0	88.9	11.1
The UK	69.7	30.0	82.2	17.8	85.5	14.5
Total	74.5	25.5	86.3	13.7	87.9	12.1

N: 836,020, EU-LFS ad hoc module 2011, EU28, EUROSTAT (2015).

Figure 1 Employment rates by country (EU28)



As indicator scores of the OECD disability policy typology study were utilised for the macro-level analysis, only the responses of individuals who resided in 19 EU member states at the time of that survey were included. In total, the responses of 83,221 working-age people who reported difficulty in carrying out daily activities due to chronic illness or disability were used. Hereby, this sample is referred to as disabled people/person(s)/individual(s)/respondent(s). The country size of the subsamples varies between 1,524 and 10,119 with Ireland with the lowest and Poland with the highest in sample size (EU19) (EUROSTAT, 2015) (Table 2).

Table 2 EU-LFS ad hoc module 2011 sample by country

Country	Cases	%
Sweden	4253	5.1
Finland	3830	4.6
Luxemburg	2435	2.9
Austria	3648	4.4
Germany	2068	2.5
France	5799	6.9
Portugal	4264	5.1
Denmark	1959	2.4
Netherland	7123	8.6
Italy	7559	9.1
The UK	7820	9.4
Slovak Republic	1656	2.0
Spain	4958	6.0
Belgium	2002	2.4
Czech Republic	2550	3.1
Poland	10119	12.2
Greece	2585	3.1
Ireland	1524	1.8
Hungary	7102	8.5

N: 83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015). The ranking is based on Figure 1 scores.

Amongst the respondents of the EU19 dataset, the share of females outweighs that of males. Expectedly, the majority of the people who report having a long-term illness and/or disability are at the far end of the working-age range (Anand and Hanson, 1997; Berk, Hubert and Fries, 2006). Education-wise, very few disabled people appear to have a university degree. The ratio is one out of ten. The information that addresses lived experiences of the respondents revealed that respondents' limitation mostly has its roots in conditions that can be categorised under the category of physical disability (53.3 percent) and chronic illnesses (30 percent) (Table 3).

Considering the employment related characteristics, four out of ten disabled persons said that they are actively involved in an income-generating economic activity. Experienced limitations appear to revolve around the type of job (63.6 percent) and working hours (53.8 percent). It also seems that three out of ten disabled individuals are in need of special working arrangements. The same number of the disabled people stated that they have problems in getting to and from work (Table 3).

By using the bivariate and multilevel logistic regression over the above-mentioned dataset Chapter Four explores the impact of the policies targeting disabled people analysis. By employing the identical statistical approaches, Chapter Five investigates the effect of individual level and country-level factors on individual employment.

In the endeavour to identify how states can better promote the employment of disabled people, the final level is the micro-level analysis. The following section illustrates the methodological details of micro-level analysis.

Table 3 Frequency by variable EU-LFS ad hoc module 2011

Factors	%
Employment status	
Workless	56.8
Working	43.2
Gender	
Female	56.1
Male	43.9
Age cohort	
15-24 years old	4.8
25-34 years old	7.2
35-44 years old	14.6
45-54 years old	28.5
55-64 years old	44.9
Educational level	
Low	44.0
Medium	43.0
High	13.0
Type of disability/health condition	
Physical	53.3
Intellectual	1.6
Mental Health	8.4
Chronic Illnesses	30.0
Other	6.7
Experienced limitation in hours of work	
None	46.2
Yes	53.8
Experienced limitation in getting to/from work	
None	68.9
Yes	31.1
Experienced limitation in type of work	
None	36.4
Yes	63.6
Need of workplace adaptations	
None	84.9
Yes	15.1
Need of personal assistant	
None	85.5
Yes	14.5
Need of special working arrangements	
None	72.1
Yes	27.9

N: 83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015).

3.4. Micro-level analysis

Micro level analysis sets its aim as to investigate the individual level interpretation and actions in the face of employment of disabled people and related policies. It also illustrates the implementation of employment policies for disabled people in their actual contexts. This was carried out in two phases.

Under the scope of micro-level analysis, both quantitative and qualitative methods were utilised to answer the questions of *what kinds of individual-level and country-level factors are associated with differentiation in EU citizen's understanding of employment of disabled people and related policies* and *how are active labour market policies for the employment of disabled people experienced and interpreted in actual open labour market contexts, particularly in the private sector?*

A mixed methodology, where the strengths of quantitative and qualitative methods are merged, used for this purpose. While, quantitative analysis over EB 2012(EC, 2012) dataset employed to depict EU citizens' interpretation of disability related issues in the labour market, thematic analysis of interview texts was used to illustrate actual stakeholders' experiences and interpretations in the face of ALMPs.

3.4.1. EU citizens' perception of employment of disabled people and related policies

The initial phase focuses on the individual level interpretation and attempts to answer the questions of *how the EU citizens perceive the employment of disabled people and related policies as well as what kind of individual level and country-level policy factors are associated with differentiation in their perceptions*?

To explore perceptions of EU citizens the Eurobarometer Opinion Survey (EB), 2012 was employed (EC, 2012). For the dependent variables, a set of questions was selected from EB 2012 to explore EU citizens' understanding of employment of disabled people and related policies. Selected dependent variables and the corresponding questions are as follows:

> Seeing disability as a discriminatory factor in the society- Could you please tell me whether in your opinion discrimination on the basis of disability is very widespread, widespread, fairly rare or very rare in your country?

Seeing disability as a discriminatory factor in the labour market-When a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage? _disability_

Acknowledging adverse effects of economic crisis on employment of disabled people - Do you think that economic crisis is contributing to an increase in discrimination on the basis of _disability_ in the labour market?

Agreeing training on diversity for employees and employers- To what extent do you support or oppose the following measures in the workplace to foster diversity _Training on diversity issues for employees and employers

Agreeing to monitor the composition of the workforce- To what extent do you support or oppose the following measures in the workplace to foster diversity_Monitoring the composition of the workforce to evaluate the representation of groups at risk of discrimination

Agreeing on monitoring recruitment procedures -To what extent do you support or oppose the following measures in the workplace to foster diversity- Monitoring recruitment procedures to ensure that candidates from groups at risk of discrimination have the same opportunities as other candidates with similar skills and qualifications.

The response categories for the above-cited questions were collapsed into two categories and coded into one (1) for positive slants and into the zero (0) for non-positive slants. As stated before, the present research takes country- and individual-level factors into account while investigating the effect of factors on dependent variables.

In the literature review, disabled individuals' integration into economic life was discussed from a number of angles. The societal approach was also elaborated as a crucial factor affecting the economic integration of disabled people. It was proposed that the societal values attached to the disabled body not only shape attitudes but also provide values that shape public policies (Hahn, 1985; Kamieniechki, 1985).

While acknowledging the long-standing discrimination towards disabled people, literature also disclosed that the members of society mostly support the idea of taking a more active role in

providing equal opportunities for disabled people (Unger, 1992: Bromley and Curtis, 2003; Hannon, 2007). Still, some see the unfairness in the affirmative actions for the betterment of employment of disabled individuals (Bromley and Curtis, 2003; Bromley, *et al.*, 2007; Ormstone, *et al*., 2011). Some studies even suggest a downward trend amounting to support provided for welfare policies (Park *et al*., 2012).

Studies have also depicted differentiated approaches towards disability-related issues within the subgroups of society. In surveys where general social attitudes were investigated, disabled people were found to display parallel attitudes with the non-disabled counterparts with minor variations, although they were found to show slightly more favourable thoughts on mainstreaming policies (NDA, 2002: 2007; 2011). Apart from subjective disability status, studies also revealed information on the effects of other socio-demographic factors. Gender, having acquaintances with a disabling condition, education, income, occupational class, familiarity with disability and age are cited amongst the factors affecting attitudes towards disability-related issues. Males, people with lower educational level, and people with lower income level or holding manual job positions reported to display less favourable views when they were questioned on disability-related issues (EORG, 2003; 2004).

Literature also suggests that people who are more likely to be affected by the proposed statement or the policy are likely to display differentiated views (Ormstone, *et al.*, 2011). Thus, stakeholder positioning, distinguishing employers and disabled people from the general population, was relevant as an individual-level factor.

Following the literature, individual-level factors were selected as: age cohort, gender, educational attainment level, perceived socioeconomic status (SES), and familiarity with disability, and stakeholder positioning. Country-level policy factors were parallel to the macro-level analysis.

The variables were inserted into the equations as groups in different steps to observe the changes in the variances at each step. The groups are as follows:

> Group I- Individual-level factors (socio-demographic): Gender, Age Cohort and Educational Attainment Level

Group II- Individual-level factors (socialization): Perceived SES, Familiarity with Disability and Stakeholder Positioning

Group III- Country-level policy factors: Assessment Structure, Supported Employment Programmes and Timing of Vocational Rehabilitation, Integration dimension (after listed variable scores are subtracted) and Compensation dimension.

Due to the structure of the EB 2012 (EC, 2012), educational attainment level is gathered through the schooling period variable, where respondents are asked to state the age when they have completed the latest educational attainment level. Those individuals, who left school before 15 years old are placed in the low educational attainment group. The medium educational attainment level includes those who left the schooling before the age of 19. The rest of the individuals are grouped under the higher educational attainment level. Related variables are transformed into dummy variables and coded (See Annex B).

Multilevel logistic regression was employed with a cut-off point at 5 percent significance level. It was later repeated with bootstrapping technique. So long as the results log likelihood ratio test results and bootstrapping figures suggest good fit, the findings of this analysis can be regarded as valid and generalizable to EU member states.

The statistical calculations were again performed with the use of STATA 13 version. Chapter Six displays the results of this analysis. In the EB dataset, there were 24,278 respondents aged between 16 and 97 (EU27). As the schooling period variable fails to provide information about the duration of schooling for the student category, 1,966 survey respondents who reported still being a student were excluded from the analysis. Parallel to the macro-level analysis, respondents of 19 EU member states were included, refelcting those in the OECD disability policy typology study. In total, the answers of the 13,232 working-age survey respondents were used.

Prior to presentation of the results it is worth to display general characteristics of respondents in the EB 2012. Descriptive analysis over EB 2012 (EC, 2012) dataset showed that the member states' sample sizes vary from around 315 at the lowest to around 1,059 at the highest (EC, 2012). Yet, most of the countries have a sample size around 600 (Table 4).

Table 4 Frequency by country EB 2012

Country	Cases	%
Sweden	699	5.3
Finland	648	4.9
Luxemburg	309	2.3
Austria	691	5.2
Germany	1059	8.0
France	697	5.3
Portugal	643	4.9
Denmark	609	4.6
Netherland	675	5.1
Italy	746	5.6
The UK	859	6.5
Slovak Republic	668	5.0
Spain	761	5.8
Belgium	677	5.1
Czech Republic	728	5.5
Poland	631	4.8
Greece	774	5.8
Ireland	698	5.3
Hungary	660	5.0

N: 13,232, EB 2012, EU19, (EC,2012).

Observations over the selected individual-level and country-level factors displayed that a vast majority of the respondents belong to the public category (76 percent). While people who are liable to hold the responsibilities of an employer constituted an additional 17 percent share, those who report having a form of disability or a chronic illness had the share of 7 percent. The females' share was slightly higher than their male counterparts' (53 percent versus 47 percent). Looking at the age cohort variable, it was observed that the youngest group's share is 7 percent. The other age groups have shared around 25 percent (±1) each. When it comes to educational attainment level, people who have less than tertiary education made up 68 percent of the total survey respondents. The results also showed that 32 percent of the respondents have spent a relatively long period under an educational system (university or postgraduate degree) (Table 5).

Table 5 Frequencies by factors EB 2012

Factors	%
Gender	
Female	53.0
Male	47.0
Age cohort	
15-24 years old	6.9
25-34 years old	19.2
35-44 years old	24.0
45-54 years old	25.8
55-64 years old	24.2
Educational attainment level	
Low	26.6
Medium	41.4
High	32.0
Stakeholder positioning	
DP	7.1
Employer	18.0
Public	74.9
SES	
Low	20.7
Middle	49.5
High	29.8
Familiarity with people with chronic illnesses /disability	
Unfamiliar	39.5
Familiar	60.5

N: 13,232, EB 2012, EU 19 (EC, 2012).

When respondents were asked if they have an acquaintance that has a disability or a chronic illness, six out of ten respondents responded positively. Perceived social status (i.e. SES) as another individual-level variable depicted that half of the respondents are coming from middle SES backgrounds, while people of low SES and high SES backgrounds almost equally shared the remaining half (Table 5).

Table 6 Frequency by dependent variables

Dependent variables

Question	Response category	
	Negative slants	Positive Slants
	%	%
For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, widespread, fairly rare or very rare in our country? Discrimination on the basis of _disability_	55.3	44.7
When a company wants to hire someone, and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?	57.6	42.4
Do you think that the economic crisis is contributing to an increase in discrimination on the basis of _disability_ in the labour market?	39.7	60.3
To what extent do you support or oppose the following measures in the workplace to foster diversity		
Training on diversity issues for employees and employers	14.1	85.9
Monitoring the composition of the workforce to evaluate the representation of groups at risk of discrimination	22.8	77.2
Monitoring recruitment procedures to ensure that candidates from groups at risk of discrimination have the same opportunities as other candidates with similar skills and qualifications	14.7	85.3

N: 13,232, EB 2012, EU 19 (EC, 2012).

When the survey respondents were asked about their thoughts on discrimination towards disabled people in their country, 45 percent of them said that societal discrimination towards disabled people is widespread in their country. The question addressing labour market discrimination has about the same share. 42 percent of the EU citizens stated that disability puts the individual in a disadvantaged position in the labour market. In addition to that, approximately 61 percent of respondents believed that the recent economic crisis had increased the experienced discrimination in the labour market. The results of the frequency analysis displayed that a vast majority of the survey respondents is in favour of the implementation of the positive measures, like monitoring recruitment procedures and composition of the workforce. They have also acknowledged the importance of the diversity training for employers and employees at the

workplaces (Table 6).

By using the bivariate and multilevel logistic regression over the EB 2012 dataset Chapter Six explored EU citizen's interpretation of disability related thoughts. To illustrate the actual stakeholders' interpretation and experiences in the phase of ALMPs, thematic analysis of interview texts was used. Following section explains the methodological details of this analysis.

3.4.2. Reflections from actual employment context

In the second phase of the micro-level analysis, the actual context of ALMPs was investigated to answer the question of *how are active labour market policies for the employment of disabled people experienced and interpreted in actual open labour market contexts, particularly in the private sector?*

Workplaces, where a disabled employee is part of the work force, were visited to conduct semi-structured interviews. In order to recruit interviewees, gatekeepers and Internet advertisement (LinkedIn, Facebook, Twitter, emailing) approaches were employed. Those who reacted positively to research advertisement were recruited as interviewees. After the initial correspondence, each respondent was requested to convey research ads/email to the potential interviewee candidates in their employment surroundings. There were some cases in which the corresponding party refused to take part in the research due to the recording. Annex A evidences the research ads, consent forms, and semi-structured interview forms.

During the correspondence with disability-related organisations, representatives of the organisations showed an interest to take part in the research. After consultation with the supervisors, associated organisations[2] whose main function is to boost the employment of disabled people were included in the study. A parallel form was generated to gather information from these associated organisation representatives' perspective.

Three comparison countries were selected on the basis of the OECD disability policy typology that classifies the countries based on the integration and compensation dimensions. The UK, Ireland and Sweden were selected as representatives of liberal, conservative and social democratic disability policy typologies, respectively. Private sector workplaces, which offer

[2] NGO, local authority, government service, and/or social initiative representatives

open labour market opportunities, are the main focus of the present research. It, therefore, interviewee sample from involved countries includes mostly micro-, and small- and medium-sized enterprises (M-SMEs). Occasionally, large companies and public sector institutions were visited to hold interviews with disabled employees and their employers. Yet these visits were very few.

The reason for placing the main focus on smaller firms arises from their significant share in the business sector. There are 23 million M-SMEs in the EU, and they constitute a vast 99 percent of all enterprises (CEC, 2009). In Sweden, figures show that M-SMEs constitute 99.8 percent of all enterprises and retain 63.25 percent of the employed population. Ireland also shows a similar pattern where 99.5 percent of all firms are made up of M-SMEs who employ 66.5 percent of the active labour force in the country. Finally, M-SMEs in the UK have a 99.5 percent share of all enterprises and employ 53.9 percent of active working-age-population (OECD, 2005; SBA 2010-2011).

The fieldwork was carried out between 1 September 2012 and 14 October 2013. Consent and permission for the recording were secured prior to each interview. In total, there were 52 interviewees in 36 different workplaces from Ireland (7 employers, 7 disabled employees, and 1 associated organization representative), Sweden (8 employers, 5 disabled employees, and 5 associated organization representatives) and the UK (6 disabled employees, 6 employers, and 7 associated organizations representative). The main analysis revolves around the employer and disabled employee interviews. Information provided by associated organisation representatives is used as a further reference to shed light on the disclose the implementation of ALMPs and specialised employment programmes.

Samples were selected to generate diversity in terms of geography, firm size and business sector as well as disability types. This was not intended to be statistically representative of the wider EU and national population and the findings of the thematic analysis in this section do not claim to be generalizable. However, it was intended to illustrate the experiences and implementation of ALMPs in actual social context in which the empirical findings are obtained. It is assumed that interviewing 52 interviewees in three countries would generate data that would be manageable given the temporal and spatial scale of the research.

In total, 36 different workplaces were visited. In 12 of the workplaces, both the employer and the disabled employees have participated in the research. There were 16 workplaces from Sweden, 10 workplaces from the UK and Ireland each. The interviewee sample is composed of 17 disabled employees, 22 employers and 12 related stakeholders from the institutions/organisations whose main function revolves around promoting employment of disabled people (Table 7). Considering the country wise composition, the interviewee sample is composed of 18 British, 15 Irish, and 18 Swedish individuals. British interviewees are mostly working in the private sector. There are individuals who are also working in the third sector organisations or local authorities at the time of the interviews. Individuals who work in the private sector are mostly composed of Irish interviewees. Interviewees from the private sector are, again, the main feature of the Swedish interviewee sample (Table 8). A vast majority of the workplaces are at a size, which place them in the SME category.

In terms of perceived health conditions, there are seven employees with a learning disability; three with Autism/Asperger's Syndrome; three with mobility problems; three with visual impairment, and the remaining with hearing impairment. When disabled employees were asked about the positions they occupy, ten reported holding a general assistant position. Another two employees were working as software engineers at the time of the interview. Amongst the remaining employees, there are individuals who work as a business consultant, general assistant, secretary, data administrator, gardener, and a therapist. Most of the general assistants hold part-time jobs. Three of disabled employees hold additional part-time jobs to make ends meet. Some of the employers and key informants also reported having a subjective health problem. When employers and key informants were probed whether they have a family member or an acquaintance who has a disability/chronic illness, 8 out of 22 employers and 6 out of 12 key informants said that they have an acquaintance or family member who has such conditions. The employers' group has an equal share for both genders, but males have outnumbered the females in disabled employee and key informants group (Table 7 and Table 8).

Table 7 Frequency of interviewees by country

Characteristics	UK	Ireland	Sweden	Total
Number of workplaces	10	10	16	36
Positions of disabled employee				
NA	6	1	5	12
Confidential information	1	0	0	1
Consultant	1	0	1	2
General assistant	7	14	6	27
Political secretary	0	0	1	1
Data administrator	1	0	0	1
Personal assistant	0	0	2	2
Engineer	0	0	2	2
Therapist	0	0	1	1
Gardener	2	0	0	2
Type of positions				
NA	6	1	5	12
Confidential info	1	0	0	1
Part time	4	14	6	24
More than one-part time job	4	0	1	5
Full time	3	0	6	9
Casual	0	0	0	0
Stakeholder				
Employer	6	8	8	22
Disabled employee	6	6	5	17
Key informant	6	1	5	12
Sector				
Public	0	0	0	0
Local authority	3	0	2	5
Private				
Service	7	0	5	12
Hospitality/restaurant	3	4	0	7
IT	0	0	4	4
Retail				
Food	2	2	2	5
Goods	0	6	1	8
Third Sector	3	3	4	10
Company size				
NA	6	1	5	12
Less than 10	4	1	1	6
Between 10 and 250	8	12	9	29
More than 250	0	1*	3*	4
Gender				

Female	11	6	3	20
Male	7	9	15	31
Age Group				
15-24 years old	3	1	1	5
25-39 years old	7	6	8	21
40-55 years old	7	8	9	24
55 an older	1	0	0	1
Proximity to disabled people				
None	2	7	6	15
Family member	8	2	4	14
Subjective disability	8	6	8	22
Disability type				
None	9	9	10	28
Mobility	2	0	2	4
Learning disability	1	6	0	7
Asperger's/Autism spectrum	3	0	0	3
Visual impairment	2	0	3	5
Hearing impairment	0	0	3	3
Chronic illness	1	0	0	1
Total	18	15	18	51

Table 8 Frequency of interviewees by stakeholder

Country	Employer	Disabled employee	Key informant	Total
The UK	6	6	6	18
Ireland	8	6	1	15
Sweden	8	5	5	18
Position of disabled employee				
Confidential information	1	0	NA	1
Consultant	0	1	NA	1
General assistant	17	10	NA	27
Political secretary	0	1	NA	1
Data administrator	0	1	NA	1
Personal assistant	1	1	NA	2
Engineer	1	2	NA	3
Therapist	0	1	NA	1
Gardener	1	1	NA	2
Type of positions				
Confidential info	1	0	NA	1
Part time	16	8	NA	24
More than one-part time job	2	3	NA	5

Full time	3	6	NA	9
Casual	0	0	NA	0
Sector				
Public	1	1	0	2
Local authority	1	1	1	3
Private				
Service	2	4	6	12
Hospitality/restaurant	4	3	0	7
IT	2	2	0	4
Retail				
Food	4	1	0	5
Goods	5	3	0	8
Third Sector	3	2	5	10
Company size				
NA	0	0	12	12
Less than 10	2	4	0	6
Between 10 and 250	17	12	0	29
More than 250	3	1	0	4
Gender				
Female	11	4	5	20
Male	11	13	7	31
Age Group				
15-24	1	3	1	5
25-39	10	7	4	21
40-55	11	6	7	24
55 an older	0	1	0	1
Proximity to disabled people				
None	14	0	1	15
Family member	8	0	6	14
Subjective disability	0	17	5	22
Disability type				
None	21	0	7	28
Mobility	0	2	2	4
Learning disability	0	7	0	7
Asperger's/Autism spectrum	0	3	0	3
Visual impairment	0	3	2	5
Hearing impairment	0	2	1	3
Chronic illness	1	0	0	1
Total	22	17	12	51

The data obtained were analysed using thematic analysis. QSR NVIVO Version 10 was used to code and handle the qualitative data. It allows not only for clustering the thematic branching but also for classifying the embedded themes according to attributes. More importantly, given the scope of the research, NVIVO provides a basis that eases the management of the abundant data.

Regarded as a process for 'encoding qualitative information' (Boyatzis, 1998, p. 4), thematic analysis is a method 'for identifying, analysing, and reporting patterns (themes) within data' (Braun and Clarke, 2006, p. 6). In his book on thematic analysis, Boyatzis (1998, p. 5) states that this analysis enables more '… accuracy or sensitivity in understanding and interpreting observations about people, events, situations, and organisations.' Following the readings on thematic analysis, an inductive approach was employed to identify the main themes and ideas across the interview texts. Major themes were generated through a series of steps that involves skimming, reading and reviewing the interview texts repeatedly.

Although theme hierarchy mirrored the semi-structured interview form, theme sub-branching has revealed invaluable information about the experiences of ALMPs within the context of today's economic realities. The inclusion of interviews with the key informants does not reflect the first-hand experiences of actual ALMPs context, and yet it provided additional perspective on the experiences and the policies, as well as triangulation of the data.

3.5. Limitations

Under the scope of present analysis, a layered framework was designed to provide grounded feedback to governments on how they can better promote the employment of disabled people. While the macro-level analysis employs a quantitative method, micro-level analysis administers a mixed-method approach to providing a more comprehensive understanding of the current situation of employment of disabled people. Still, there are some limitations affecting the merit of the present analysis that should be kept in mind.

The first limitation to be acknowledged is about the OECD disability policy typology, which was utilised for the macro-level analysis. While developing the scale, the OECD team mostly used information from its previous works on sickness and disability (OECD, 2003; 2007; 2008). Countries like the Czech Republic, Greece, Hungary, Iceland, Japan, New Zealand and the Slovak Republic were sent an additional questionnaire to gather related information to develop

a disability policy typology (OECD, 2008b). The scaling approach, employed by OECD, reflects aggregated consequences of the data gathered through an open-ended questionnaire (OECD, 2008b). This, in turn, does not allow tracing of national policy process. The OECD's employer obligations for their employees and new hires subdimension holds further limitation. When the scaling for this policy mechanism is revisited (See Annex B), it was observed that obligations over employees are coupled with anti-discrimination legislations.

This approach is particularly risky. For Waddington and Diller (2000) rights-based anti-discrimination and traditional employment quota systems cannot coexist. When those are intertwined, there is a possibility that they may create 'a confusing jumble of policies.' (Waddington and Diller, 2000, p. 21). The contradictory nature of anti-discrimination legislation and quota systems was briefly mentioned in the literature review (Fuchs, 2014; Eichhorst, *et al.*, 2010). The OECD 2010 team itself acknowledges this when discussing the results of their multivariate regression analysis. While relating their result with the literature, the OECD team concluded that 'legislation while protecting workers in existing employment, may hinder the hiring of workers with health problems' (OECD, 2010, p. 93). When relating the finding to the existing literature, the OECD cites a number of studies revealing the adverse effect of anti-discrimination legislations (Begle and Stock, 2003; Jolls and Prescott, 2004). The contradictory nature of these two approaches, merging anti-discrimination legislations and quota systems might have the potential to dilute the effect of each (Waddington and Diller, 2000; Fuchs, 2014). Therefore, readers of this thesis should bear in mind the limitations attached to OECD's scaling.

There are also dataset limitations to be identified. The EU-LFS ad hoc module 2011 (EUROSTAT, 2015) dataset, which was used for the macro-level analysis, has limitations due to the structure of the survey. Firstly, the survey is carried out in households, which eliminates the involvement of disabled individuals who are living in a residential institutional environment. In addition, it does not have precise questions that ask about the types and the levels of disability. Secondly, the EU-LFS ad hoc module 2011 survey was carried out at the peak of economic recent economic crises, which may directly affect the employment status and unlikely to be repeated until 2021. It remains uncertain how these factors may influence employment outcomes once the global crisis is over.

For the EB 2012 (EC, 2012) dataset, which was utilised for the quantitative phase of the micro-level analysis, a proxy employer sample was generated for the stakeholder positioning variable. It was composed of general managers, middle-rank managers, business owners, shop owners, and supervisors extracted from the total survey population. Still, within the given sample, there might be employers who have relatively more or less responsibility. Amongst the respondents, there were 225 employers with disabling health conditions. This may have the potential to affect their approach to disability-related issues. Another limitation is that the EB 2012 (EC, 2012) dataset does not permit the researcher to differentiate between public and private sector managers. Likewise, no information is available as to whether the employers have disabled employees within their workforce. Another limitation to be acknowledged for the EB 2012 (EC, 2012) is the social desirability effect. Social desirability is defined as the tendency to reflect more positive thoughts than the negative ones (Scruggs, *et al.*, 1996; Hernandez, Keys and Balcazaar, 2000; Deal, 2006; Hannon, 2007).

Literature also cited the effect of having an earlier experience of working with disabled people or having acquaintances with a disability (Honey, *et al.*, 1993; NDA, 2002; Unger, 2002; Hannon, 2007). For the qualitative phase of the micro-level analysis, workplaces where a disabled employee(s) works were visited to illustrate the employment of disabled people in actual social environment. Employers who were interviewed were those who have already taken a decisive action on promoting the employment of disabled people. Another limitation regarding the qualitative phase of the analysis was a lack of interviews with disabled employees who have chronic illnesses or mental health problems. However, some of the interviewed employers disclosed that they have employees who have a chronic illness or mental health problems. To some extent, these transcripts provide indirect information about the employment context of people who have chronic illnesses or mental health problems.

There are also methodological concerns and contextual aspects to be discussed under the scope of limitations section. Shalev (2007) claims that the interpretation and definition of concepts are likely to be different at various macro-units. Both in the EU-LFS ad hoc module 2011 and the EB 2012, disability is based on self-reporting by the respondents. People with similar health may or may not identify themselves as disabled depending on the culture in which they are living. Policy definition, country context and language issues may, therefore, have an effect on both the

disability prevalence and employment rates (Gronvik, 2009; Molden and Tosserbro, 2012). Similarly, it does not clearly distinguish disability groups from one another due to the nature of the questions.

For the contextual aspects, Hantrais (1999; 2009) highlights the context-dependent characteristics of policies: since policy implementation depends heavily on the context in which policies are developed and implemented even subtle differences can result in differentiation in policy outcomes. She further claims that 'as long as the inputs and outputs of policies vary, so will be the outcomes' (Hantrais, 1999, p.104). Thus, one can never be sure about the comparability of the units or the generalisability of the findings. Thematic analysis technique, which is utilised for the qualitative analysis, also has certain inherent weaknesses due to such contextual differences. It works on the principle of de-contextualization where sentences in the transcripts are assigned codes. These codes, later, are brought together and grouped under overarching themes to answer the research question. The subjectivity of the data analysis, language and definitions are listed amongst the drawbacks (Hantrais, 2009). Zarifis (2008) touched upon the role of language and the use of contextual experience when conducting comparative qualitative research. He proposed contextual de-contextualization, the recontextualization of the themes and searching for consensus that emerged from the comparison. The author of the present thesis can deliver both the general thematic coding while displaying contextual differences from the perspectives of interview participants that would provide grounds to display differences. Still, the results are only applicable to the context where data are gathered and cannot usually be generalised or transferred to other countries.

There are also limitations that are associated with running multilevel analysis. Reliability of the estimates of county level factors claimed to be compromised when the cross national multilevel dataset composed of small number of countries and/or varying national sample sizes. It is not possible to decide which factors can be reliable when crucial factors like labour market conditions, GDP, general employment rate, social welfare expenditures remain unobserved (Snijder and Bosker, 1999; Bryan and Jenkins, 2013).

All these limitations make it difficult to draw causal inferences when running cross-sectional analysis in a cross-national context. It is, therefore, advised to consider the limitations mentioned above when evaluating the findings of the present research. The main purpose of the initial stages

of analysis in particular was to generate indicative lines for deeper enquiry and not as a form of conclusive causal explanation. Despite these limitations, this study provides significant new insight, and associations drawn from the analysis provide useful information in generating hypotheses for further investigation.

3.6. Ethical considerations

In light of the standards of research ethics, the following issues were identified before the start of the field research.

For the second phase of micro-level analysis, the research was advertised through the internet, gatekeepers, and the umbrella organisations. These institutions were approached and been requested to announce the research advertisement at their web pages and/or their notice boards. The ads provided brief information about the aim and content of the present research. The text also contained the contact details of the researcher. Thus, anyone interested in making further correspondence had the chance to communicate with the researcher throughout the research study.

Potential interview respondents, either the employer or disabled employee, were further contacted through e-mail explaining the research aim, procedure, sampling, the handling of the data, right to withdraw from the study, and so on. They were requested to forward the email to other potential interview respondents at their premises. However, they had the right to act upon their own free will. The workplaces, where either employers or disabled employees or both agreed to participate in the study, constitute the sample of the phase of the study. Semi-structured interview forms include a standard introduction, which reiterates the previously mentioned issues, as well as declaring the recording of the interview and right to withdraw objection to recording. In this way, voluntary involvement in the study was secured. In two cases, the interviewees were withdrawn from the interview due to the hesitation for being recorded. On another occasion, an interviewee was opposed to the voice recording yet note taking was mutually agreed.

The consent of the interviewees was secured before the start of the interviews. The name of the employers and the workplaces were presented in anonymised form in the research outputs. In the cases of inclusion of third parties in the interview environment (HR manager, assistant

manager, legal representation, personal assistant, job coach, etc.) their confidentiality was secured with additional signatures to the consent forms. Although two of the interviewees provided their consent to be known by their names, the research text does not iterate the names.

All correspondence and data transfer were kept in a separate email inbox folder. Transcription of the interviews was retained in a fully anonymised form. Special consideration is given to the archiving of anonymised data transcripts with the UK Data Archive. The files are stored on University of Leeds secure network drive, which provides a secure location. Identification data were stored on the same drive in password-protected files. During the project, only the supervisors Prof. Mark Priestley and Prof. Anna Lawson were given the right to have access to these files. For data protection and retention, EU, UK and national legislation in the involved countries were followed, where appropriate. Ethical governance was assured via appropriate University research ethics Committee and data security protocols.

The ‘Do No Harm Principle’ and ensuring personal security was the crosscutting principle throughout the research.

4. Employment prospects: Effect of policy tools

This chapter sets out to examine the association between different policy approaches addressing the disabled people and employment outcomes. Under the scope of this chapter, the question of *'what kind of policies addressing disabled people are associated with better employment outcomes for them?'* guides the investigation. This is based on the statistical secondary analysis of the sample drawn from EU-LFS ad hoc module 2011, as described in the previous chapter.

The analysis starts by presenting bivariate analysis results, which display the results of chi-squared tests. The strength and the direction of the associations are also investigated through correlation matrices (See Annex C). Presentation of the multilevel logistic regression analysis and its discussion in relation to the literature concludes Chapter Four. Results of bivariate analysis (See Annex C) and multivariate analyses (See Annex D) are attached to the present thesis.

4.1. Bivariate analysis

Bivariate analysis (chi-squared test) was conducted to explore the sole relationship between the individual level employment outcomes and county-level policy tools (OECD disability policy integration and compensation dimensions). As metric variables cannot be inserted into bivariate analysis, the EU member states were grouped according to their total scores on integration and compensation dimension. Two dummy variables were generated accordingly (See Annex B).

The results of chi-squared tests depicted a statistically significant relationship between the integration policy dimension and individual level employment outcomes at the $p<.05$ significance level. The category that is at the high end of the integration dimension scale was observed to have better employment outcomes for disabled people compared to other categories (Table 9). Correlation matrices support the chi-squared test results.

Table 9 Chi-squared tests

Variables	Workless %	Working %	Chi-Square statistics
Integration dimension			
Low (GR_PT_IE_IT_SK_ES)	60.0	39.8	1340.4***
Medium (CZ_PL_LU_BE_FR_HU_AT)	61.8	38.2	
High (SE_UK_FI_NL_DE_DK)	47.8	52.2	
Compensation dimension			
Low (UK_CZ_NL_AT_GR_PL_SK)	60.4	39.6	2621.7***
Medium (BE_FR_IT_IE_ES_HU)	63.0	37.0	
High (DK_LU_DE_FI_PT_SE)	40.7	59.3	

N:83,221 EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015).*** Significant at the .001 level, ** significant at the .05 level

The category that gathers countries according to their compensation scores also revealed parallel results ($p<.001$) (Table 9). The countries making up the highest scoring category were associated with better employment outcomes compared to the other categories.

Overall bivariate analysis results suggest that the higher the integration and compensation scores are, the better are the employment outcomes. Due to the inherent limitations of the bivariate analysis, multilevel logistic regression analysis was conducted to further investigate the associations. The analysis enables not only to investigate the effect of a factor nested in different contextual settings but also quantifies the odds of probability of being in paid work after controlling for the other factors in the equation. Subsequent section discloses the related results.

4.2. Multilevel analysis

This section presents results of the multilevel logistic regression analysis which was used for exploring the key factors that are associated with better employment outcomes. For this purpose, the OECD disability policy study integration [3] and compensation[4] indicator scores were used as country-level policy factors. Employment status acted as the dependent variable.

[3] Consistency across Supports in Coverage Rules, Assessment Structure, Employer Obligations for their Employees and New Hires, Supported, Subsidised, and Sheltered Employment Programmes, Comprehensiveness of Vocational Rehabilitation, Timing of Vocational Rehabilitation, Disability Benefit Suspension Option, and Work Incentives for Beneficiaries.

[4] Population Coverage, Minimum Required Disability or Work Incapacity Level, Disability or Work Incapacity Level for Full Benefit, Maximum Disability Payment Level, Permanence of

Preliminary models for each dimension were constructed following Raudenbush and Byrk's (2002) and Bryan and Jenkins's (2013) suggestions. Based on the results of the preliminary models, the explanatory model was developed. As the last step, bootstrapped multilevel logistic regression analysis was conducted to control the adverse effects of using raw data with imbalanced country sample sizes.

The discussion of the multivariate analysis, i.e. multilevel logistic regression analysis results, starts with the evaluation of the overall fit of the model. The log likelihood ratio test offers such information (Liu, 2016). When the log likelihood ratio tests reveal statistical significance, it implies that the model that have explanatory factors (i.e. independent variables) has a good fit. Additionally, AIC score provides useful information on the model fit.

Table 10 Log-likelihood ratio tests: Integration and compensation sub-models

Log-likelihood ratio test		Chi Square	Sig.
Integration	Model 0 nested in Model 1	167.33	.000
Compensation	Model 0 nested in Model 1	163.75	.000

N:83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015) *** Significant at th .001 level, ** significant at the .05 level.

For the analysis that investigates the effect of integration policy indicators on individual level employment, log likelihood ratio test was found to be significant at $p<.05$ level. In other words, the new model (Model 1) explained more of the variance in employment status compared to the baseline model, which does not have any explanatory factors in it (Model 0). This indicates that the model with contextual factors is satisfactory. The log-likelihood ratio tests for the analysis that explores the impact of compensation policy indicators also produced statistical significance at $p<.05$ level. This finding indicates that the contextual models fit the data better than the model without any explanatory variables, thus the model counted as satisfactory (Table 10).

The discussion of the results continues with the elaboration of the contribution of each individual policy indicators to the preliminary models. Initially, integration dimension sub-scores have entered the equation with intercepts (country averages) varying randomly. The model that includes no independent variable was conducted initially to observe the variance across

Benefit Payments, Medical Assessment Criteria, Vocational Assessment Criteria, Sickness Benefit Payment Level, Sickness Benefit Payment Duration, and Sickness Absence Monitoring

countries. The variation across countries was observed to be significant ($\chi 2$: 6007.45, $p<.001$) with .108 intercept varying across countries (Table 11).

When the integration dimension scores were simultaneously inserted into the equation as independent variables, the results suggested that each unit increase in the score for timely vocational rehabilitation was associated with an increase in the odds of being in paid work (by a factor of 1.466) (Table 11). The centralisation of the benefits and support systems also have the potential to contribute to better employment programmes. According to the observed figure, a one-unit increase in the score for this policy tool was associated with an increase in the odds of being in paid work (by a factor of 1.449) (Table 11). The availability and ease of access to the supported employment programmes was also associated with an increase in the odds of being in paid work (by a factor of 1.671) when controlling for the other integration policy tools. The consistency across support (i.e. access to programmes) was also associated with an increase in the odds of being in the employed group, however effect size was relatively smaller (by a factor of 1.109). Contrary to their fundamental intention, subsidised employment programmes, compulsory vocational rehabilitation programme and delegating major responsibilities to the employers suggested a downturn effect (Table 11). These findings raise interesting questions for further investigation about the extent to which the ALMPs that involve different kinds of incentives or coercive measures might make a difference to employability and/or affect the behaviours of employers and job seekers in practice.

Table 11 Multilevel logistic regression model: Integration sub-model

Factors	Model 0	Model 1
Fixed effects	OR	OR
INTG1- Consistency across supports in coverage rules		1.109***
		(.014)
INTG 2- Assessment structure		1.449***
		(.015)
INTG 3- Employer obligations for their employees and new hires		.714***
		(.012)
INTG 4- Supported employment programmes		1.671***
		(.025)
INTG 5- Subsidised employment programmes		.766***
		(.010)
INTG 6- Sheltered employment programmes		1.863***
		(.033)
INTG 7- Compulsory vocational rehabilitation		.797***
		(.007)
INTG 8- Timing of vocational rehabilitation		1.466***
		(.022)
INTG 9- Benefit suspension option		.994
		(.005)
INTG 10- Work incentive for beneficiaries		.568***
		(.007)
Random effects		
Cons	.983**	.220***
	(.007)	(.015)
RESCNTRY var(cons)	.108	.039
	(.002)	(.001)
Observations	83,221	83,221
Number of units	19	19

N:83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015).*** Significant at the .001 level, ** significant at the .05 level Standard errors in parenthesis.

The sheltered employment programmes variable also revealed a statistically significant effect. The odds ratio was observed to be 1.863 for the sheltered employment programmes variable (Table 11). This suggests that each unit increase in the score for the sheltered employment programmes is associated with 86 percent increase in the chance of being in paid work after controlling for the other factors in the equation. This provided compelling evidence that disabled persons living in countries where the focus on sheltered employment is stronger have notably higher chances of employment than in those countries where there is not. This finding raises possible questions for further investigation about the extent to which segregated employment

outside the open labour market, and contrary to the principles of the UN CRPD, persists in European countries.

Table 12 Multilevel logistic regression model: Compensation sub-model

Factors	Model 0	Model 1
Fixed effects	OR	OR
COM 1- Population Coverage		1.269***
		(.012)
COM 2-Minimum Required Disability/Work Incapacity Level		1.017
		(.010)
COM 3- Disability or Work Incapacity Level for Full Benefit		1.052***
		(.009)
COM 4- Maximum Disability Payment Level		.924***
		(.008)
COM 5- Permanence of Benefit Payments		1.057***
		(.006)
COM 6- Medical Assessment Criteria		1.248***
		(.015)
COM 7- Vocational Assessment Criteria		1.099***
		(.007)
COM 8- Sickness Benefit Payment Level		1.017**
		(.008)
COM 9- Sickness Benefit Payment Duration		1.209***
		(.009)
COM 10- Sickness Absence Monitoring		.966**
		(.005)
Random effects		
Cons	.983***	.105***
	(.007)	(.006)
RESCNTRY var(cons)	.108	.142
	(.002)	(.005)
Observations	83,221	83,221
Number of units	19	19

N:83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015). *** Significant at the .001 level, ** significant at the .05 level Standard errors in parenthesis.

When the focus shifted to the compensation dimension scores, only maximum disability payment level and sickness absence monitoring was observed to be associated with a decrease in employment chances of disabled people. When controlling for the other compensation policy tools, the odds of being in paid work decreased by a factor of .924 for each unit increase in the score for disability benefit payment level. For the monitoring and/or certification of sickness absence, the odds of a disable person to be in paid work were associated with a decrease (by a

factor of .966) for each unit increase in the scores (Table 12). Remaining compensation tools did not appear to be negatively associated with the odds of being in paid work. These too raise possible questions for further investigation about the extent to which compensation orientation is or is not influencing the job-seeking behaviour of disabled persons in practice.

Results of the integration and compensation sub-models suggest that not all the active labour market integration tools appear to have a positive association employment outcomes of disabled people in the open labour market. Amongst the integration policy tools, the assessment structure, the supported employment programmes, and the timing of vocational rehabilitation variables were more strongly associated with the increase in employment prospects of disabled people. The access to employment programmes was also associated with an increase in the odds of being in the working category. Amongst the compensation policy tools, the generosity of disability payment was negatively associated with the employment odds. And yet, the latter two had relatively smaller effect size.

As mentioned in the methodology chapter, multilevel analysis has limitations when analysing country effects on individual-level outcomes. Amongst the limitations, the number of countries and imbalanced country sample sizes are listed as the issues that may create methodological constraints. To improve the reliability of the estimates of country effects, the inclusion of countries anywhere between 10 to 50 is recommended. The number of countries in the analysis also adversely affect the number of country-level factors (Bryan and Jenkins, 2013). In such cases, the number of country-level factors need to be theory-driven (Bryan and Jenkins, 2013). Dividing the predictors into distinct sub-models and selecting the strongest predictors to develop more refined model is also suggested (Raudenbush and Bryk, 2002). Bootstrapping method is also added to control the adverse effect of using imbalanced sample sizes (Bryan and Jenkins, 2013).

Following Raudenbush and Bryk (2002) and Bryan and Jenkins's recommendations (2013), the results of the preliminary sub-models were revisited and the assessment structure, the supported employment programmes, and the timing of vocational rehabilitation variables, as the strongest predictors, were selected to develop an overall model. When the multilevel logistic regression analysis was re-run with the strongest predictors, the assessment structure and timing of vocational rehabilitation variables remained as the factors that are strongly associated with better

employment outcomes. For the assessment structure variable, the odds of being in paid work was 1.295 (Table 13). This finding suggests that amongst the persons living in countries with more centralised benefit and support systems, the chance of being in paid work is higher. To put it in another way, as the procedures and responsibilities of agencies get more complex and/or scattered among different agencies, the chance of being employed has tendency to decrease. The timing of vocational rehabilitation, as another strong predictor for open labour market participation, was found to have the odds of 1.408 (Table 13). Based on this figure, the chance of a disabled person to be in employment is higher in countries where timely vocational rehabilitation is available. Based on these findings, centralisation of the benefit and support systems, as well as providing timely vocational rehabilitation can be proposed as the factors that can better promote the employment of disabled people in the open labour market. When controlling for the timing of vocational rehabilitation and the assessment structure, the supported employment programmes did not appear as a strong predictor (Table 13). This raises possible questions for further investigation about the extent to which supported employment programmes are inclusive in European countries (i.e. available to all disability types).

The results of this analysis revealed important insights, and yet, it is not possible to decide which factors can be reliable when labour market conditions and major contextual information like GDP, ALMP expenditure, social welfare expenditures remain unobserved (Bryan and Jenkins, 2013). Thus, the results of this analysis can be regarded as indicative and certainly not as conclusive.

At the final step the same analysis was replicated with bootstrapping technique. The results suggested that the figures that were gathered over the raw data was not statistically inferior to the bootstrapped calculations. Thus, the results can be regarded as valid and generalizable provided that the goodness of the fit of the model.

So far, the results of the bivariate and multilevel logistic regression were presented. The subsequent section discusses the overall findings and where available, relates the findings with existing literature.

Table 13 Multilevel logistic regression model: Overall explanatory model

Factors	Model 0	Model 1
Fixed effects	OR	OR
INTG 2- Assessment structure		1.295***
		(.010)
INTG 4- Supported employment programmes		.974***
		(.007)
INTG 8- Timing of vocational rehabilitation		1.408***
		(.004)
Random effects		
Cons	.983**	.148***
	(.007)	(.015)
RESCNTRY var(cons)	.108	.067
	(.002)	(.002)
Observations	83,221	83,221
Number of units	19	19

N:83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015).*** Significant at the .001 level, ** significant at the .05 level Standard errors in parenthesis.

4.3. Discussion

To explore the relevance of policy tools in relation to the employment outcomes, the first phase of the analysis explored the effect of disability-related policies. Under the scope of this chapter, the question of *'what kind of policies addressing disabled people are associated with better employment outcomes for them?*' guided the investigation.

The descriptive analysis over the EU-LFS ad hoc module 2011 demonstrated that there exists a gap between employment rates of disabled and non-disabled people (See Chapter Three). Excluding Sweden and Luxemburg, the gap appeared to be large in many of the EU member states, especially for those people who experience difficulties in carrying out daily activities due to long lasting health issues. This suggests that economic inactivity is still a reality for the disabled population (EIM, 2001; 2002; APPLICA *et al.*, 2007a; 2007b; Greve, 2009; OECD, 2010; WHO, 2010; Zaidi, 2011; EUROSTAT, 2015).

Alongside the bivariate analysis, multilevel logistic regression analysis was utilised. The discussion under the present section revolves around the result of both overall explanatory model and preliminary sub-models.

The results of the overall explanatory model implied that centralising the assessment of support and benefit systems support have better potential to improve the employment prospects of disabled people. These findings are in line with Scharle and Varadi's (2013) suggestions, in

which the centralisation of policies was proposed as a contributing factor behind the transformation of disability policies. In their policy elaboration, Daguerre and Etherington (2009) proposed the early intervention as a factor for ensuring sustainable employment for disabled people. Present analysis also provides further support to Daguerre and Etherington's (2009) suggestions.

Excluding the effect of supported employment programmes, results of the preliminary models delivered parallel findings with the overall explanatory model. The results of integration sub-model suggested that alongside the availability of support, the ease to access the support is associated with higher chances of being in the employment. These findings are consistent with the literature suggesting the important role of the support system in increasing employment rate for disabled people (EIM, 2002; APPLICA *et al*., 2007a, 2007b; Daguerre and Etherington, 2009; Greve, 2009; Sayce, 2011; Kim 2011; Bambra, 2012). Sheltered employment, which is a prominent indicator of the traditional approach to disability, is a segregated form of employment and conflicts with the ideals of social and rights-based models of disability on many grounds. More importantly, it is in contrast with promoting employment in the open labour market ideal of the UN CRPD. It is, therefore, neither included in the overall explanatory model nor in the discussion.

The figures displaying the effect of remaining policy tools delivered by the preliminary sub-models implied that not all the integration interventions have the capacity to produce the intended outcomes. Such findings raise possible questions for further investigation about the extent to which these policy tools are or are not influencing the behaviour of disabled persons and employers in practice.

The increase in the strength of incentives and employer responsibility suggested a decrease in the probability of being in paid work. This could be attributable to the uncalculated risks that come along with the employment of the disabled individual. In her analysis, Bambra equates the ineffectiveness of monetary incentives for employers and in-work benefits with unprecedented risks (Bambra, 2005a; 2005b; 2006). Burke (2002) further draws the attention to the risks of criminalisation of discrimination against people with disabilities. Boheim and Leoni (2015b), who investigate the effect of OECD scores to predict employment chances for people over 50, revealed similar counter-intuitive findings. The counter-intuitive effect of increasing employers'

responsibility provided partial support for Jolls and Prescott (2004), Begle and Stock (2003), and Pope and Bambra's (2005) articles. Another explanation can be grounded on Annette Heninger's article on the relationship between welfare states and citizens (2006). In her theoretical reflections, she particularly pointed out the ALMPs and claimed that introducing sanctions and incentives would be more likely to produce certain reactions that might contradict with the objectives of the state policies. To her, any governance style that harms the rights and responsibilities equilibrium in favour of the state have the potential to produce a reaction at the individual-level. As individuals are the `actors in their own right, with their own objectives' (Henninger, 2006, p.4). This may also relate to the contradictory effect of making vocational rehabilitation programmes compulsory. As individuals are the `actors in their own right, with their own objectives' (Henninger, 2006, p.4)

The majority of compensation tools did not suggest a counteractive effect of compensation orientation on employment outcomes. This finding is inconsistent with the previous claims that propose compensation policies as a hindering factor (Hahn, 1985; 1988; Oliver, 1990; Wendell, 1996; Waddington and Diller, 2000; Barnes, 2000; EORG, 2002; Marin; 2003; Mabbett, 2004; ECF, 2010; EIM, 2001; 2002; Greve, 2009; Hantrais, 2009; OECD, 2010; Boheim and Leani, 2015). Still, benefit generosity and sickness absence monitoring seemed to be associated with a decrease in the odds of being in paid work as opposed to being in the workless group.

Another finding worth to be highlighted involves vocational rehabilitation. While, the timely vocational rehabilitation was found to be associated with better employment outcomes, making participation to vocational rehabilitation compulsory resulted in a counterintuitive effect on employment odds. Contrary to the OECD study, present study found out that compulsory participating in a vocational programme is associated with a decrease in the benefit recipients rate. The same applies to the interaction of sheltered, subsidised, and supported employment programmes. When the contextual model result was revisited, it was spotted that sheltered and supported employment has a positive correlation with being in the employment, whereas it was the other way around for subsidised employment. Considering policy tools addressing employer responsibility, the present study revealed consistent results with the OECD (2010). When it comes to the compensation dimension, both studies suggested a detrimental effect of benefit

generosity and sickness monitoring/certification (OECD, 2010). Increase on the strength of these two policies might have the potential to discourage labour market participation.

The literature suggests the detrimental effect of compensation orientation on employment prospects, and yet present analysis did not compelling evidences. Excluding benefit generosity or certification of sickness absence, compensation policy tools did not appear to adversely affect individual employment outcomes of disabled people. Thus, combination of activation focus with protection systems could be a better strategy in transforming the employment situation of disabled people.

Although the analysis provides some insights, yet there are limitations that need to be considered in relation to this analysis. The first limitation to be acknowledged is about the inherent limitations that are associated with running multilevel analysis. When modelling individual level outcomes from country-level factors, the number of countries, the differences in country sample sizes, as well as the number of country-level factors, placed certain constraints on the reliability of the multilevel analysis. Although two-step strategy was employed to overcome the problems, it is still not possible to decide which factors can be trusted when labour market conditions and other crucial contextual factors remain unobserved. Thus, the results of the multilevel analysis where country effects are investigated can only be regarded as indicative and no statement about causality can be made as with every cross-national study.

The OECD disability policy typology also has certain limitations. The OECD's integration and compensation indicators, which each have ten sub-dimensions, were based on the scores given to countries based on a predetermined scale. While developing the scale, the OECD team mostly used information from its previous works on sickness and disability (OECD, 2003; 2007; 2008). Information gathering approach and the timing that OECD applied may indirectly influence the findings of the current study. Secondly, the OECD indicators that are based on aggregated data which does not allow to trace policy processes in different jurisdictions. The OECD indicators that are used in the current analysis could only be considered as proxies. Another issue could be related to the OECD's employer obligations for employees and new hires, in which traditional quota system is merged with the rights-based anti-discrimination approach. To Waddington and Diller (2000) and Fuchs (2014), these two contradictory approaches cannot co-exist.

Furthermore, data collection in EU-LFS ad hoc module 2011 has not precisely enquired disability types or level. People with similar health may or may not identify themselves as disabled depending on the culture, this, in turn, would have an effect on both the disability prevalence and employment rates (Gronvik, 2009; Molden and Tosserbro, 2012). It is also worth to note that EU-LFS ad hoc module 2011 only targets households, which, in turn, excludes disabled people who are living in residential care. More importantly, the Survey was conducted at the time of economic crisis, which would directly affect the employment status. Last but not the least, since the EU-LFS ad hoc module 2011 survey was administered at the time of economic downturn, one would speculate that would directly affect the employment status. It is also unclear how the effect of factors might vary once the global crisis is over.

All these limitations make it impossible to make causal inferences when running a cross-national analysis. Despite all these limitations, these findings still provide insights into the literature and the associations drawn from present finding may provide a ground for generating questions for future investigation.

5. Employment prospects: Effect of individual- and country-level factors

The second phase of macro-level analysis applies the same statistical procedure to answer the question of *what kinds of country-level and individual-level factors are associated with differentiation in their employment outcomes*?

The EU-LFS ad hoc module 2011 dataset enabled the author of the present thesis to include questions that are focused on employment of disabled people and the type of limitations and needs that they have (limitation in working hours, limitation in getting to/from work, limitation in types of work, need of workplace adaptation, need for personal assistance and need of special working arrangements). Information about the socioeconomic characteristics of the respondents (gender, educational attainment level, disability type) were also included in the equation. Proposed as the strong predictors behind better employment chances by Chapter Four analysis, the assessment structure, supported employment programmes and timing of vocational rehabilitation variables were inserted into the analysis to observe how country-level policy factors act when controlling for the individual level characteristics. Succeeding sections presents the bivariate analysis and the multilevel logistic regression analysis results. The results are also presented in Annex C and Annex D.

5.1. Bivariate analysis

Under the scope of this section, the relationship between the involved variables and individual-level employment outcomes was investigated with the use of the bivariate analysis. The chi-squared test and correlation were employed. Amongst the listed variables, gender and disability type do not reflect a meaningful ranking. Thus, rather than correlation coefficients, the chi-squared test results were the primary reference for those variables.

The bivariate analysis (chi-squared test and correlation coefficient) depicted a statistically significant relationship between variable pairs at the $p<.05$ significance level. These results imply differentiated employment outcomes within subdivisions of disabled respondents (Table 14). For instance, gender variable displayed that males have higher employment rates than their female counterparts (40.9 percent for disabled females vs. 46 percent for disabled males). In the case of the age cohort, (± 1) 30 percent of those who are at the two end of the working-age spectrum were found to be in paid work. This was far below the employment rates for other age

bands (25-34 years old 5 percent, 35-55 years old 59.2 percent and 45-54 years old 55.6 percent). Educational attainment level also revealed differentiated employment outcomes for disabled people. In the EU-LFS ad hoc module 2011survey, 67.4 percent of disabled people with higher educational attainment were in paid work whereas the corresponding figure for those who have low educational attainment is 31.6 percent (Table 14). Considering the disability type, results suggested further marginalisation of the certain group of disabled individuals. The employment rate for people with physical disability was observed to be relatively higher (50.3 percent) when compared to the respondents who report having intellectual disability (24.9 percent), mental health problems (28.7 percent) (Table 14). When questioned about the limitations and needs, the results of the bivariate analysis revealed statistically significant results. Analysis of the EU-LFS ad hoc module 2011 (EU19) dataset showed that compared to those who do not report limitations (63.6 percent), people who have limitations in the type of work had a lower employment rate (32.5 percent). Limitation in working hours also produced differentiation amongst disabled citizens. Those who said that they have limitations showed 25.4 percent employment rate, while the share of those who do not report limitations in the questioned area was 65.6 percent. In the same manner, limitations in getting to/from work depicted that disabled people who have problems in access to build environment or transport lower employment rate (17.1 percent) while those who have no limitations in commuting to work had 56.0 percent employment rate (Table 14). The similar pattern was observed for people who have a certain type of needs to meet the job requirements. For instance, disabled individuals who report that they need workplace adaptations for them to take a job had significantly lower rates of employment (25.4 percent versus 47.1 percent). In a similar manner, those who are in need of personal assistance had a lower employment rate (16.6 percent) when compared to those who can work without any assistance (48.4 percent). Additionally, disabled people who are in need special working arrangements had a lower rate of employment compared to those who do not have such needs (23.1 percent versus 51.7 percent) (Table 14). Correlation coefficients verified these findings (See Annex C).

Within the scope of this section, the bivariate analysis (chi-squared test and correlation) was utilised to investigate the unique relationship between factors and employment outcomes. In the following section, further investigation was carried out with the multilevel logistic regression analysis.

Table 14 Chi-squared tests

Factors	Workless %	Working %	Chi-Square statistics
Gender			
Female	59.1	40.9	217.219***
Male	54.0	46.0	
Age cohort			
15-24 years old	69.5	30.5	6215.361***
25-34 years old	44.8	55.2	
35-44 years old	40.8	50.2	
45-54 years old	44.4	55.6	
55-64 years old	70.5	29.5	
Educational level			
Low	68.4	31.6	4892.995***
Medium	52.2	47.6	
High	32.6	67.4	
Type of disability/health condition			
Physical	49.7	50.3	2239.247***
Intellectual	75.1	24.9	
Mental Health	71.3	28.7	
Chronic Illnesses	64.0	36.0	
Other	59.4	40.6	
Experienced limitation in hours of work			
None	34.4	65.6	13234.695***
Yes	74.6	25.4	
Experienced limitation in getting to/from work			
None	44.0	56.0	10726.615***
Yes	82.9	17.1	
Experienced limitation in type of work			
None	36.4	63.6	7366.236***
Yes	67.5	32.5	
Need of workplace adaptations			
None	52.9	47.1	1920.202***
Yes	74.6	25.4	
Need of personal assistant			
None	51.6	48.4	3972.807***
Yes	83.4	16.6	
Need of special working arrangements			
None	48.3	51.7	5268.359***
Yes	76.9	23.1	

N: 83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015) *** Significant at the .001 level, ** significant at the .05 level.

5.2. Multilevel analysis

Under the scope of this section, five explanatory models were constructed to see if a disabled person's employment can be predicted from individual-level characteristic and key country-level policy factors. The variable groups were inserted into the analysis in a way to observe the changes in the explained variances.

Model 0 depicts the calculation in which no explicatory factors exist. Model 1 contains only Group I socio-demographic factors (gender, age cohort, educational attainment level, and disability type). Model 2 adds work-capacity related Group II factors (limitation in working hours, limitation in getting to/from work, limitation in types of work, need of workplace adaptation, need for personal assistance, and need of special working arrangements) into equation alongside Group I factors. Model 3, on the other hand, has only country-level Group III factors (assessment structure, supported employment programmes and timing of vocational rehabilitation). The next model, Model 4, merges the socio-demographic Group I factors with country-level Group III factors. At the final step, Model 5 includes all the variables that are listed under Group I, Group II, and Group III.

Log-likelihood ratio test figures were reviewed to decide the validity of the model, and they were found to be significant for each model developed (Table 15). Nested models, also enables to track the changes in explained variances. The nested models that includes socio-demographic and work capacity related factors (Model 1 nested in Model 2); socio-demographic and country-level policy factors (Model 3 nested in Model 4), as well as the Model that have all contextual factors (Model 4 nested in Model 5) were found to contribute to the explanation of employment outcomes for disabled people (Table 15). However, AIC figures (See Annex D) in the third step, which only have country-level policy factors in it, suggested a downward turn in the explained variances. This suggests that predictive power of individual-level factors supersede that of country-level policy factors.

Nonnested model which evaluate the effect of all factors in a single step simultaneously (MO nested in Model 5) revealed better results in terms of explained variance, and yet this approach does not allow to track the changes in variances.

Table 15 Log-likelihood ratio tests: Effect of individual- and country-level factors

		Chi Square	Sig.
Factor groups			
Group I	Model 0 nested in Model 1	10191.34	.000
Group I and Group II	Model 1 nested in Model 2	11436.12	.000
Group III	Model 3 nested in Model 2	21690.29	.000
Group I and Group III	Model 3 nested in Model 4	10345.55	.000
Group I Group II and Group III	Model 4 nested in Model 5	11794.89	.000
Group I Group II and Group III	Model 0 nested in Model 5	22007.62	.000

N: 83,221 EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015) ***Significant at the .001 level, **significant at the .05 level,

Provided that the models have a better fit, the discussion of results continues with the elaboration of the contribution of a factor to the model in which the odds of being in paid work is explained. Individual and country-level policy factors were introduced into the equation with intercepts (country averages) varying randomly in five successive steps. As a first step, a model not including any factors was conducted to evaluate whether being in employment would vary across countries or not. The variation across countries was significant ($\chi 2$: 6728.29, $p<.001$) with .197 intercept varying across countries (Table 16). Amongst the involved countries (EU19), the probability of being in paid work was at its highest in Sweden (80.7 percent), while in Hungary it was at its lowest (20.3 percent) (Figure 2).

Second, I tested whether being in paid work as opposed to being workless varies as a function of socio-demogrpahic characteristcs and disability type (Model 1). The results for the gender variable confirmed the previous literature by showing a lower likelihood of employment for females. According to the results, the odds of being in paid work for disabled males were calculated to be 1.384 times as high as the odds for disabled females after controlling for the other socio-demographic factors and disability type (Table 16). When converted into the estimated probabilities, figures showed that the probability of being in paid work for disabled females was .301 (30.1 percent), and .373 (37.3 percent) for males when the other socio-demographic factors and disability types are held constant at their means (Table 17).

Figure 2 Estimated probabilities of being in paid work by county

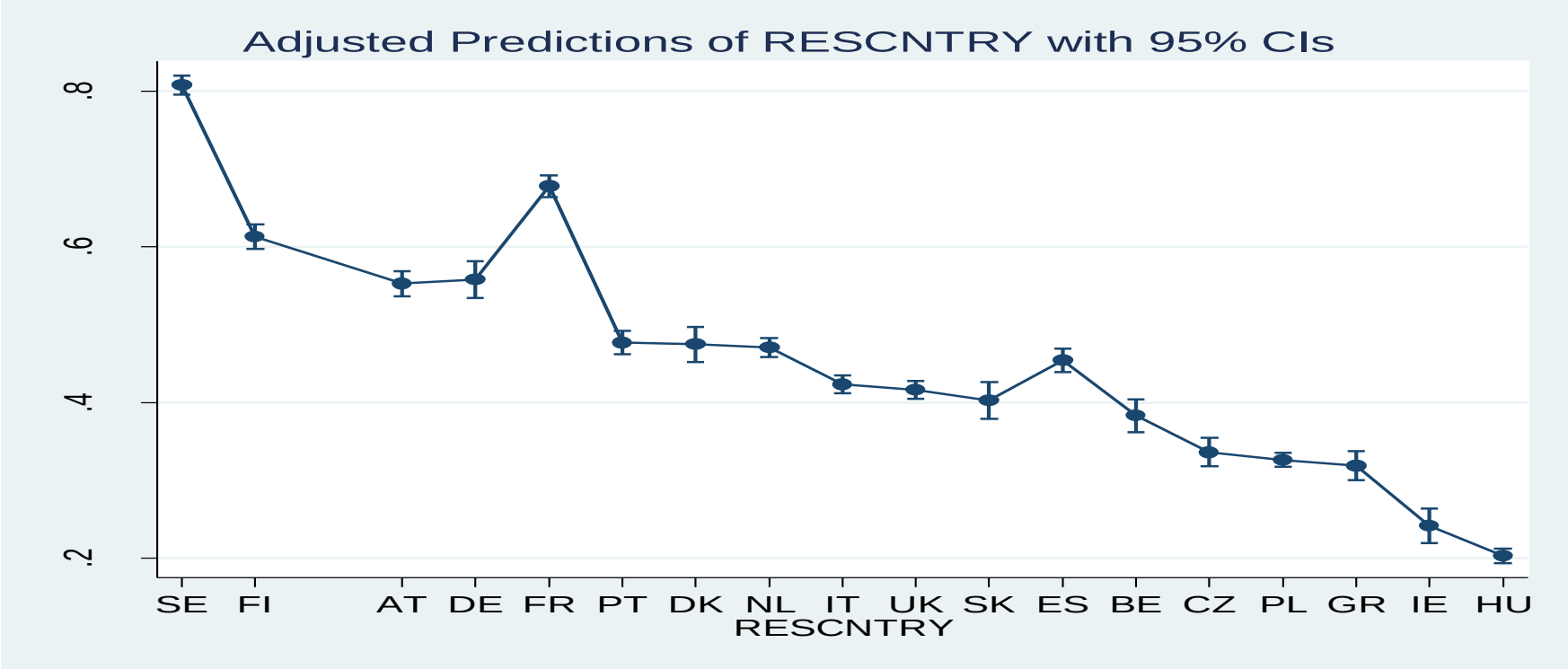


Table 16 Multilevel logistic regression: Effect of individual-and country-level

Factors	Model 0	Model 1	Model 2	Model 3	Model 4	Model 5
Fixed effects	OR	OR	OR	OR	OR	OR
Gender (Female ref)		1.384***	1.406***		1.381***	1.401***
		(.022)	(.025)		(.022)	(.025)
Age Cohort (15-24 years old ref)						
25-34 years' old		2.074***	2.729***		2.112***	2.828***
		(.103)	(.146)		(.105)	(.153)
35-44 years' old		2.565***	3.654***		2.622**	3.773***
		(.115)	(.177)		(.119)	(.185)
45-54 years' old		2.382***	3.603***		2.440***	3.692***
		(.101)	(.165)		(.105)	(.171)
55-64 years' old		.799***	1.143**		.822***	1.152**
		(.033)	(.051)		(.035)	(.05)
Education level (Low ref)						
Medium		2.013***	1.853***		1.916***	1.743***
		(.035)	(.036)		(.035)	(.035)
High		4.150***	3.246***		3.954***	3.220***
		(.111)	(.094)		(.105)	(095)
Disability type (Physical ref)						
Intellectual difficulties		.322***	.382***		.310***	.355***
		(.024)	(.031)		(.023)	(.030)
Mental health problems		.301***	.370***		.300***	.371***
		(.009)	(.013)		(.009)	(.013)
Chronic illnesses		.623***	.674***		.627***	.663***
		(.011)	(.013)		(.011)	(.013)
Others		.630***	.711***		.632***	.736***
		(.020)	(.025)		(.020)	(.026)
Limitations in working hours			.451***			.444***
			(.010)			(.010)
Limitation in getting to/from Work			.364***			.368***
			(.008)			(.008)
Limitation in type of work			.776***			.775***
			(.017)			(.017)
Need of workplace adaptation			.871***			.838***
			(.028)			(.027)
Need of personal assistant			.690***			.733***
			(.023)			(.025)
Need of special working Arrangements			.558***			.574***
			(.013)			(.014)
Assessment structure				1.174***	1.235***	1.244***
				(.012)	(.015)	(.016)
Supported employment programmes				1.120***	1.122**	.993
				(.014)	(.009)	(.009)
Timing of vocational rehabilitation				1.200***	1.104***	1.322***
				(.014)	(.014)	(.019)
Integration dimension				.967	.951***	.968***
				(.003)	(.003)	(.004)
Compensation dimension				1.074***	1.090***	1.123***
				(.002)	(.003)	(.003)
Random effects						
Cons	.791***	.252***	.653***	.070***	.035***	.019***
	(006)	(.011)	(.030)	(.035)	(.003)	(.002)
RESCNTY	.197	.248	.623	.997	1.003	.218
var(_cons)	(.005)	(.007)	(.002)	(.032)	(.034)	(.010)
Observations	76,357	76,357	76,357	76,357	76,357	76,357
Number of units	18	18	18	18	18	18

N: 83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015) Standard deviations in parentheses

The age cohort factor also yielded consistent findings with the literature. The age groups who are at the two ends of the working-age range had a lower likelihood of being in paid work after controlling for the other socio-demographic factors and disability type (Table 16). The estimated probabilities also supported these findings by displaying lower likelihood for the youngest (26.2 percent) and the oldest disabled group (22.1 percent) (Table 17).

The relationship between the educational attainment level and employment status was very straightforward. The higher the educational attainment level, the higher was the likelihood of a disabled person to be in paid work. The odds of being in paid work for the university graduates was calculated to be more than four times higher compared to that of primary school graduates (Table 16). It becomes more clear when estimated probabilities were scrutinised. For a person with low educational attainment, the estimated probability of being in paid work was 23.3 percent while the corresponding figure for the university graduates is 55.8 percent (Table 17).

Subsequently, the disability type figures displayed that as opposed to a person with physical disability, the odds ratios of being in paid work for a person with mental health problems (.322) and those with intellectual difficulties (.301) were quite low (Table 16). After controlling for the other sociodemographic factors, the estimated probability of a physically disabled person to be in paid work was observed to be 39.9 percent, while the figures for people with intellectual difficulties is 17.8 percent and for people with mental health problems is 16.7 percent (Table 17).

In the next step, individual-level work-capacity related factors were added into the equation. With the introduction of work capacity related factors in the Model 2, the odds of being in paid work for disabled males increased to 1.406 as opposed to that of disabled females (Table 16). When all the other socio-demographic factors and work capacity related factors are controlled (held constant at their means), the estimated probabilities increased to 33.2 percent for disabled women and 41.1 percent for disabled males (Table 17). When it comes to the age cohort, the disadvantageous position of disabled people who are at the two end of working age range remained approximately the same (Table 16). Estimated probabilities suggested a lower likelihood of being in paid work for youngest and oldest age cohort (15-24 years old 22.5 percent, 25-34 years old 44.3 percent, 35-44 years old 51.5 percent, 45-54 years old 51.2

percent and 55-64 years old 24.9 percent) (Table 17). Looking at the educational attainment level, the odds ratio of being in paid work for a university graduate was more than three times higher compared to that of primary school graduate's (Table 16). When other socio-demographic and work capacity related factors are held constant at their means, estimated probability for a primary school graduate to be in paid work was 27.5 percent, and for university graduates, it was 55.2 percent (Table 17).

Disability type also displayed similar pattern with Model 1. People with intellectual difficulties and mental health problems had dramatically lower odds of being in paid work as opposed the odds for people with physical disabilities (Table 17). There was also a big difference between the estimated probability of being in paid work for people amongst different types of disability (people with intellectual difficulties 21.9 percent and mental health problems 21.4 percent versus people with physical disabilities 42.3 percent, chronic illnesses 33.1 percent, other 34.3 percent) (Table 17).

The second group of variables in Model 2 were the work capacity related factors. Results revealed that disabled individuals who experience limitation and/or are in need of certain types of support had lower likelihood of paid work as compared to those who do not have such difficulties. People who suffer limitation in working hours were .451 times less likely to be in paid work (Table 16) with the estimated probability of .286 (28.6 percent) (Table 17). In the case of limitations in getting to/from work, the odds were dramatically lower for people who experience problems in commuting to work (.364) (Table 16). The corresponding estimated probability was 22.4 (Table 17). Disabled individuals who reported limitation in the type of work had 34.5 percent probability of being in paid work after other socio-demographic and work capacity related factors are controlled (Table 17).

The third step (Model 3), only includes assessment structure, supported employment programmes and timing of vocational rehabilitation as the key county-level policy factors. Alongside these factors, the total scores of compensation and integration dimensions (after subtracting the scores for mentioned ALMPs) were added into the equation. After controlling for the other factors in the equation, the odds of being in paid work as opposed to being workless was associated with a 17 percent increase for each unit increase in the score for the assessment structure (i.e. towards centralisation of assessment structure) (Table 16).

Table 17 Estimated probabilities: Effect of individual level factors

		Marginal Effects			
Factors	Model 1	Model 2	Model 3	Model 4	Model 5
Gender					
Female	.301	.332		.398	.389
Male	.373	.411		.477	.483
Age Cohort					
15-24 years old	.262	.225		.347	.276
25-34 years old	.424	.443		.528	.519
35-44 years old	.477	.515		.582	.590
45-54 years old	.458	.512		.565	.509
55-64 years old	.221	.249		.304	.305
Education level					
Low	.233	.275		.324	.342
Medium	.380	.413		.479	.475
High	.558	.552		.655	.626
Disability type					
Physical disability	.399	.423		.504	.495
Intellectual difficulties	.176	.219		.240	.259
Mental health problems	.167	.214		.234	.267
Chronic illnesses	.293	.331		.390	.395
Others	.295	.343		.392	.420
Limitations in working hours					
No		.471			.544
Yes		.286			.347
Limitation in getting to/from work					
No		.442			.511
Yes		.224			.282
Limitation in type of work					
No		.404			.475
Yes		.345			.413
Need of workplace adaptation					
No		.371			.442
Yes		.340			.392
Need of personal assistant					
No		.379			.446
Yes		.296			.371
Need of special working arrangements					
No		.404			.473
Yes		.275			.340
Observations	76,357	76,357	76,357	76,357	76,357
Number of units	18	18	18	18	18

N: 83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015) *** Significant at the .001 level, ** significant at the .05 level

This finding was consistent with what the previous phase of macro-level analysis results. Timely vocational rehabilitation also continued to be an important factor in predicting employment prospect (20 percent increase in odds for each unit increase in the scores). Supported employment programmes remained to be a key factor in predicting better employment outcomes after controlling for. It had 1.120 increase in the odds of being in the working category (as opposed to being workless), for each unit increase in the scores for this policy tool. It should be reiterated when county-level policy factors were inserted as a group. The log likelihood test comparing the explained variances between Model 2 (individual-level factors) and Model 3 (country-level policy factors) yielded a downturn effect (See Annex D). This suggest that compared to country-level policy factors, individual level characteristics as a variable group explains more of the variances in employment status (See line 3 in Table 15).

In the Model 4, socio-demographic factors were re-introduced to the analysis, alongside country-level policy factors. After controlling for country-level policy factors and other socio-demographic factors, males remained at a higher likelihood of being in paid work with the odds ratio of 1.383 (Table 16). Although the odds ratio between males and females remained at the same range, predicted the probability of being in paid work increased to 39.8 percent for females and to 47.7 percent for males (Table 17). For the age cohort variable, the disadvantageous position of the youngest and the oldest groups remained unchanged (Table 16). The estimated probability of being in paid work for these two age cohorts were 34.7 percent and 30.4 percent respectively (Table 17). Educational attainment level appeared to be a strong predictor. When other socio-demographic and country-level policy factors are held constant at their means, university graduates had 65.5 percent probability of being in paid work, while primary school graduates' had 32.4 percent (Table 17). Regarding the disability type, the disadvantageous position for people with mental health problems and intellectual difficulties persisted (Table 16). When country-level policy factors and other socio-demographic factors are held constant at their means, the predicted probability of being in paid work for people with physical disability was 50.4 percent, while it was 24 percent for people with intellectual difficulties and 23.4 percent for people with mental health problems (Table 17). When sociodemographic factors and disability type are controlled for, the effect sizes for supported employment programmes, integration and compensation remained at the same range while the odds ratio for assessment structure increased to 1.235. This implies that

after controlling for the socio-demographic factors and disability type, disabled persons living in countries where benefit and support systems are centralised have notably higher chances of employment than in those countries where it is not (Table 16). For the timing of vocational rehabilitation, each unit increase in the score of this policy tool was associated with a 10 percent increase in the chance of being in paid work after controlling for sociodemographic factors and disability type.

In the final model, all factors were inserted simultaneously. The results of the model with all contextual factors explained more of a variance and were statistically significant at $p<.001$ level. When socio-demographic factors and work capacity related factors were entered into the analysis alongside country-level policy factors (Model 5), the odds ratio for being in paid work remained approximately at the same range for gender. As opposed to odds of females, disabled males' odds of being in paid work were 1.417 higher (Table 16). When odds ratio was converted to estimated probabilities, females had 38.9 percent probability to be in paid work, while males have 46.3 percent (Tale 17). As suggested by the literature, this finding implies that compared to their male counterparts, disabled females are more likely to face economic exclusion. For the age groups, the youngest and the oldest age cohort appeared to have lower odds of being in the working category (Table 16). Estimated probabilities were in line with these findings. The probability of being in paid work for a young disabled person was 27.6 percent, while the figure for the older was 30.5 percent. For the remaining age cohorts, the probabilities were 51.9 percent for 25-34 years old age group, 59 percent for 35-44 years old group and finally 58.4 percent for 45-54 years old group. This suggests that people who are aged between 25 and 54 had more chance to be in paid work, which leaves the age cohorts at the two opposite end of the working-age range, at the risk of economic exclusion (Table 17).

It should be noted that when all individual level characteristics and other county-level policy factors are controlled for, supported employment programmes failed to depict statistical significance at the final model that includes all variables (Model 5) (Table 16). In conjunction with findings of the Chapter Four, these findings raise interesting questions for further investigation about the extent to which supported employment is available to people from different subdivisions of disabled population in European countries.

Moving on, results for the educational attainment level variable revealed that the university graduates' odds of being in paid work were 1.743 times higher than that of primary school graduates when controlled for the other individual-level characteristics and country-level factors (Table 16). The probability of being in the working group was found to be 34.2 percent for a primary school graduate, while it was 62.6 percent for the university graduates after other socio-demographic, work capacity and country-level policy factors are held constant at their means (Table 17). This denotes that as the schooling period increases, the employment chance of the disabled individuals dramatically increases.

Considering the disability type variable, the analysis revealed that compared to a person with physical disabilities, the odds of being in paid work for a person with intellectual difficulties and mental health problems is dramatically lower (Table 16). The estimated probabilities also support the findings. For people, who have mental health problems, the probability of being in employment was 26.7 percent, and the figure for people with intellectual disability was 25.9 percent. Amongst the subgroups of disability types, people with physical disability had the highest probability of being in paid work with 49.5 percent (Table 17). These figures are consistent with the literature findings that suggest risk of economic marginalisation for people with mental health problems or intellectual difficulties.

Regarding the experienced limitations, people who report having limitations in the working hours seemed to have lower odds of being in paid work (Table 16). Estimated probabilities disclosed that people who report having limitations in working hours has 34.7 percent probability of being in paid work, while those who suffer no limitations has 54.4 percent probability (Table 17). The same applies to people who have a limitation in getting to/from work. Compared to those who do not have such limitations (51.1 percent), the probability of being in the labour market appeared to be 28.2 percent for those who have problems in commuting to work (Table 17). Individuals, who have reported having limitation in the type of work, on the other hand, were observed to have 41.3 percent probability of being in paid work after controlling for country-level and other individual-level factors (Table 17). Disabled people who have problems in commuting to work (28.2 percent) or those who cannot meet the standard working hours requirements (34.7 percent) had a dramatically lower likelihood of working.

When it comes to the needs that are attached to the working capacity, it was seen that people who are in need of additional support have a dramatically lower likelihood of employment. First of all, people who are in need of workplace adaptations had 39.2 percent probability of being in paid work, while people who do not have such needs had 44.2 percent probability. Those who are in need of personal assistant appeared to have 37.1 percent probability of being in paid work after other individual-level characteristics and country-level factors are controlled. When a disabled person has a need for special work arrangements, it appeared that employment probability decreases to 34 percent. After controlling for the individual and country-level factors, the probability of being in paid work was 47.3 percent for those who do not have such need (Table 17). Still, it is hard to claim causality because the there remains unobserved contextual coutnry-level factors that might influence the responses to these questions.

In the attempt to explore the effect of country-level policy factors, the integration dimension figure (after subtracting the key factors from overall score) did not increases the chances of being in employment. For the compensation dimension, on the other hand, the figure was 1.123. After controlling for socio-demographic factors, disability type and work capacity related factors, the centralization of benefit and support system (odds increase by a factor of 1.244 for each unit increase in the indicator score) and timely vocational rehabilitation appeared to have crucial effect on employment outcomes (odds increased by a factor of 1.322 for one unit increase in the indicator score) (Table 16). These findings raise possible questions for detailed investigation about the extent to which integration and compensation orientation are or are not influencing employment prospect of disabled people. Still, these results can only be regarded as an indicative and certainly not as conclusive.

5.3. Discussion

In the endeavour of evaluating the factors behind better employment outcomes, the second phase of macro-level analysis explored the effect of individual-level and country-level factors. Initially, the relationship between two variables was investigated with the use of bivariate analysis. Chi-squared tests produced figures that suggest a statistically significant association between integration policies and employment outcomes. In the same manner, an association was revealed between compensation policies and employment outcomes. This analysis was,

later, followed by the multilevel logistic regression analysis, in which factors that are nested in the different contexts were simultaneously entered into analysis for the purpose of controlling. The discussion under the present section used the contextual model when providing a potential answer to the question of *what kinds of the individual- and country-level factors are associated with differentiation in disabled people's employment outcomes*?

Utilising the EU-LFS ad hoc module 2011, the present analysis tried to reveal further information about how employment rate is influenced by individual characteristics (socio-demographic, work capacity related) and country-level policy factors. The analysis, which compares the contribution of the models displayed that the individual-level characteristics (Group I and Group II) explained most of the variation in the probability of being in paid work. Country-level policy factors as a group appeared to contribute relatively less (Table 15). After key policy tools were subtracted from the total scores, integration dimension was not found to be associated with increase in employment prospects of disabled people. And yet, compensation orientation appeared to be associated with an increase in employment prospects after controlling for the individual-level factors. This finding contradicts with the OECD study (2010b) and previous findings that suggest the discouraging role of compensation policies. It may be attributable to the choice of benefit take-up rate as dependent variable in the OECD study.

The results showing lower odds for female respondents are consistent with the literature findings that suggest marginalisation of disabled females (APPLICCA *et al.*, 2007a; 2007; Zaidi, 2011; Boman, 2014; EUROSTAT, 2015). The effect of educational attainment level also tested. Having higher educational attainment was associated with a differentiation in employment prospects of disabled people. After controlling for the other individual characteristics and country-level policy factors, educational attainment level appeared to have a strong effect on economic integration. Employment probability was at its highest amongst university graduates. This finding is also in line with the literature (APPLICA, 2007a, Zaidi, 2011, Bambra, 2012, EUROSTAT, 2015).

Another consistent finding was observed for the age cohort (Marie and Castello, 2011; Zaidi, 2011; Halvorsen, Hvinden and Schoyen, 2013). The results showed a dramatically lower chance of employment for the youngest (15-24 years old) and oldest (55-64 years old) age

cohorts. This may be attributable to the high correlation between ageing and disability (Anand and Hanson, 1997; Berk, Hubert and Fires, 2006), and this is a universal fact for every society. For people who are younger than 24 years of age, the lower rates can also be associated with general unemployment rates. It may also be related to the availability of transition programmes.

Present findings also implied that disabled individuals who have mental health problems or intellectual disability are at the risk of further marginalisation. Furthermore, disabled people who have limitations and/or need certain types of support to meet the requirements of work were those who are least likely to be in the working category after controlling for socio-demographic and country-level policy factors. These results are also in line with the findings suggesting differentiated employment outcomes for certain subdivisions of disabled population (EIM, 2001; Berthoud, 2003; Howard, 2003; Kemp, 2006; APPLICA *et al.*, 2007a; 2007b; Kitching, 2008; Zaidi, 2011; Sayce, 2011; Bambra, 2012; Fuchs, 2014; EUROSTAT, 2015).

Overall, it can be said that education, disability type, as well as the work-capacity related characteristics, played a decisive role in predicting employment prospects of disabled individuals. When marginal effect size of the factors were revisited, educational attainment, disability type, as well as the work capacity related factors, appeared to play key roles in determining the employment prospects of disabled people. Results also suggest that statistically significant effects of country-level factors, and yet the effect sizes were relatively smaller to that of sociodemographic and work capacity related factors. When controlled for the individual level factors (sociodemographic, disability type and work-related capacity), only the centralization of the benefit and support systems and timely vocational rehabilitation were found to be associated with better employment outcomes.

In answering the research question, timely vocational rehabilitation and centralization of benefit and support systems can be suggested as policy tools that have better potential to improve the employment outcomes for disabled people. Governments can also be encouraged to ensure equal educational opportunities for all disabled people regardless of the limitation type or level. Providing flexible working option and ensuring accessibility of transport system and built environment are also necessary for labour market participation. Developing an

inclusive support system which would provide information about workplace adaptations and/or arrangements as well as personal assistance can improve the employment prospects of disabled people. And yet, there are still certain subgroups of disabled people who have at risk of further marginalization. Additional measures can prevent the risk of marginalisation for these group (e.g. female, people with mental health problems/ intellectual difficulties).

Although the analysis provides some insights, yet there are limitations that need to be considered about this analysis. For instance, employed OECD indicators are based on the OECD study. Therefore, the country-level factors that are used in the current analysis could only be considered as proxies which left important context dependent factors such as GDP, social welfare expenditures, ALMP related expenditures, and social inclusion index unaddressed. Together with the limitations associated with running multilevel analysis with cross-national dataset, all these limitations make it impossible to draw a mere conclusion. Still, they provide interesting questions for further investigation.

6. Perception of employment of disabled people and related policies within the EU context

In order to fight against the experienced discrimination and ensure better integration of disabled people into economic and social life, it is important to eliminate the negative social attitudes towards disabled people. It is equally important to know to what extent EU population is aware of the discrimination that disabled people have to face in their daily lives. Such information would not only be beneficial to mark the need for intervention programmes, but also reveal information about the subdivision of the society that should be given utmost attention when designing awareness raising programmes. To provide related information, current analysis tries to answer the question of *what kinds of individual-level and country-level factors are associated with differentiation in EU citizen's understanding of employment of disabled people and related policies?*

Due to the interconnectedness between policy and attitudes, it is crucial to investigate people's perception of discrimination towards disabled people and positive measures that are designed to overcome such risks. Understanding the underlying factors is also important for better implementation of enabling policies, and designing awareness raising and intervention programmes.

To test the existence of associations between the variables, bivariate analysis (chi-squared tests) was utilised. Correlation analysis was also carried out to evaluate the strength and the direction of the association. The analysis was, then, followed by the multivariate analysis (multilevel logistic regression) that explores the effect of the individual and country-level factors on EU citizens' perceptions. The variables were entered into the equation in three steps to observe the changes in the variances in the perceptions of EU citizens. Following sections presents the results and their discussion.

6.1. Bivariate analyses

So far, the results of the frequency analysis disclosed that only four out of ten survey respondents hold the view that disabled people are discriminated against in the society and in the labour market. Their agreement on the adverse effects of the economic crisis on experienced discrimination was slightly higher. Six out of ten survey respondents said that

the recent economic crisis leads to an increase in the labour market discrimination towards disabled people. Respondents have also exhibited a strong support for the implementation of the positive measures on promoting equal opportunities in the labour market for people who are at risk of discrimination.

When the unique association between the involved variables was investigated with the chi-squared tests, results demonstrated that the stakeholders positioning variable had created a statistically significant difference in respondents' answers. Combining the results of chi-squared test and correlation matrices, it can be said that compared to disabled people, employers and the members of the public displayed significantly lower rates of agreement with the statement that addresses the discrimination towards disabled people in the society. A parallel trend was also spotted for the adverse effect of the economic crisis on the experienced labour market discrimination (Table 18). Statistical calculations over the questions addressing positive measures also revealed a statistically significant difference for the positive measures (Table 19). Overall, it can be said that disabled people tend to provide more agreement with the statements probing societal and labour market discrimination and implementation of positive measures on promoting equal opportunities for people who are at risk of discrimination.

Excluding the question addressing the labour market discrimination, present analysis revealed the statistically significant effect of gender variable in respondents' answers to the question addressing the adverse effect of the economic crisis, as well as the positive measures on promoting equal opportunities for people who are at risk of discrimination. The analysis, also displayed that females are more likely to acknowledge the societal discrimination towards disabled people. Still, they tend to hold the same views with their male counterparts when it comes to labour market discrimination towards disabled people (Table 18). Overall, the bivariate analysis results suggested that female respondents are more likely to hold a positive approach towards disability-related issues compared to their male counterparts. Respondents' age cohort, which includes people who are in the working-age range, produced a statistically significant effect on the question that tackles discrimination in society (Table 18). Excluding societal discrimination and effect of the economic crisis, educational attainment level revealed a significant difference in respondents' answer to the question of discrimination labour market

and positive measures on promoting equal opportunities (Table 18 and Table 19). For the labour market discrimination, people who have higher educational attainment levels provided a higher share of agreeing with the statement. In other words, people who have university or post-graduate degrees were more likely to acknowledge the labour market discrimination (Table 18). When it comes to the special measures on promoting equal opportunities, chi-squared test results revealed a systematic difference in diversity training and monitoring the composition of the workforce (Table 19). While people of higher educational attainment level were more likely to see disability as a discriminatory factor in the labour market, they displayed lower agreement level with the statement suggesting monitoring of workforce.

As far as the familiarity with disability variable is concerned, people who have an acquaintance with disability and/or chronic illnesses had a significantly higher rate of seeing disability as a factor both in the society and in the labour market and acknowledged the adverse effect of the recent economic crisis (Table 18). Respondents' answers were also found to differentiate when their opinion about the implementation of positive measures was asked. People who are familiar with disability displayed higher rates of support for diversity training and monitoring the recruitment procedures (Table 19). It can be said that people who have a family member or an acquaintance with a disabling condition were found to display more supportive views on disability-related issues.

The analysis investigating the effect of perceived social economic status has also created differentiation in respondents' answers. The results showed that an increase in the social status ranking is accompanied by a decrease in the rates of agreement with the statement that implies discrimination in the society. Agreement with the statement addressing the adverse effects of economic crisis also declined with an increase in the social status (Table 18). Regarding positive measures, the same downward trend was observed. That is, an increase in the social, economic status resulted in a decrease in the support for the implementation of positive measures like monitoring the composition of the workforce and monitoring the recruitment (Table 19). Combining the results of the chi-squared tests and correlation matrices, it can be concluded that people from low SES are more likely to think that there is discrimination towards disabled people in the society and aware of the effect of economic crisis on experienced discrimination. Compared to other social status groups, they were, also, more

likely to support the monitoring of workforce and recruitment procedures.

Under the scope of bivariate analysis, the unique relationship between the factors and dependent variable pairs are investigated. The overall bivariate analysis suggests that individual-level understanding of the experiences of disability related issues within the EU differentiate as a function of individual-level factors. The following section is allocated to present results of this multivariate analysis. And yet, the responses of 2437 individuals were removed at the initial stage of multilevel analysis due to missing values.

Table 18 Chi-squared tests: Discrimination EB 2012

	Discrimination towards disabled people								
	Society			Labour Market			Increased due to economic crisis		
Factors	No %	Yes %	Chi Square	No %	Yes %	Chi Square	No %	Yes %	Chi-square
Gender									
Female	52.1	47.9	62.677***	57.3	42.7	.384	38.1	61.9	14.879***
Male	59	41		58	42		41.5	58.5	
Age cohort									
15-24	53.2	46.8	10.607**	58	42	8.029	39.8	60.2	2.014
25-34	56.4	43.6		56.9	43.1		40.5	59.5	
35-44	54.5	45.5		57.5	42.5		39.2	60.8	
45-54	54	46		59.6	40.4		30	61	
55-64	57.3	42.7		57.6	42.4		40.3	59.7	
Educational Attainment Level									
Low	54.1	45.9	3.779	57.6	42.2	23.481***	38.7	61.3	2.063
Medium	56.2	43.8		59.8	40.2		39.9	60.1	
High	55.3	44.7		54.9	45.1		40.3	59.7	
Stakeholder									
DP	49.3	50.7	19.391***	54.0	46.0	5.410	37.2	62.8	8.668**
Employers	57.9	42.1		58.3	41.7		42.1	57.9	
Public	55.3	44.7		57.7	42.3		39.2	60.8	
Familiarity									
Unfamiliar	58.3	41.8	26.991***	59.9	40.1	20.796***	41	59	6.013**
Familiar	53.5	46.5		55.9	44.1		38.8	61.2	
Perceived SES									
Low SES	49.4	50.6	45.724***	56	44	3.393	35.5	64.5	29.987***
Middle SES	56.3	43.7		58.1	41.9		39.7	60.3	
High SES	57.4	42.6		57.3	42.7		42.5	57.5	

N: 13,232, EB 2012, EU 19 (EC, 2012) *** Significant at the .001 level ** significant at the .05 level

Table 19 Chi-squared tests: Positive measures

	Support for positive measures								
Factors	Training on diversity			Monitoring workforce			Monitoring recruitment		
	No %	Yes %	Chi Square	No %	Yes %	Chi Square	No %	Yes %	Chi-square
Gender									
Female	12.7	87.3	24.056***	20.6	79.4	39.702***	12.8	87.2	36.235***
Male	15.8	84.2		25.2	74.8		16.7	83.3	
Age cohort									
15-24	13.3	86.7	.799	23.5	76.5	8.315	14.2	85.8	5.337
25-34	14.5	85.5		23.7	24.1		14.9	85.1	
35-44	14.2	85.8		24.1	75.9		15.2	84.8	
45-54	14	86		22	78		13.5	86.5	
55-64									
Educational Attainment Level									
Low	13	87	7.154**	19.3	80.7	46.763***	13.2	86.8	7.612**
Medium	15.1	84.9		22.3	77.7		15.1	84.9	
High	13.8	86.2		26.1	73.9		15.3	84.7	
Stakeholder									
DP	14	86	7.799**	22.8	77.2	56.809***	15.7	84.3	28.211***
Employers	15.9	84.1		28.7	71.3		18	82	
Public	13.6	86.4		21.2	78.8		13.7	86.3	
Familiarity									
Unfamiliar	15.6	84.4	15.385***	22.2	77.8	.788	15.3	84.7	3.680
Familiar	13.1	86.9		22.9	771		14.1	85.9	
Perceived SES									
Low SES	15.3	84.7	4.930	21.3	78.7	22.909***	14	86	14.121**
Middle SES	13.4	86.6		21.4	78.6		13.6	86.4	
High SES	14.0	86		25.4	74.6		16.3	83.7	

N: 13,232, EB 2012, EU 19 (EC, 2012) *** Significant at the .001 level ** significant at the .05 level.

6.2. Multilevel analysis

To examine the existence of any significant differences between the subdivisions of involved variables, the bivariate analysis was performed in the previous section for both discrimination related questions and positive measures. In order to understand the key factors contributing to people's perception of disability-related issues, multilevel logistic regression analysis was used. The results are displayed in Table 21. The STATA results are also attached to the present thesis (See Annex D).

The discussion of the logistic model begins with the evaluation of the overall fit of the model, which, in return, warrants the validity of the obtained results. To characterise a model as useful, there are a number of figures providing related information. The first figure to explore is the log likelihood ratio test of the contextual model that includes all explanatory factors. If the contextual models (the model with all independent variables) are significantly different from the baseline model (the model with only the intercept), it indicates the capability of all independent variables to predict the dependent variable. A finding of the log-likelihood ratio test significance suggests that the new model is explaining more of the variance in the dependent variable. In other words, the accuracy of the model improved when the factors were inserted into the equation.

For the present analysis, six multilevel logistic regression models were developed within which individual-level and country-level factor groups were inserted into the equation in three different steps in order to observe the changes in the variation after inserting the group. Still, nested models indicated that addition of country-level factors into the equation did not contribute to the model. Thus, discussion on the effects of country-level factors is omitted. The log likelihood of the non-nested contextual models (Model 0 nested in Model 3) was less than the significance level of $p<.05$. This means that when inserted into analysis simultaneously, all six contextual models are satisfactory and explain more of the variance in the dependent variable than the baseline model, which, in turn, suggests a good model fit (Table 20).

Table 20 Log-likelihood ratio tests: Perceptions

		Chi Square	Sig.
Discrimination in society	Model 0 nested in Model 1	70.42	.000
	Model 1 nested in Model 2	66.92	.000
	Model 2 nested in Model 3	2.93	.710
	Model 0 nested on Model 3	140.27	.000
Discrimination in labour market	Model 0 nested in Model 1	18.80	.008
	Model 1 nested in Model 2	41.18	.000
	Model 2 nested in Model 3	8.60	.126
	Model 0 nested in Model 3	68.58	.000
Adverse impact of economic crisis	Model 0 nested in Model 1	24.20	.001
	Model 1 nested in Model 2	39.05	.000
	Model 2 nested in Model 3	1.53	.909
	Model 0 nested in Model 3	64.71	.000
Training on diversity	Model 0 nested in Model 1	28.33	.002
	Model 1 nested in Model 2	16.52	.005
	Model 2 nested in Model 3	4.44	.487
	Model 0 nested in Model 3	49.30	.000
Monitoring Workforce	Model 0 nested in Model 1	60.90	.000
	Model 1 nested in Model 2	11.61	.040
	Model 2 nested in Model 3	7.06	.216
	Model 0 nested in Model 3	79.56	.000
Monitoring Recruitment	Model 0 nested in Model 1	42.81	.000
	Model 1 nested in Model 2	10.41	.064
	Model 2 nested in Model 3	20.02	.029
	Model 0 nested in Model 3	62.83	.000

N: 13,232, EB 2012, EU 19 (EC, 2012) *** Significant at the .001 level ** significant at the .05 level

Once the validity of the model is warranted, it secures further discussion of the effect of the factors on the dependent variables. Under this section, six multilevel logistic regression models were generated to entangle the effect of individual-level and country-level factors on people's interpretation of societal and labour market discrimination towards disabled people and positive measures. According to the nested models (Model 2 nested in Model 3), adding country-level factors into the equation did not contribute to our understanding of variances in the dependent variables. Thus, the discussion of country-level factors is omitted.

Table 21 Multilevel logistic regression models: Perceptions

Characteristics	Discrimination			Positive measures		
	Society	Labour Market	Crisis	Training	Workforce	Recruitment
	OR	OR	OR	OR	OR	OR
Fixed effects						
Gender (Female reference)						
Male	.742***	.937	.860***	.753***	.762***	.719***
	(.029)	(.037)	(.035)	(.043)	(.037)	(.041)
Age cohort (15-24 years old reference)						
25-34 years old	.863	1.032	.955	.881	.977	.959
	(.075)	(.089)	(.085)	(.114)	(.104)	(.121)
35-44 years old	.929	1.073	.993	.875	.918	.922
	(.079)	(.090)	(.086)	(.110)	(.095)	(113)
45-54 years old	.944	1.033	1.054	893	1.083	.916
	(.080)	(.086)	(.092)	(.112)	(.112)	(112)
55-64 years old	.829**	.910	.943	.903	1.101	1.045
	(.071)	(.077)	(.083)	(.115)	(.107)	(.131)
Educational Attainment Level (Low reference)						
Medium	.937	.878**	.943	1.030	.979	.949
	(.049)	(.045)	(.051)	(.079)	(.065)	(.073)
High	1.016	.962	.933	.954	.820**	.915
	(.058)	(.054)	(.055)	(.115)	(.058)	(.117)
Stakeholder positioning (DP reference)						
Employer	.664***	.766**	.806**	.862	.813	.915
	(.061)	(.069)	(.076)	(.113)	(.089)	(.117)
Public	.710***	.873	.876	.995	.958	1.045
	(.056)	(.068)	(.072)	(.115)	(093)	(.117)

Perceived SES (Low Reference)						
Middle	.847**	.944	.943	1.195**	1.137	1.170**
	(.046)	(.051)	(.054)	(.092)	(.078)	(.094)
High	.833**	.901	.787***	1.246**	1.054	1.056
	(.053)	(.056)	(.051)	(.111)	(.082)	(.095)
Familiarity (unfamiliar reference)						
Familiar	1.278***	1.247***	1.168***	1.188**	.958	1.104
	(.054)	(.052)	(.050)	(.070)	(.049)	(.109)
Assessment structure	.888	1.009	.952	1.020	1.027	1.047
	(.085)	(.065)	(.100)	(.109)	(.133)	(.109)
Supported employment Programmes	.996	.862	.904	1.014	1.101	1.072
	(.126)	(.073)	(.125)	(.143)	(.188)	(.147)
Timing of vocational rehabilitation	.852	.1.093	.892	.790	.832	.793
	(.116)	(.100)	(.133)	(.120)	(.153)	(.117)
Integration dimension	1.026	1.045	1.030	1.017	.937	.956
	(.045)	(.031)	(.050)	(.050)	(.056)	(.046)
Compensation dimension	.980	1.028	1.008	1.044	1.029	1.026
	(.032)	(.022)	(.036)	(.038)	(.045)	(.036)
Random effects						
Cons	3.283	.193**	1.804	2.757	12.818	12.530
	(3.308)	(1.31)	(1.990)	(3.125)	(17.440)	(13.722)
RESCNTRY	.166	.069	.200	.198	.305	.183
var(_cons)	(.057)	(.025)	(.068)	(.071)	(.103)	(.064)
Observations	10,759	10,759	10,759	10,759	10,759	10,759
Number of units	19	19	19	19	19	19

N: 13,232, EB 2012, EU19, (EC, 2012) ***Significant at .001, ** Significant at .05.

Table 22 Estimated probabilities: Perceptions

	Marginal Effects					
	Discrimination				Positive Measures	
Factors	Society	Labour Market	Economic Crisis	Training	Workforce	Recruitment
Gender						
Female	.483	.451	.629	.887	.820	.890
Male	.409	.435	.594	.856	.776	.853
Age Cohort						
15-24 years old	.473	.441	.615	.885	.800	.878
25-34 years old	.437	.449	.604	.871	.796	.873
35-44 years old	.455	.458	.613	.870	.786	.869
45-54 years old	.459	.449	.627	.873	.812	.868
55-64 years old	.427	.418	.601	.874	.803	.882
Education level						
Low	.452	.459	.623	.873	.811	.880
Medium	.436	.427	.610	.877	.808	.874
High	.456	.450	.607	.868	779	.868
Stakeholder positioning						
Disabled people	.530	.480	.645	.876	.811	.872
Employer	.428	.415	.594	.860	.777	.861
Public	.444	.447	.614	.876	.804	.876
Perceived SES						
Low	.482	.458	.637	.855	.787	.863
Middle	.440	.444	.623	.875	.807	.880
High	.436	.432	.580	.880	.795	.869
Familiarity						
Unfamiliar	.410	.410	.589	.861	.804	.866
Familiar	.470	.464	,626	.880	.797	.877
Observations	10,759	10,759	10,759	10,759	10,759	10,759
Number of units	19	19	19	19	19	19

N: 13,232, EB 2011, EU19, (EC, 2012) *** Significant at the .001 level, ** significant at the .05 level

For the model investigating the perception of discrimination in society and labour market, results revealed a statistically significant effect of gender variable after controlling for the other factors in the equation. Compared to females, males' odds of seeing disability as a discriminatory factor in society are .742 times lower (Table 21). Their responses systematically differentiated when they were asked about the adverse effects of the economic crisis on the experienced discrimination. Male respondents were found to display lower odds. The odds of agreeing with the adverse effects of economic crisis amongst males was .860 times lower than that of females

(Table 21). Considering the positive measures, male respondents consistently displayed lower odds of agreement with proposed affirmative actions (Table 21). The multivariate analysis results were in line with the results of the bivariate analysis. Results showed that compared to females, males are less likely to be aware of the discriminatory attitudes towards disabled people and be in favour of the positive measures on promoting equal opportunities.

Proposed as another important factor, the effect of age cohort was also investigated under the scope of the present section. When respondents were asked about their opinion on discrimination in the labour market towards disabled people, the multilevel logistic regression analysis revealed statistically significant difference only for those who are 55 or older for the question that addresses societal discrimination. Compared to people who are aged between 15 and 24, their odds of agreeing with the given statement were.829 times lower. None of the remaining models revealed a significant effect of age cohort, meaning that regardless of the age, respondents approach the issue in a similar manner (Table 21). The overall results of the multivariate analysis for educational attainment level suggest that people with higher educational attainment level tend to display lower levels of support for monitoring of the workforce (Table 21 and Table 22).

When respondents' answers to the discrimination related questions were scrutinised, it was seen that stakeholder positioning creates a statistically significant effect on respondents' answers. Compared to disabled individuals, the odds of an employer seeing disability as a discriminatory factor in the society was .664 times lower than that of a disabled person. People from the public also displayed lower odds (.710 times less likely for someone from public as opposed to someone with disability) (Table 21). The model that explores the respondents' answers to the labour market discrimination also revealed a statistically significant difference between subdivisions of stakeholder positioning controlling for the effect of the other factors in the equation. Compared to disabled respondents, people who hold the role of an employer had lower odds of acknowledging labour market discrimination towards disabled people (by a factor of .766) (Table 21). Similar findings were observed for the question tapping the adverse effects of economic crisis on the experienced discrimination. When their odds were compared against disabled people, employers' odds of agreement were .806 times lower (Table 21).

The multilevel logistic regression analysis results were mostly in line with the bivariate analysis results. They revealed a significant effect of familiarity with disability on respondents' answers

to the questions that address discrimination in the labour market based on disability. Compared to people who have no familiarity, people who have disabled acquaintances displayed lower odds of seeing disability as a discriminatory factor in the society (1.278 times higher). The odds of mentioning disability amongst the discriminatory factors in employment were high by a factor of 1.247. They also displayed higher odds of mentioning adverse effects of economic crisis on experienced discrimination (1.168 times higher). For the positive measures, compared to people who have no familiarity with a disability, those who are familiar with disability were found to have a 1.118 times higher odds of supporting diversity training (Table 21).

Socio-economic status, as a socialisation factor, is thought to shape the individual interpretation of the social phenomena. In light of the literature and availability of information in EB 2012 dataset, perceived socio-economic status, therefore, was included in the analysis. The multilevel logistic regression results showed that when controlled for the other individual-level and country-level policy factors, perceived socioeconomic status revealed a statistically significant effect on seeing disability as a discriminatory factor in the society and in the labour market. The odds of seeing disability as a discriminatory factor in society declined as socioeconomic status increased (.833 times less likely for someone from high SES as opposed to someone from low SES) (Table 21). In other words, people coming from higher SES backgrounds were less likely to see disability as a discriminatory factor in society. The model that explores individual perceptions on adverse effects of economic crisis also revealed a significant effect between these two subdivisions. People who report having high SES backgrounds were .787 times less likely to acknowledge the adverse effect of economic crisis on labour market integration. Considering positive measures, the only significance was observed for training on diversity. Figures suggest that people who are coming from backgrounds that are more privileged tend to display more support for diversity training for employers and their employees (Table 21). The estimated probabilities were also calculated for the present analysis and presented in Table 22.

6.4. Discussion

The present chapter examines the EU citizens' perceptions of employment of disabled people and the related policies. The author of this research used two different statistical techniques for this purpose. Initially, the bivariate analysis was used to observe the relationship between variable pairs. In the next step, the multilevel logistic regression was carried out to entangle the

key factors in people's perceptions. To some extent, findings are inconsistent with the existing literature. In terms of individual-level factors, the literature states that females are more likely to hold supportive views on disability-related issues (Staniland, 2009; EORG, 2001; 2004). The multilevel logistic regression analysis revealed supporting evidence, in which, females were found to be more in favour of positive measures when all other individual-level and country-level policy factors are controlled for. They were also found to be supportive of the implementation of positive measures on promoting equal opportunities for people who are at risk of discrimination. In all the questioned areas, male respondents consistently displayed lower odds.

The literature also proposes age as a factor that shapes people's perception (Broomley, *et al.*, 2007; EORG, 2001; 2004). However, present results suggest the statistically significant difference only for the question addressing the discrimination in the society. Compared to younger people, the older age cohort (55-64) were less likely to mention disability amongst the discriminatory factors. Educational attainment level is cited as another important factor affecting people's perception displayed statistical effect for the question that addresses monitoring workforce. According to results, as opposed to people with lower education, people with university/post graduate degrees were less likely to agree with monitoring workforce. In other words, an increase in the educational attainment level was accompanied by a decrease in the likelihood of providing support for monitoring of the workforce. This result was mostly inconsistent with the literature. (Staniland, 2009; Broomley and Curtice, 2003; Ormstone, 2010; EORG, 2001; 2004).

The perceived social level as another individual-level factor revealed people from higher social levels were found to have lower odds of seeing disability as a discriminatory factor in the society and the labour market. This finding was in line with the previous literature inferences (EORG, 2001; 2004). There have been a number of studies that suggest that people who are more likely to be affected by the proposed statement would display differentiated attitudes (Mau, Meves, and Schoneck, 2011; Ormstone *et al.*, 2011, NDA, 2002; 2011). Complimentary findings were produced in terms of the effects of the personal health condition and disability, as well as having a disabled family member or an acquaintance. A dramatic difference exists between employers and disabled people, as the direct object of the proposed statement. Employers consistently

displayed a lower chance of supporting the proposed statement (EORG, 2001; Anderson, 2012; NDA, 2002; 2011; Broomley *et.al*, 2007). This may also have its roots in people's hesitation of displaying differentiated support when their own interest is endangered (Ormstone, *et al*., 2010; Roosma, Gelisien, and van Oorschot, 2012).

Under the scope of the present research, the author of the present thesis carried out a layered analysis to explore the current situation of employment of disabled people from a broader perspective. Macro-level analysis, in which examining the key factors behind better employment outcomes was the primary focus, propose centralisation of benefit and and prompt vocational rehabilitation programmes as the key policy tools to promote open labour market participation. Employment prospects were, then, investigated in relation to the individual- and country-level policy factors. Results showed that after controlling for the key policy instruments, disabled people who are experiencing limitations in commuting to work, working hours and/or having need of special working arrangements are at the risk of further marginalisation. When investigating the employment prospects, results also demonstrate further exclusion for people with mental health problems and intellectual difficulties.

The focus of the analysis, then, shifted to the societal understanding of exclusion of disabled people. The micro level analysis examined the effects of individual-level and country-level policy factors in people's perception of discrimination towards disability related issues and the positive measures on promoting equal opportunities. Results indicated that despite the dramatic gap between non-disabled and disabled people's employment rates, more than half of the EU citizens seem to be unaware of the societal and economic discrimination towards disabled people. Only four out of ten of them acknowledged the societal and labour market discrimination towards disabled people, and yet there is relatively more agreement on the adverse effects of economic crisis on experienced discrimination. Considering the positive measures on ensuring equal opportunities for people who are at risk of discrimination, the majority of the respondents supported the proposed positive measures. The overall results imply that rather than country-level policy factors, individual-level factors contribute more to the explanatory model where the key factors shaping people's perception were investigated. The present analysis provides preliminary findings to the literature as far as the effect of individual-level and country-level

policy factors are concerned. Being the first cross-national analysis, however, limits referral to comparative literature findings.

The final step of the micro level analysis, which also concludes the present research, sets out to understand how the employment of disabled people is experienced and implemented in actual employment context by the direct stakeholder. To illustrate the issue, the workplaces where disabled people work were visited to hold face to face interviews with employers and disabled people with the use of semi-structured interview forms. Thematic analysis of the interview texts provided the data for the analysis.

7. Interpretation and experiences of ALMPs in their actual context

The present chapter is the final phase of the analysis where the actual employment context is the focus of analysis. It sets out to illustrate the real-life experiences and interpretation of ALMPs from the perspective of the stakeholders, with Henninger (2006)'s term the 'object of the policies'. The question of *"how are active labour market policies for the employment of disabled people experienced and interpreted in actual open labour market contexts, particularly in the private sector?* guides the thematic analysis.

Alongside the disabled employees and employers who have a disabled employee in their workforce, representatives of the institutions and organisations whose main function is to boost the employment of disabled people have been interviewed. While the interviews with employers and disabled people provided the grounds to exemplify the first-hand experiences, and the interpretation, the interviews with the other key informants revealed invaluable information to triangulate the data. Their involvement has not only broadened the stakeholders' perspectives but also revealed information on the crucial role that these organisations play in promoting the employment of disabled people.

As mentioned in the methodology section, the UK, Ireland and Sweden are selected to represent liberal, conservative and social democratic disability policy regimes. The sampling strategy was designed in a way to generate geographical representation, firm size and business sector diversity, and disability types. However, it is not intended to be statistically representative of the wider EU, and national population and findings of the thematic analysis in this section do not claim to be generalisable. Still, they do intend to illustrate the interpretation and experiences of ALMPs in their social context in which the empirical findings are obtained.

Interviews with 52 direct stakeholders have provided the data to conduct thematic analysis. The data gathered from the interviews are analysed by thematic analysis with the use of NVIVO Version 10 software. Regarded as a process for 'encoding qualitative information' (Boyatzis, 1998, p. 4), thematic analysis is a method 'for identifying, analysing, and reporting patterns (themes) within data' (Braun and Clarke, 2006, p. 6). It goes through the process of de-contextualization and re-contextualization of the major themes (Boyatzis, 1998). Contextual de-construction and re-construction also generate comparative units to spot similarities across the realities of different contexts and geographies (Zarifis, 2008). Major themes were generated

through a series of steps that involves skimming, reading and reviewing the interview texts repeatedly to answer the question of how the employment of disabled people and related policies are received and experienced in actual open labour market context, particularly in the private sector

Initial analysis of the whole text revealed that interviewees have referred to certain themes and words when expressing their experiences and thoughts. All those themes encompass the topics that were included in the semi-structured interview form. Codes, which refer to a particular theme were clustered together that later made up the thematic hierarchy. Four overarching (superordinate) themes are embedded under the hierarchy of themes. When illustrating the individual-level interpretation and experiences of employment of disabled people and related policies, these themes are referred to.

Under the theme hierarchy: *Approach to Disability Issues, Work Environment, Impact of Economic Crisis,* and *Approach to ALMPs* are clustered as superordinate themes. Those superordinate theme categories are further branched into 29 subordinate theme categories. Underneath, 92 first order theme categories are clustered together. Some of the first order theme categories are further branched out into second order theme categories. Nearly 686 nodes are clustered within the theme hierarchy.

Due to the multidimensional characteristic of the interview sample, digits are employed for anonymisation. When presenting the results, each interviewee is assigned a numerical digit to further improve the anonymity. The first two digits reflect the international phone code of the involved countries and indicate interviewees' country of residence[5]. The following three digits represent whether the interviewee is a disabled employee (148), an employer who has a disabled employee in his/her workforce (144), or the representative of an organisation/institution whose main function is to promote employment of disabled people (140). The final two digits depict the workplace code and match the interviewees who share the same employment context[6]. To

[5] The UK:44; Ireland: 35; and Sweden: 46

[6] VN-35-148-06 Irish-Disabled Employee- working at the 6th work place that was visited during fieldwork. VN-35-144-06A refers to Irish-Employer-working at the 6th work place. VN-35-144-06B Additional interviewee (generally HR personnel)-working at the 6th work place.

further ensure the anonymity, the results of the qualitative analysis are presented and discussed in an aggregated form.

The following sections are allocated to display the overarching themes that are embedded in the interview texts. Under the section of approaches to disability, the discussion revolves around disability as a term and attached connotation. In the next section, theme categories that gathered the first-hand experiences in actual work environment are illustrated. It is then followed by the interpretation of the ALMPs and its effectiveness by the stakeholders. Their recommendations for the policy makers are also reflected in the scope of the present chapter. In the final part, results were evaluated, where appropriate, in relation to the findings from the previous chapters and the literature.

7.1. Approach to disability issues

The first superordinate category that emerges from the thematic analysis was the *Approach to Disability Issues* (Figure 3). In total, there were 483 sentence chunks where interviewees pronounced disability-related terms. When the sub-branching was examined; it was seen that perception of disability revolves mostly around intellectual difficulties (141), physical impairment (125), and mental health problems (94). Compared to other types, interviewees have made fewer referrals to chronic illnesses (15) and hearing impairment.

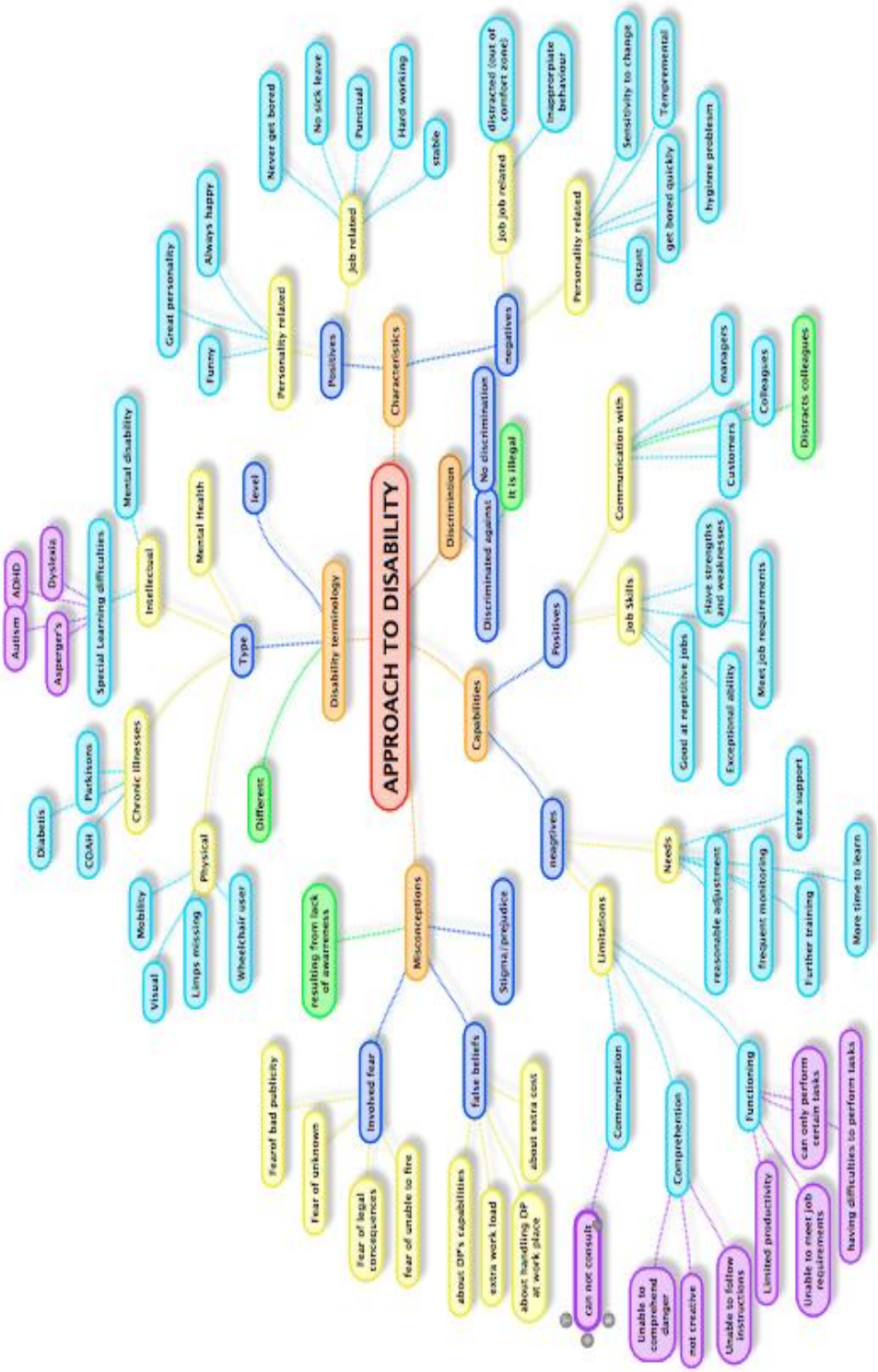
There were also quite a lot of references to acknowledging disability as a human diversity (34). While some also said that disabled people are not different from the rest of the population (23). Country wise comparison displayed that British interviewees (225) use disability-related terminology than their Swedish (145) and Irish counterparts (101). When stakeholders positioning is taken into account, the key informants (208) appeared to use the disability-related terminology more frequently than employers (163) and disabled employees (100).

When talking about her own disability, VN-35-148-06[7] reported that her intellectual disability resulted from anoxia and said 'I class myself as the way everybody else is because I would never put; I do try not to put myself down, to say that I am this or I am that because that was never the case with me. I am just; see the way I am with you'. When asked about his understanding of

[7] Ireland-disabled employee-from the 6th work place

disability, VN-46-144-20 replied ‘the first thing that comes to my mind is some kind of physical disability, a wheelchair or that type of disability at least [….] I did not really think of [name of a person] as disabled. He has a problem with hearing, but apart from that, he is just another [job title]'. Another interviewee merged the legal definition with her own understanding of disability and said ‘legal definition is somebody who has an impairment that will affect their everyday life. So, I just see it as someone who has additional obstacles to overcome, whether that’s a mental issue, or a mobility issue, or a sight impairment or people for whom the world is not geared up yet to cater for, so they have additional barriers to overcome. So, disabilities in the person, it is a social model, it is not the person, it is the barriers that society puts in front of us' (VN-44-140-18).

Figure 3 Thematic superordinate category: Approach to disability


APPROACH TO DISABILITY
Disability terminology
Type
Intellectual
Mental disability
Special Learning difficulties
Autism
ADHD
Dyslexia
Asperger's
Mental Health
Chronic illnesses
Parkinsons
Diabetis
COAH
Physical
Mobility
Visual
Limps missing
Wheelchair user
level
Different
Characteristics
Positives
Personality related
Great personality
Always happy
Funny
Job related
Never get bored
No sick leave
Punctual
Hard working
stable
negatives
Job job related
distracted (out of comfort zone)
Inappropriate behaviour
Personality related
Sensitivity to change
Temperamental
get bored quickly
hygiene problesm
Distant
Discrimination
No discrimination
Discriminated against
It is illegal
Capabilities
Positives
Communication with
managers
Colleagues
Customers
Distracts colleagues
Job Skills
Have strengths and weaknesses
Good at repetitive jobs
Exceptional ability
Meets job requirements
negatives
Needs
reasonable adjustment
frequent monitoring
extra support
Further training
More time to learn
Limitations
Communication
can not consult
Comprehention
Unable to comprehend danger
not creative
Functioning
Unable to follow instructions
Limited productivity
Unable to meet job requirements
can only perform certain tasks
having difficulties to perform tasks
Misconceptions
resulting from lack of awareness
Stigma/prejudice
Involved fear
Fear of bad publicity
Fear of unknown
Fear of legal consequences
Fear of unable to fire
false beliefs
about DP's capabilities
extra work load
about handling DP at work place
about extra cost

These results imply that people with intellectual, mental or physical impairments are more likely to be perceived as disabled, while people with chronic illnesses are set apart from the disability notion. It is also noticed that interviewees have the tendency to see disability as human diversity. When thematic results are evaluated from the perspective of individual- and country-level policy factors, it is observed that people, who are British and/or who are key informants, tend to use more disability-related terminology than their counterparts do.

The second subordinate theme, embedded in the interview texts, is the equality issue. There are 108 sentence chunks that imply if the interviewee sees disability as an equal opportunity (53), equal treatment (43) and equal rights (12) issue. Like in the previous category, sub-branching, British interviewees' referral frequency (59) exceeds both Irish (30) and Swedish interviewees (19). A number of referrals are higher amongst the employers (61) than that of disabled employees (30) and key informants (17). In his own words, VN-44-148-01, disclosed, 'at the end of the day everybody is the same. Everybody should be treated the same and have no kind of obstacles put in their way'. VN-46-140-35 mentioned the societal changes and its reflections on disabled people's lives and said '[...] living conditions for Swedes as a whole have changed, persons with disabilities as a tail, maybe have gained something from that as well, but then compared to others, persons with disabilities have a lesser life in Sweden […] We are not able to raise this issue to a level where society as a whole says that this is not acceptable'. Wrapping up his answer, he disclosed that 'In a modern society like the Swedish, we have to create opportunities for everyone to fulfil their opportunities of life. But we are not there. I do not know why'. Referring to enjoyment of citizenship rights and the marginalisation of a certain group of disabled people, VN-44-144-02 stated that 'they have the equal right, but obviously, there are challenges which are greater facing somebody with a learning disability gaining employment than somebody with a non-learning disability'.

As seen from the referral rates, society's failure to ensure equal treatment and providing equal opportunity are thought to limit the enjoyment of citizen by disabled people. Considering the individual-level and country-level policy factors, people who are British, employer and having an acquaintance with disabling conditions, tend to reflect more on the equality issues.

Another subordinate category presented under the scope of the *Approach to Disability Issues* is the barriers to employment. In total, 412 sentence chunks can be linked to societal, environmental and institutional barriers. As suggested by the interviewees, attitudes (370) towards disabled

people seem to play an important role that hinders disabled people's participation in economic life. As seen in the sub-branching, compared to societal attitudes (30), employer attitudes (131) have been referred at a dramatically higher rate. While lack of acceptance and exclusive societal attitudes are raised as the societal factors that contribute to the exclusion of disabled people from economic life, the employer's negative approach is thought to mainly relate to business-wise priorities (19), false beliefs (57), and fears (29) attached to having a disabled employee in the workforce. Internalisation of false beliefs by disabled people is also pronounced. When explaining the business wise decisions, keeping up the overheads, eliminating the business risks by taking non-disabled employees are thought to contribute to employers' hesitance on hiring disabled people. False beliefs and fears, on the other hand, are linked to misconceptions about the extra cost, extra workload, lower expectations from disabled people's productivity. Fear of handling disabled people in the workplace and long sick leave are also pronounced as the potential factors that can create reservations of hiring disabled people. Under the scope of attitudes subordinate category, discriminatory attitudes in the labour market has the highest referral rates. Discrimination related sentence chunks constituted 209 out of 370 total referrals to attitudinal barriers. Within the sample, only three interviewees said that disabled people are not discriminated. However, they were either referring to their personal decisions or workplace attitudes on hiring a disabled employee or anti-discrimination legislations. Remaining interviewees agreed with the fact that there is discrimination towards disabled people at all the stages of employment, particularly in recruitment (122). Some employers explicitly emphasised the fact that disabled people are discriminated against in the business world, but it does not apply to their workplace. When they are asked whether the economic crisis has something to do with the discrimination in the labour market, interviewees stated that disabled people have always been discriminated. Very few said that there was an increase in the discrimination towards disabled people due to the economic downturn. When talking about the discrimination, protection from discrimination and criminalisation of discrimination are also declared. The accessibility issue has appeared as another subordinate theme category (13) under the barrier factors that hinder participation in social and economic life. This theme has collected the ideas revolving around the inaccessible built environment, especially educational facilities. Ineffective integration policies, on the other hand, merge those ideas with a benefits trap, ineffective care and independent living policies as well as the cumbersome nature of the bureaucratic procedures (29)

From the perspective of county-level and individual-level factors, British (180) people have reflected the relatively higher rate of referral about the barriers to disabled people's employment compared to their Swedish (152) and Irish (80) counterparts. Disabled employees' (213) referral to the barriers was dramatically higher than that of employers (108) and key informants. In her explanation of the problems and difficulties before the employment of disabled people, VN-46-148-30 has given a comprehensive response. She started her response by saying that '[...] employers, they think that they know what a disabled person can do -or especially cannot do- […] and then the other one is that I think many disabled people in Sweden, may be everywhere [other countries], I do not know, they do not think that they can do anything because they have been treated all their life [...] like this […] they will never take me anyway. Here in Sweden, it is another problem, I think […] we can get support with like computers and things you need on the job, but it takes a long, long, long time […] when I knew that I got the job… I went to the place where they help with the computers and things […] from that time it took three months until I had my equipment at the job. And that is a really big problem because if employers knew that they will never have us (referring to the period of waiting for the assistive equipment); they can take somebody who can be quicker at the start'. She continued her explanation `if [name of the workplace] knew that from the beginning, they would not have taken me'. During the conversation, she also addressed the environmental barriers, the loopholes in the anti-discrimination laws, and ineffective integration policies. When comparing her navigation with a guide dog in her previous job experience in Norway, she said '[…] it's not allowed to say no to a person with a guide dog anywhere (referring to Norway). But here in Sweden, it is. And we have been working for this law change ….] you will not believe it, for fifteen years'. Another interviewee mentioned her struggle to convince a parent who refuses to send her son to work due to lower expectations and the fear of harassment and bullying. She said (VN-35-144-04) 'She (referring to the mother of a disabled employee) did not think he could go to work and it would make him worse. So, it took- I think it took her about eight months to convince his mother to allow him just come in and see how he was and his mother was shocked'. Another interviewee referred to false beliefs amongst the employers in the business world and stated that 'there is a lack of understanding and a lack of awareness, and then a lot of employers think that they are going to need a lot of support with the person, but a lot of the time when a person goes into work, they can actually do the job, and they actually turn out to be the best employees that the company has recruited.' (VN-44-144-01). Very few interviewees (3) told that disabled people are not discriminated against. However, these declarations applied to either anti-discrimination

laws or their own actions. When asked whether disabled people would be at a disadvantage during the recruitment phase, VN-44-144-14 referred to the legislation and declared 'according to the employment law, it should be the advantage because they (referring to disabled people in general) should be employed, I agree with this, so I think it should be- if both candidates have the same skills and the same qualifications and one of them is disabled, we would choose disabled.'

The overarching theme of *Approach to Disability Issues*, so far showed that people who have intellectual and physical impairments are more likely to be seen as disabled than the other types of impairments. It was also seen that direct stakeholders of ALMPs see creating equal opportunities for disabled people as the most crucial thing for participation in social and economic life. When it comes to the barriers, employer attitudes and discrimination towards disabled people in all stages of employment has surfaced as the most prominent barrier to the participation into economic life. Other than two interviewees who referred to anti-discrimination law and/or their own action, all remaining stakeholders declared the ongoing discrimination towards disabled people in the economic sphere. In conjunction with the earlier findings, the thematic analysis provides further details on the rationale behind the exclusion of disabled people from the labour market from the perspectives of direct stakeholders. Still, approach towards equality and anti-discrimination notion appears to be elaborated differently, which necessitates further investigation.

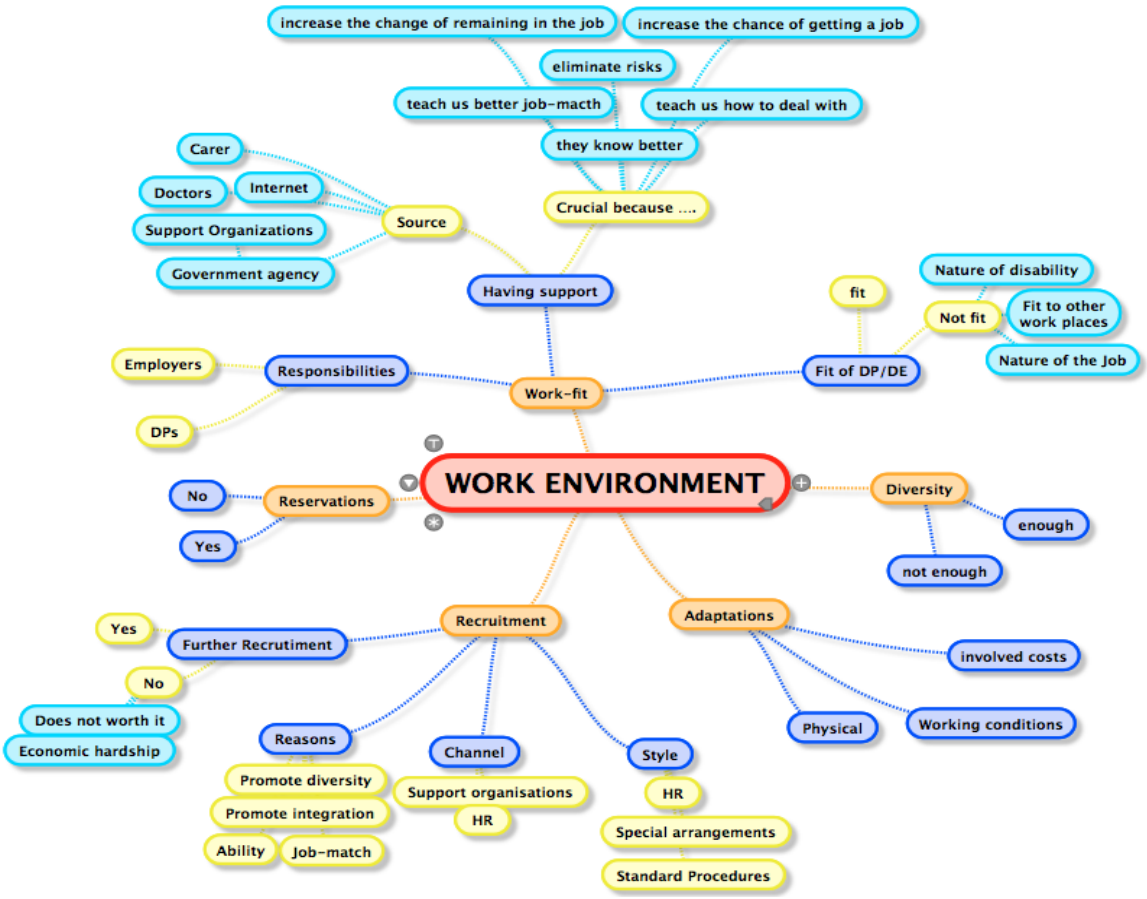
When county- and individual-level factors were taken into account for the overarching theme of *Approach to Disability Issues*, it was seen that people who are British, the direct object of the ALMPs (disabled employee or an employer who have disabled employee in their workforce) or having subjective experience of disability are more likely to give more detailed information when they are reflecting their thoughts on disabled people and their employments'

7.2. Experiences of ALMPs in actual employment context

Under this particular section of the thesis, which are titled as the *Work Environment* (1341) and t*he Impact of Economic Crises* are used to reveal the experiences of ALMPs in their actual social context (Figure 4 and Figure 5). The *Work Environment* theme category encompasses the subordinate categories of accessibility (143), capabilities (263), characteristics (145), contribution (134), considerations (170), diversity (41), information and support (76), recruitment (225), and finally the work-fit (117). The second superordinate category (t*he Impact*

of Economic Crises), on the other hand, sheds light on the adverse effect of the recent economic crisis on business and the social and economic participation of disabled people.

Figure 4 Subordinate theme category: Work environment



In the majority of the visited workplaces, the regular recruitment procedures have been applied at the time of job placement. When the recruitment channels are traced, a differentiation in the paths is spotted. Transition programmes, like supported internship, access to work, route to work, paid/unpaid work experiences, seem to be the main tool of employment for disabled employees in the visited workplaces (49). The effort of recruitment related organisations (supported employment organisations, third sector organisations, or private recruitment agencies) at the time of job replacement are also additionally highlighted. Transition programmes are found to be more likely to be pronounced by British (25) and Swedish (14) interviewees and again by the employers (25) and disabled employees (20) rather than Irish

interviewees (10) or the key informants (5). HR manager (VN-46-144-22) revealed that, they employed disabled employees as well as accommodating five trainees. When telling about the recruitment procedures, she stated that 'we always start with a training programme […] it is a good time for us to see if this person fits here because not everyone should maybe work in a store […] when we have these training programmes, I do not want it to be just that we take a lot of people in and they do their training and then it's over. For me, it is very important that when we start, we have a normal interview. I always do this interview because I want them to practice […] So, we have this interview and then we have an introduction, and then we also make a plan […] we'll meet again with someone from [name of the supported employment organization] […] And then the person from [name of the supported employment organization] is helping and coaching, and I have contact with them maybe two or three times a week. So, we have a very tight dialogue'. In a few of the workplaces, persuasion mechanism paved the route to the employment where either HR/sustainability manager or line manager persuades the main employer (6) to recruit disabled employee. Two of the currently employed disabled employee, both visually impaired, also followed the persuasion route at the time of the recruitment. After giving information about the demographic challenges and the importance of inclusion of reserved armies into the labour market, VN-46-144-24, as the sustainability manager, developed a programme to overcome the potential problems that the company may face in the future present the issue to the CEO of the family-owned company. In response, CEO said '[….] 'We are total with you, the core values, what our family believe on is exactly this. We should – if we can hire persons with disabilities we should definitely do that.' The interviewee's award-winning sustainability programme has also had a pillar where line managers are also addressed. In his words 'I understood there is one person that I had to convince [….] it is the line manager, because if the line manager does not understand if the line manager does not agree, then we cannot hire, it does not matter how well we can match it. So, therefore, the key to success is the line managers'.

Considering the job search, interviewees said that there are already limited choices for disabled people, and most of the jobs are not meaningful at all (14). There is also a long job search history. Some of the interviewees reported the necessity of opting for the part-time job due to the arrangements of disability allowances. Some others, on the other hand, had to make that switch not to lose his/her job as their workplaces had been going through tough times (20). Reporting disability is thought to come with the risk of rejection. In another workplace, a

confidentiality rule in the application was applied to overcome such risks so that recruiter would not know such details. The adverse consequence of constant rejection on job search and being questioned even for the basic activities during the job interviews, like taking a bus to commute to work, has also been pronounced (17). VN-44-148-02 thinks that 'sometimes they (CVs) might get sifted out thinking, well this person's got a disability […] your CV just gets pushed to one side.'

The motive behind the recruitment/employment is reported to be mostly the job-match (34). Financial reasons (8), as well as promoting diversity (8) are declared amongst the listed motives. When the interviewees were directly asked whether their workplace has done enough to promote the diversity, 19 interviewees said that they have an inclusive work environment (13) and the workplace has done enough to promote the diversity (19). And yet, more to be done is declared, and the other workplaces have also been invited to contribute the diversity issues in the labour market (9). In her explanation of the recruitment procedures, VN-44-144-02 mentioned the two-tick programme which basically is a sign that the workplace has a focus on equal opportunities 'Two Ticks and stuff like that where you are saying that you positively discriminate. With the Two Ticks Scheme, if you are on it, if you meet the minimum criteria of a job role, you are guaranteed an interview.' In the workplace where VN-46-144-23 is the department manager, they employed eight disabled employees. All those were employed through the subsidised work training programmes. When explaining the recruitment of one of his employees, he said '[…] after six months or a year as a – you know, you can have full economic support to take a person in and try him and educate him, but after a while, a year, we employed him. So, he is now working'. At the time of the interview, there were additional three disabled trainees whose work experiences were subsidised by the state. Amongst the visited workplaces, only in one workplace reservation about having disabled employee was expressed with the negative connotation of 'I cannot help it' (VN-35-144-08). The same employer also referred to the limited job promotions a number of times. Some employers said that future recruitment of disabled people is not possible under given uncertainties, still having subsidies are thought to increase the change of the employment of disabled employee at the time of economic crises.

When interviewees were directly asked about whether disabled employees fit into the workplace as far as social and environmental aspects are concerned, 25 of the interviewees have revealed constructive thoughts in 69 sentence chunks. 15 people, in 33 sentence chunks, added that someone in wheelchairs or slow could not fit their workplace due to the nature of the work.

There were only 15 sentences chuck where in which ten interviewees declared minor problems in social integration. It should be noted here that these majorities of such conversation have taken place in workplaces where the people with autism spectrum are a member of the workforce. Thus, those related to the condition itself. Considering physical fitness, the question addressing the accessibility issues revealed workplaces have carried out certain adaptations in the physical environment (55) and adaptations in working conditions (74). The legal aspect of accessibility has also been pronounced. While, three interviewees, said that their workplace is physically accessible, eight interviewees, in the 24 different sentence chunks, stated that they have accessible parking spaces, accessible toilets, lifts, and/or ramps, etc. Some others just declared that the workplace is wheelchair accessible. When VN-46-144-26 talk about the disabled employees who are working for him, he mentions the type of the adaptations workplace has made to accommodate disabled employees. For the wheelchair user, the workplace bought 'mouse and computer arrangement, so he can write with his feet'. For the visually impaired employee's 'for example, he must have some special computers and so on, but that was the only thing […] It was not so hard to do those arrangements'. Few interviewees, on the other hand, said there was no need to make physical arrangements as the building was already accessible. Considering transportation, only the visually impaired interviewee that declares the difficulties of navigating with a guide dog reported the problem. Work related adaptations were found to be merely pairing with a co-worker (24) and specialising working hours, according to the needs of disabled employees (16). Providing visual aids, to do list, or establishing different colouring system, changes in the box sizes, sign language interpretation, and assistive devices were also pronounced when talking about the adaptations. The cost of the adaptations has been referred to a lesser degree. Most of the adaptations seemed to create no additional costs to the workplaces. Those who have to cover expenses said that the expenses are in a reasonable range (14). Yet the work roster and the routine of disabled employees appeared in the text to a substantial degree, especially in Ireland sample. Employers said they arranged the work schedule according to disabled employee's preferences. It should also be noted that most of the disabled employees are on part time jobs. Although the store of VN-35-144-07 was fully accessible, he still said 'someone that is in a wheelchair would be limited in what he could achieve/do'. Having the physical adaptations in the store might have its roots in the following statement of 'we would have probably five or six customers who regularly come here. They are wheelchair bound. So, it is good for them to have access to the store'.

Irish interviewees (38), declared a work-fit more than their British (27) and Swedish (4) counterparts. They also speak about more on misfit of wheelchair users (20). Still, few of the references say that the social-misfit belongs to Irish interviewees (3). Disabled people (47) found to reveal more positive thoughts on work-fit than employers (22), and less likely to reveal negative thoughts on misfit. During the course of conversations, interviewees have mentioned the support and the information that they get when they face a problem or need any information regarding their disabled employees. Organisation in promoting the employment of disabled people (i.e. Supported employment organisations, private recruitment agencies, and third sector organisations) seems to be the main source of information (24) and the support for those workplaces (39). A co-worker was also reported as another source of support (5). When there is an issue to be solved, VN-35-144-06A told that 'they [name of disabled employee] knew and supervisors come. They (referring to people in supported employment organisation) were like the reassurance. We knew that somebody is there. Because we could not know. We are not professional on that. How to help those people you know. With the tolerance and the information given, you handle it (referring to having a disabled employee in the workforce) the well.'

Talking about their experience of having disabled employees for over a decade VN-35-144-06A touched upon its effect on the positive public image and stated that it is a good image for the store. It shows that we are on equal rights'. After explaining she was doing at her job, VN-35-148-06, she told about her feelings on being employed and said '(referring to if she did not have a job) I would be lost […] I live my life. I do, I go out to [location]. I love going to [location] I just literally do everything and I enjoy that [….] You do not plan these things and nobody expects it [….] I know in my heart and soul, I might have a little problem, it's only slight, but still I do not let it get to me [….] I will go on for as long as I can and no matter what age I am I am not going to stop. I'll go till I fall down [….] I have come a long way, and I will just keep going' When telling about their experience of having disabled employee/trainees. VN-46-144-27 stated that 'we have their help to increase our productivity or queue time and sales and everything. So, it is very important for us to have these good numbers. They contribute a lot to it, and many pharmacies see that you know, we are doing a very good job. But the thing is that, if did not have them, we could not have managed to have these numbers for such a long time'. Touching upon the financial aspects, she continues her response saying 'If you compare the financial relief that we get from them being here, compared to the time that we spend on them, it is not comparable because we get so much more from them.' In another example, VN-44-144-16

stated that ‘as an employer and as a person, it is very rewarding [….] It increases the diversity of a workforce [….] it is increased the productivity of the workforce because people are more open and they share ideas and they open to new ways of thinking and doing things […..] So it’s productive, very productive for me’.

When talking about the employment of disabled people, interviewees have also revealed information about the capabilities of disabled people and/or disabled employees alongside the advantages and disadvantages. In total, 263 statements made by interviewees were assembled under this thematic category. Capabilities category has further sub-branched into skills, limitations, and needs categories. Under the skills, there were 97 constructive referrals, which either addresses their communication skills (8), job skills (62) or exceptional job performances (26). The unconstructive ones were assembled under another subordinate category (87) where the limitations in comprehension (15), communication (20), or carrying out the job (52) were pronounced. Interviewees have also declared the needs arising from having a disabled employee in the workforce (79). These include the need of co-working (40), frequent monitoring (23) and further training (16).

Compared to the British (20) and Swedish (13) interviewees, Irish (54) interviewees have raised the limitation of disabled people at a substantially higher rate; still they (60) acknowledge the skills more than British (22) and Swedish (15) counterparts. When it comes to the needs Irish (32) and British (36) interviewees talked more about the needs arising from having an employee in the workplace than Swedish interviewees (11). When it comes to the stakeholder positioning, employers (48) and disabled employees (47) have dramatically higher rates of referral to the skills than key informants (2). However, employers were found to disclose more concerns about disabled peoples or disabled employees’ limitations (55) and the needs (31) than disabled employees and key informants.

In her explanation of understanding of disability, VN-44-144-02 has touched the limitations in carrying out a task, as well as the need of support and/or reasonable accommodation and said ‘somebody who has a condition or something that affects them carrying out day-to-day activities who need support or reasonable adjustment for them to go about their daily life’. Later in the discussion, describing the disabled employee at their workplace, she has referred to disabled employee’s exceptional abilities and said ‘[….] part of his skills and abilities is fantastic [….] He loves spreadsheets, he loves IT, and he is superb at website, social media [….] may be where a non-disabled person might consider the mundane task of spreadsheets and figures quite

laborious. It is an area of interest for [name of disabled employee]'. Mentioning the exceptional performances, VN-46-144-22 stated that 'with this person that we hired now everyone (remaining line/branch managers) says, I also want this type of person in my department because he has a very good overview.' When talking about his wheelchair user employee, VN-46-144-26 told that 'actually, he writes better letters [….] — I have never had such a good secretary [name of the disabled employee] writes the best letters and he do it all the time'. Being disabled has also been equated with differentiated problem-solving skills. VN-44-148-15 'from my own experience – quite good at problem-solving because it's something that you have on a day-to-day basis [….] You know, you do not necessarily go about your life like non-disabled people. The way I do things, the way I walk about across the road, the methods I use in life are different to other people. So, I suppose it gives you that ability to abstract thinking and problem solving." While talking about potential limitations of wheelchair users, VN-35-148-11 referred to his own responsibilities at his workplace and told, 'I do not think whether he or she [….] can move in the wheelchair. I do not think able to work there. They are in the wheelchair. I see them coming in and out. They would not be able to do the things that I do now. Because they have to remove the chairs to clean. In between, you know.' Another employer has touched upon the following the instruction and said 'she does not like to understand; she does not like to follow instruction [….] If she is not doing her job. There is no point to having her here [….] If they want to have a proper life, they have to take their responsibility. They have to be on time, and they have to understand that this is a workplace and it is not like a place for chatting with friends (VN-35-144-08). VN-35-144-07 mentioned the similar problem with one of his disabled employee and said 'he finds it hard to follow the instructions, struggle with as I said to follow some simple instructions. He would tend to pull his own spin on things.' The same interviewee who had concerns mostly due to legal liabilities also declared the need for co-working and constant need of monitoring. He said 'we always paired him with another member of staff because of the security [….] There are some frustrations that you have to monitor them closely [….]' Later during the talk, he declared 'if they were given certain job or instructions they could follow unaided. Because I do not want to use the word, but I cannot babysit them…You have to have a member of staff constantly working with [name of the disabled employee]. It is actually frustrating cause you are paying a member of staff actually mind, a sort of, another member of the staff.'

Apart from the capabilities, the characteristics of the disabled people/employees has been mentioned largely during the conversation, which necessitates assembling another subordinate category. Under the characteristics of this category, 28 interviewees have made 103 referrals to the positive characteristics of the disabled employees/disabled people where they were described as hard working (56), reliable and stable (39). Having a great personality, exceptional memory skills, being devoted and punctual, having less/no sick leave, loyalty were amongst the cited constructive thoughts. There were also sentence chunks that say their focus is on the strengths that disabled employee has rather than their weaknesses (16 times). The negative sentence chunks were dramatically lower than positive traits. In total, 11 interviewees have made 25 referrals where their disabled employee was declared as sensitive to change (11) and refrain him/herself from socialising (4), easily tempered (6) and disobedient (4).

When the issue was taken from the perspective of individual-level and country-level policy factors, it was seen that British (48) and Swedish (36) interviewees discourse includes more positive traits than Irish (19) interviewees. Their referral to negative traits is at a similar rate (7, 8 and 10 respectively). The number of referrals that address positive traits was dramatically lower for disabled employees (25) and key informants (21) when compared to that of employers' (57). It was mostly the employer group who touched upon negative traits (17).

When telling what an excellent employee he has, VN-46-144-21 stated that 'He asks if he is uncertain how to do this [….] He asks but he is perfect, and he is never sick, he always shows up on time. He comes well prepared before time. He is a really good example, and he takes his work really serious'. Referring to all his disabled employees, he said 'they are not slower than the others. They are never sick'. Similarly, VN-46-144-22 told that one of her disabled employee 'has a very good eye for detail and that is a personality that we need in the group. I see now in the disabled people that are working here now is that they, all of them, have very, very high work ethics. I have never seen anything like that, and it comes from all of them. They are also very devoted. When they are here, they are working. It's not like they sit around or go and drink coffee.' VN-44-148-12 mentioned how much he likes to be focusing on and carrying out his job by stating that 'as long as I am told what the job is then I'll go straight out and do the job and keep doing it until it's done'. His dislike of making unnecessary communication has also implied with the words 'I am a bit more – I prefer to just get down to the work instead of sitting around talking about pointless – not pointless, but kind of small things. I prefer not to sit about and talk about small things…I do not enjoy talking to them if you know what I mean. But I enjoy talking

to people who just talk to the point [….] They can still tell you what job you are going to do even if you do not like socialising with people'. It should be noted here that interviewee was fully cooperative with the interviewer and the carer throughout the conversation.

Under the considerations subordinate theme category, there were 134 statements made. Eight interviewees reported that having a disabled employee do not bring any additional risk, whereas 23 of the remaining interviewees has made 102 referrals to the risks of having a disabled employee in the workforce. Business wise risks (35) were about the productivity loss, legal risks of accidental damages, or having them in payroll. While risks to others (30), and disabled people themselves (12) were mostly about the health and safety issues and psychological wellbeing of the employers and colleagues. However, some workplaces have devised mechanism and tools to overcome the experienced problems (32). This was either achieved by health and safety risk training, using adapted hazards alarms, having risk management plan or handling the issue under sustainability programmes, with debriefing the co-workers, teaming up the disabled employee. Alongside the earlier findings suggesting a counterintuitive effect of anti-discrimination legislations, these findings raise questions for further investigation about to the feasibility of holding approach coercive approach.

When the considerations subordinate theme category was explored from the individual- and country-level policy factors perspective, it was seen that interviewees who are Irish (76) had revealed more concerns than their British (29) and Swedish (29) counterparts. Stakeholders, on the other hand, showed that it was the employers (122) who has referred to the issue at the highest rate while disabled employees' number of referral to the risk remained at around (12). Considering the solutions, Swedish (16) interviewees have made more referrals to creating ways to overcome the risks than British (8) and Irish (8) interviewees. As expectedly, employers (30) have created solutions to alleviate the risks. While talking about the distress of witnessing disabled employee's temper tantrums, one particular employer explicitly declared that 'I never met such a situation before. If you do not meet this kind of situation that is going to scare, you [...] Scare you [...] I got panicked […] shocked […] I did not even know who I am.' Referring to this incidence, she continues saying 'She gets angry like this, [she flicks her fingers] and later stated 'even if I train her as a waiter …when the table is rude, she will spill a glass of water on them (referring to customers)'. She concluded her answer by declaring that 'having her here is no good for the company' (VN-35-144-08). Another employer from Ireland referred to the legal consequences of the health and safety failures. In his answer, he said 'honestly, yes... not only

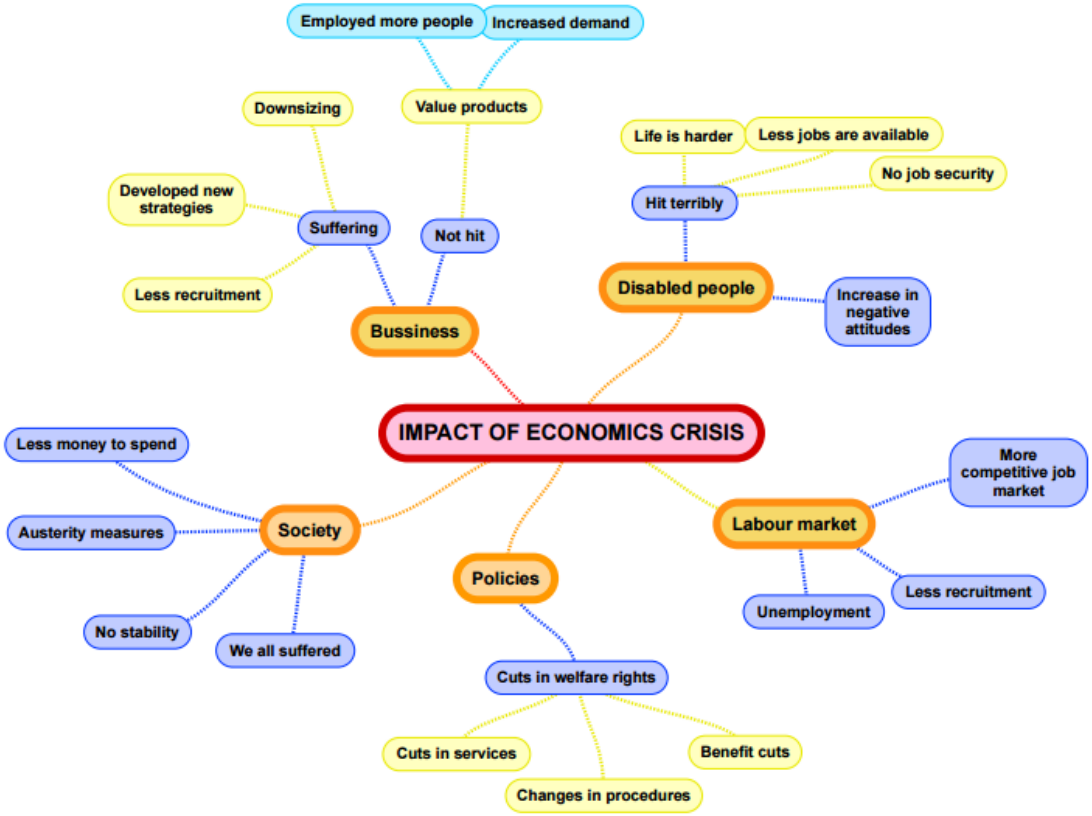
because of their disability but because of the liability that comes with worry […] There is obviously a risk for themselves and risk for fellow colleagues and risks to customers […] the problem is where this responsibility lies'. During the course of the interview, he also told about the frustrations that have arisen due to the pairing of non-disabled staff with disabled employees as he thinks productivity of member staff suffers due to assisting the disabled employee. He articulated that 'it is frustrating that if you are paying someone, it was his job and you have to get another employee to go to fix it.' Although he is quite happy with the disabled employees' communication with the customers, he said 'staffs do not see their disability… They get frustrated with him; they get frustrated with me because I am allowing it. They are saying why you are accepting this or tolerating this' when he addressed the perceptions of the colleagues (VN-35-144-07). The referrals from the UK were mostly revolved around the health and safety risks. When talking about an epileptic seizure incidence of a former employee (referring to having of flashing lights at the venue), VN-44-144-16 said 'the employee who had not told us that she was epileptic, we've learnt from it, and we make sure we had a better brief about the content of a show and because not just that, the customers before they book, for our staff as well'.

Although considerations have been raised about having a disabled employee in the workforce, advantages of having a disabled employee within the workforce still supersede the pronounced disadvantages. Overall, 26 interviewees have declared various types of advantages of having a disabled employee in the work force within 170 sentence chunks. Under this theme category, contributions to the business (107), disabled people (40), to the society in general (12) and economy (11) have surfaced as the first order theme categories. When talking about the contribution of disabled employees to the business positive public image of the company, creating and bringing diversity and empathy within workforce (21), contributing the work (72) by boosting the productivity and meeting the expected level of performance were listed. The inclusion of disabled people into labour market have also been linked to the general economy (11) as employment would keep them out from the benefit schemes. The advantage of having work is also thought to increase disabled people's chance of leading a more independent life, as well as their chance of participation into social life (40). Awareness raising in the society was also pronounced as another advantage of having a disabled employee (12).

The country wise comparison showed that despite revealing the relatively higher rates of concerns about having a disabled employee within the workforce, Irish interviewees still

recognised the contributions that can make. Their revelations (99) were more than that of Swedish (40) and British counterparts (31). While employers have made 95 referrals in total, disabled employee's revelations on advantages of being employed or having a disabled employee in the workforce were cited in 73 sentence chunks.

Figure 5 Subordinate theme categorty: Impact of economic crisis



When discussing the economic crisis, its impact on society (55), on disabled people (74), on business (53), impact on policies (80) and labour market (101) appeared as subordinate categories, which were subjected to further branching. Regarding the impact on business, the majority of interviewees declared that their workplace had been hit badly by the economic crisis (42). In Ireland (14) and Sweden (14) country cases, the impact on business is referred largely. On the other hand, such referrals were relatively few in the UK sample. Interviewees mostly articulated that economic crisis necessitates to watch out the expenditures. Profit loss was also referred. VN-35-144-08, in her statements, talk about the focus on the monetary hardship. In one of her statements, she said 'we are losing money, step-by-step, year-by-year. Our business is

getting worse'. When VN-35-144-07 is expressing his thoughts on the impact of economic crisis, he gave the following explanation 'People have less money to spend and… So, it is like each store, general retailers we all compete against each other. So, I suppose it is important that to give better value to customers as possible. You know we are a business, so we need to maintain, be profitable as a business to stay open [….]. It has affected us badly'. More interestingly, there were workplaces, which declared that demand for their business has increased, as their products are relatively cheap. VN-44-144-24 said that 'Our business has not suffered because of the global crisis. We have been able to increase our sales. It could be because our prices are pretty – it's not a low price, but it's pretty cheap as fast food, so probably if you are consuming, you are consuming good fast food'.

Cuts in the funding and changes in the procedures frequently appeared in the data that necessitate the formation of theme categories under the impact on policies. While British employers expressed the changes in the procedures and cuts in the funding at the same rate, Irish employers express more ideas on cuts in funding. While talking about the effect of the economic crisis, VN-44-144-16 articulated that there would be more strict requirements for assessing who is disabled and who can work. 'I watched a recent programme about disabled people that were on benefits and some of them started to worry that they would be allocated to jobs they would not be able to perform'. In Ireland sample, VN-35-144-09 addressed the cuts in social expenditures. He said '[….] Obviously, the government of us cut back what they have given.' No policy change referrals appeared in Sweden interviews. Regarding the impact on society, a similar trend was observed in comparison countries. Compared to Sweden sample, Ireland and the UK samples prompt more concerns over the impact on people. Yet interviewees expressed more thoughts on the effect on labour market when they were, indeed, questioned about the effect of the crisis on disabled people. Fewer recruitment opportunities, in general, were exposed where fewer opportunities for disabled people were the highlight of the theme category. Some also mentioned the long-lasting exclusion of disabled people from the labour market. Effects on society, in general, has also been declared and yet proliferated effects on disabled people were highlighted. With VN-35-144-09's own words, effects on disabled people were stated as follows, 'they would have been hit as hard as anyone else, may be harder'. When expressing his thoughts on the effect of the economic crisis on disabled people, VN-46-144-27 said that 'it has made it much more difficult because today they need to compete with the so-called normal people. And when there is not a lot of jobs out there, it will be much more difficult for them

because the normal people will – you know, they do not demand as much salary, I think, today'. Another interviewee who touched upon the same issue said, 'And again it's all down to skills and experience but I think from a disability point of view, if there are so many people going for these jobs, that's another barrier for the disabled person because not only are they competing with the disability, but they're competing with more applicants, with possibly more qualifications and more experience' (VN-44-144-16).

Qualitative analysis of the interview texts so far has been disclosed under the discussion of Approach to Disability Issues and Experiences of ALMPs in their actual context. It was observed that the discourse over the disability issues is not only differentiated as a function of the country, but also as a function of stakeholder positioning. And yet it is worth to remind the readers of the present thesis that the findings that are presented and discussed under the scope of present chapter meant to illustrate the real-life experiences of the stakeholders of ALMPs addressing disabled people. The following section is allocated to present the theme branching, which brings the interviewees interpretation on the employment related policies in general.

7.3. Interpretation of active labour market policies

The final superordinate theme category embedded in the data was *Policy Tools* (1011) where interviewees' thoughts on the effective ways of improving employment of disabled people were brought together (Figure 6). Alongside the policy recommendations, it incorporates the items where the duties of government, local authorities, or employers are declared. They appeared to create another subordinate thematic category, funding (218), support mechanism (128), awareness raising, (254), and proposed changes in general policy systems (109), training and education (102), job placement (49), and equality (118) were listed as first order categories.

The main policy recommendations gathered around the awareness raising (254) where the awareness level of employers (181) is highlighted. Alongside the training (46) on how to handle disability at the workplace, counselling (19) and developing mechanisms to encourage employers (81) to recruit disabled people were pronounced. During these talks, an explicit call to local and governmental bodies has been made which was 'lead by example' (25) (i.e. by hiring disabled people in public sector). The part where interviewees' opinions on certain policy tools were gathered, revealed consistent results. The majority of the interviewees (46/51) disclosed the importance of counselling on job match and legal responsibilities. The question that tackles whether employers should be encouraged revealed similar amount of support (43/51). Public

recognition of the exemplary workplaces is also thought to encourage the employers on recruiting disabled employees (41/51).

Funding is also amongst the policy tools that were thought to improve the situation of employment of disabled people. In total, 218 sentence chunks address the financial aspect of the employment of disabled people. Financial help (68), cost coverage (56), and financial incentives (39) were amongst the recommendations that were pronounced the most. Tax relief (16), subsidies, (17), grants (7) has also been stated. Still, no cuts in disability-related issues were declared (12). Although financial help was thought to improve the employment of disabled people, the majority of the interviewees is against the idea that the state should cover all the expenses of recruiting disabled people. Question on the coverage of pension contribution of disabled employees (22 out of 51) or energy cost reductions (22 out of 51) have been rejected at a similar rate. The statement that providing tax relief (23 out of 51) and low-interest loans (21 agreements out of 51) have more agreement than the rejection. Under the funding sub-theme category, the risk of misuse is also articulated.

Interviewees in all comparison countries displayed similar approach to this issue. VN-35-144-06A's statement could be a good example for such reference. He said that 'It is good to put out information there. It is good to show how a company could benefit'. The policies on education and training are also addressed. Yet, the necessity of securing accessibility of educational facilities was declared. Considering the risks of cost and coverage VN-44-144-02 said 'but it's whether it's the right thing to do or not because what you might get then is you might get the flip side of equality and diversity where you get employers only taking on people with a disability because of the tax relief, the pension relief and it can go the other way'.

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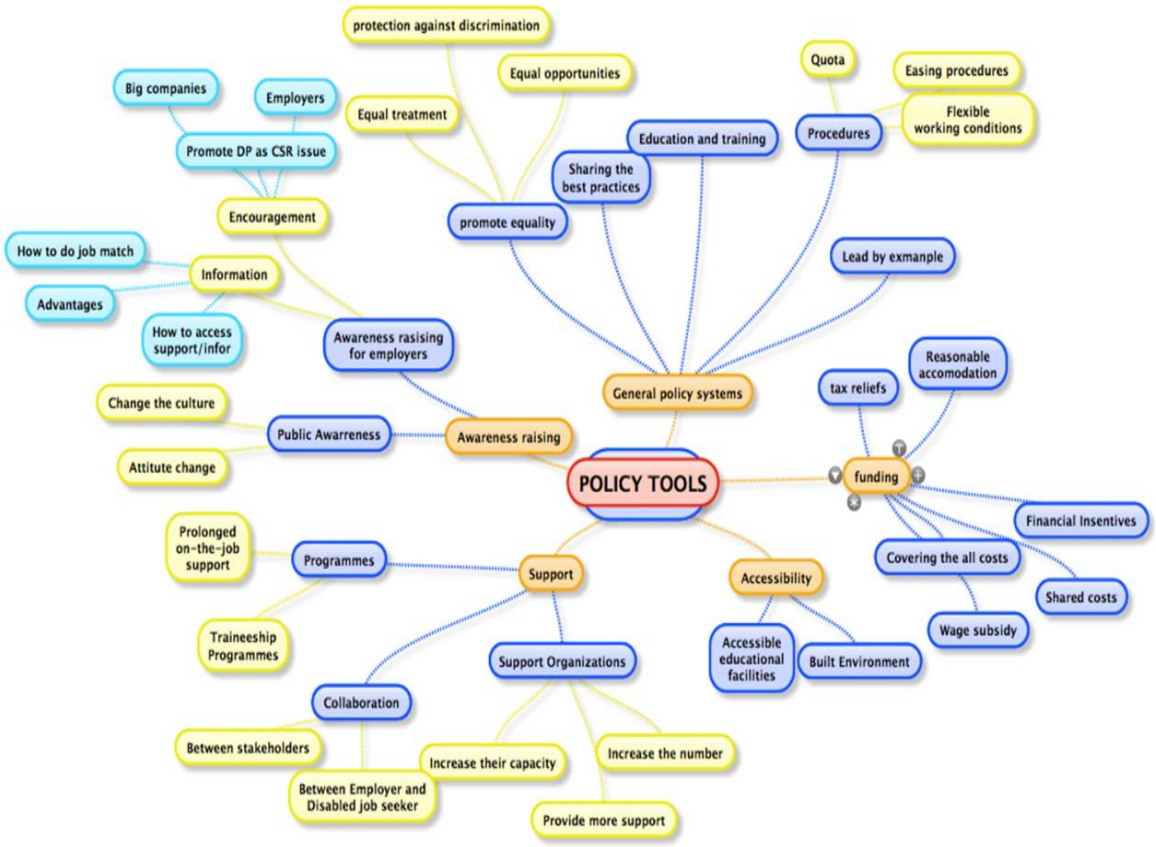
Figure 6 Subordinate theme category: Policy tools



Another employer articulated that 'I am pretty sceptical about any signs of tax reliefs because I do not think it would work. And maybe it would, you know, it would cause creating jobs for having jobs to have tax relief' (VN-44-144-08). Regarding sharing the cost of employment of disabled people by either incentives or coverage, was further added that it might also have vital consequences. 'Government has to take half of the cost (of hiring disabled employees); it will affect the perception of other staff' (VN-35-144-03). Another employer offers relative cost coverage by station 'because they're doing their part. And if they lack something, maybe if they lack life fifty per cent of work capacity, then I should pay fifty per cent and the government should pay fifty per cent because it's – that person cannot work one hundred percent.' (VN-46-144-27). VN-44-144-16 refers to increased funding for services for promoting employment for disabled people; she said 'But if they could go in and showcase their skill set and their abilities, that would then allow the employer to assess if they were the right person for that job. So, I think there needs to be more money for that, more money for raising awareness and more money for training packages for employers'.

The importance of support in improving the employment of disabled people (128) surfaced as another subordinate theme category where having a tangible, prolonged and effective support system (69) for better inclusion are repeatedly highlighted. Capacity building (20) and the financial help (18) of the disability-related organisations are also given as recommendations. When talking about the availability of support for VN-46-144-27 stated that 'I think it's very important for them to have someone to help them in the beginning, when they start at a new workplace because there can be many issues that will arise in the beginning, or maybe later'. Availability of job teaser programmes and transition programmes are also addressed. One employer declared that 'there has been a lot of support until they reach the age of eighteen and then the support has sort of drifted away and they're left to find their own way through life with non-disabled people where I feel more policies should be in place to support a young person possibly up to the age of twenty-five, through that transition period from leaving special school through to employment' (VN-44-144-02).

Apart from above mentioned subordinate themes, there are also references to the changes in the general policy system (227). Under this subordinate theme, ensuring equality (118) and establishing collaboration and coordination mechanisms between the stakeholders (employers, local authorities, government organisation, disabled people, NGOs, etc.) were the most prominent themes that surfaced under the general policy subordinate theme category. Easing the bureaucracy, tackling benefit trap and flexicurity have also been offered as policy recommendations. Under the subordinate category of job placement, job creation (11), helping disabled people in job search period (24), an establishing medium to bring employer and disabled people together (12) were proposed. Some interviewees stated that there should be a certain percentage of the workforce constituted by disabled employees. It was advised that there should be no legal enforcement. One interviewee stated why he is in favour of a quota system with the following words 'in the perfect world; I would not be (favouring quota system). I think the best person should get the job. If I am coming for an interview for a job. If I am the best person for the job and I was not discriminated against, then there will be no need for it. That is not the world we live in' (VN-35-144-09). Accessibility issue has also been forwarded as a policy recommendation (33). Making 'design for all' as a crosscutting policy principle is suggested,

In the interview text, there is a considerable amount of statements which are worth to be cited in this report. However, two of them were very appealing and able to reflect the essence of the

current situation of the business. When employers were asked, what would increase the likelihood of employment of disabled people the most, the employers put forward funding related recommendations as a response (VN-35-144-09) said that money is 'the reality of the world'. However, the most striking statement comes from an employer from Ireland (VN-35-44-08). She pronounced the following statement.

'We are in recession; it is all about the money.'

7.4. Discussion

Under the scope of the present chapter, individual-level interpretation and actions in the face of employment of disabled people and related policies were explored. The main aim was to illustrate the implementation of ALMPs in their real context by direct stakeholders. Workplaces in Ireland, the UK and Sweden were visited to conduct interviews. The review and synthesis of qualitative research undertaken with disabled employees, employers who have disabled employees in their workforce and the interviews with other stakeholders, have together identified four domains of themes: approach to disability issues; work-environment; impact of economic crisis; and approach to ALMPs. The chunks classified under the themes, mostly mirrored the semi-structured interview form.

When the further branching was scrutinised in depth, it was seen that disabled people were associated with semantically negative annotations when the matter revolves around the disabled persons' capability. On the other hand, their personality characteristics were appraised to a greater extent. For certain disabled employees, outstanding job performances were declared. Terminology usage depicted that people with intellectual disability and physical disability are more likely to be perceived as disabled. Chronic illnesses as disability rarely appeared during the conversations. Interviewees in all comparison countries believe that there has always been discrimination against disabled people. Discrimination towards disabled people has mostly equated the misconceptions and stigma attached to the term of disability. Lack of awareness about disability and their capabilities were thought to have led such prejudices. Interviewees see the equal treatment and opportunities as an important aspect of disability policies. Still supported employment programmes and awareness raising appeared to be the main tools for promoting the employment of disabled people.

Issues around the economic crisis and its effect on the business world and employment of disabled people showed that interviewees acknowledge its effect mostly with negative

connotations. Increased burden on the general population, disabled people and businesses world, were articulated largely. Although proliferated effect on disabled people was acknowledged, discussions mostly go around overall effect on the society. Having a disabled individual in the workforce and attached liability risks were mentioned to a substantial degree. To overcome the risks, the workplaces have developed a working system where supported employment organisations are valued to a great extent. Supported employment organisations or organisations that give such services were observed to be the main source of information for the workplaces. The workplaces that have closer connections to those organisations were observed to have a better job match, better job performance, in other words, better integration. In most of the workplaces, workplace adaptations were provided.

Equating the economic exclusion with ongoing discriminatory attitudes towards disabled people, awareness raising both in the society and in the business world is proposed as a necessity. Providing grants for adaptation fund, sharing costs of employment for the extra burdens, having a better collaboration mechanism between the stakeholders appeared as other policy suggestions proposed by the direct stakeholders. Although monitoring of the recruitment and a percentage of workforces appeared as a recommendation, it is stated that there should not be any sanctions or coercive measures. From the overall expectations of government, it is apparent that employers are in need of information, yet they prefer the carrot over stick.

When the embedded themes are re-contextualised according to the stakeholder positioning, theme branching showed that employers and disabled people use less disability related terminology as compared to respondents. Frequent use of terminology amongst key informants may be attributed to their professional or educational background. Employers, on the other hand, express more thoughts that can be grounded on equality issue. From the perspective of the disabled employee, barriers to the employment are mentioned mostly. They refer to discriminatory attitudes in society and the labour market as the main barriers to the employment of disabled people. Chapter Six revealed parallel findings where disabled people appeared to display higher agreement rates with the statements on discriminatory attitudes. When referrals under the same overarching theme were examined by the country context, the UK appeared to be the country context, where the thoughts are expressed more with disability related terminology. Equality issues and barriers to employment, again, were the issues that British interviewees highlighted the most. When it comes to discrimination, Swedish and British

interviewees have made a similar number of referrals, in which discriminatory attitudes were reiterated as the main barrier to employment of disabled people.

Considering the experiences of ALMPs, employers' referral to accessibility was primarily about building environment, whereas, disabled employees' was mostly about the transportation system. Chapter Five, also suggests similar findings, in which people who have limitations in commuting to work displayed dramatically lower likelihood of employments. On-the-job performances of disabled employees equated with both job-related skills as well as the attached limitations. From the interview texts, equal number of referrals are made by employers and employees. When it comes to the limitations, it was employers who expressed some concerns about disabled employee's contribution. When referral routes were examined by the county context, it is seen that compared to Irish and British interviewees, Swedish interviewees had more contribution on equality related issues, less on the still they mentioned the effect of the economic crisis in society and their own business. Irish and British interviewees reflected similar amount of expression, economic crisis and contribution; however, they did differentiate in consideration and elimination efforts. Compared to British interviewees, Irish interviewees have made thrice as much consideration as British. Yet, the similar amount of effort was observed in eliminating the expressed problems.

The results of the analyses so far, revealed that policy tools that involve sanctions; coercive measures as well as subsidies create an unintended adverse effect on employment outcomes for disabled individuals. A similar trend is observed for vocational rehabilitation. Making vocational rehabilitation compulsory also revealed no effect on increasing employment chances of disabled persons. Still, timely vocational rehabilitation has potential to contribute to a better employment outcomes. Amongst the investigated policy tools, centralisation of disability services, as well as providing prolonged on-the-job support seemed to be the two prominent policy tools that improve the employment chances of disabled individuals in the open labour market. When the employment chances are scrutinised from the perspective of individual-level and country-level policy factors, it was observed that country-level policy factors do not contribute the predictive model. It was also observed that disabled males, who have either physical impairment, have a university degree, experience no limitation on the type of work, transportation, or working hours; have no further need of workplace adaptations, personal assistant or special work arrangement are significantly more likely to be at paid work. These findings suggest that alongside the centralisation of benefit and support services and providing prolonged on-the-job support,

ensuring equal opportunities, providing flexible working options, special working arrangements, increasing accessibility in education and transport systems can contribute to having better employment outcomes. Cited as another important barrier, societal approach was investigated at the following step. The result showed that more than half of the EU citizens are unaware of the discrimination that disabled people have to face in society and in the labour market. Still, they acknowledged the adverse effect of the recent economic crisis. Regarding the related policies, the majority of the EU citizens were in favour of positive measures on promoting equal opportunity for people who are at risk of discrimination.

In the final chapter of the micro-level analysis, I have attempted to illustrate the interpretation and experiences of ALMPs in their actual context. Thematic analysis of the information gathered from the workplaces where disabled people are employed showed that despite the proliferated effect of the economic crisis, the contribution of the disabled employee is acknowledged. Employers in all comparison countries value their disabled employee and their contribution to the business and the work environment. Yet, incremented policy endeavours on awareness raising, support mechanisms, and funding are declared. The extensive on the job support from the organisations was declared and valued by many respondents. It was also seen that workplaces that have strong contact with such organisations had declared more positive thoughts when talking about the experience of having a disabled individual in the workplace. Still, integration to the social environment of workplaces appears to be related with peculiarities of disabling condition. The themes embedded in the interview text, in many aspects, revealed information which is consistent not only with the above-cited literature but also with the findings that are cited in previous results chapters.

One of the primary aims of holding interviews with the direct 'objects of the policies' (Henninger, 2006, p.1) was to learn how ALMPs are experienced and negotiated in their actual context. Alongside the employers and disabled employees, individuals whose main job activity was on promoting employment of disabled people were interviewed. It was important to illustrate the examples from a wider range of interview participants. To a large extent, I achieved this, with interviews being undertaken with people recruited from M-SMEs, local authorities, social enterprises, NGOs, social primary and secondary services. Disabled employees who have visual, hearing, mobility, intellectual difficulties or autism/Asperger's Syndrome were interviewed. However, despite my attempts, I did not receive any correspondence from people with mental health problems. The findings may not, therefore, be inclusive of their views. There

was also an over-representation of people with autism/Asperger's Syndrome. I cannot speculate on any biases that may have been introduced as a result of this; it is possible that the perspective of employers who have disabled employees with mental health problems can provide some information.

For the qualitative phase of the micro-level analysis, workplaces where a disabled employee(s) works were visited to illustrate the employment of disabled people in actual social environment. Employers with whom the interviews were conducted are the ones who have already taken a determined action to encourage the employment of people with disabilities. Another limitation was the lack of interviewees with chronic illnesses or mental health problems even though some of the employers stated having employees with chronic illnesses or mental health problems. For this reason, there is limited information about disabled people who have chronic illnesses or mental health problems.

In the scope of the qualitative enquiry, representativeness in terms of geography, firm size and business sector as well as disability types are sought for the sample selection. However, the intention was not to achieve representation for all EU population. The ultimate goal was to illustrate the experiences and implementation of ALMPs in actual social context rather than drawing generalisable conclusions.

8. Conclusion

The present thesis was designed to identify how states can better promote the employment of disabled people in the open labour market, in particular within the private sector. To this end, a layered framework was designed to analyse the current situation of employment of disabled people from a broader perspective. Each layer administered a different method and linked to others in a progressive manner to render a more comprehensive understanding of the current situation of employment of disabled people in the EU context.

The following research questions guided the present research:

Macro-Level Analysis

1. *What kind of policies addressing disabled people are associated with better employment outcomes for them?*
2. *What kinds of country-level and individual-level factors are associated with differentiation in their employment outcomes*?

The macro-level analysis examined the factors that are associated with better employment outcomes and employed a quantitative method. All statistical analyses were conducted via STATA Version 13 over a sample withdrawn from the EU-LFS ad hoc module 2011 (EUROSTAT, 2015). For the analysis, responses of 83,232 disabled people were used. While the bivariate analysis was used to understand the unique relationship between variables, multilevel logistic regression analysis was used to calculate the likelihoods of being in paid work.

Initially, associations between different policy approaches addressing the disabled people and individual-level employment outcomes were explored. The Organisation for Economic Co-operation and Development (OECD) disability policy typology integration and compensation dimensions' sub-scores were utilised for this purpose (OECD, 2010). To improve the reliability of estimates of country-level policy factors, two separate sub-models for each policy dimension were generated, which was later followed by a more refined analysis that utilised the assessment structure, supported employment programmes and timing of vocational rehabilitation as country-level policy factors.

This analysis was followed by the another step, in which being in paid work is modelled from the perspective of individual-level characteristics (gender; educational attainment level and age

cohort; disability type; limitation in working hours; limitation in getting to/from work; limitation in type of work; need of workplace adaptation; need of special assistant, need of special working arrangement) after controlling for country-level policy factors (compensation dimension, integration dimension, assessment structure, supported employment programmes and timing of vocational rehabilitation).

The micro-level analysis, as the second layer of the analysis, tried to illustrate the individual-level perceptions, interpretations and experiences of employment of disabled people and the related policies. It was carried out in two steps to answer the following research questions:

Micro-Level Analysis

1. *What kinds of individual-level and country-level factors are associated with differentiation in EU citizen's understanding of employment of disabled people and related policies?*
2. *How are active labour market policies for the employment of disabled people experienced and interpreted in actual open labour market contexts, particularly in the private sector?*

As the first step of the micro-level analysis, the responses given to a number of employment and disability-related statements in the EB 2012 (EC, 2012) dataset were used for the analysis. Withdrawing 13,232 working-age individuals, the sample is generated. From an extensive literature review and on the basis of availability of information in EB 2012 survey, gender, age cohort, educational attainment level, stakeholder positioning, familiarity with disability, and socio-economic status were set as individual-level factors. For country-level policy factors access structure, supported employment programmes timing of vocational rehabilitation, compensation dimension and integration dimension (after scores of access structure, supported employment programmes timing of vocational rehabilitation subtracted) were chosen.

As the final step of the micro-level analysis, thematic analysis was carried out with the help of NVIVO Version 10. Regarded as a process for encoding qualitative information, thematic analysis was used to illustrate the themes that were embedded in the interview texts. The investigation was carried out in the UK, Ireland and Sweden, representing liberal, conservative and social democratic disability policy typologies, respectively. Thirty-six workplaces, which employ disabled people in the involved countries, were visited to conduct semi-structured interviews. In total, 52 interviews have been conducted with employers, disabled employees,

and associated organisation representatives. Samples were selected to generate geographic, firm size, business sector diversity, and disability types. Therefore, thematic analysis findings were only applicable to the context where data are gathered and cannot usually be generalised or transferred to other countries.

The following section provides a brief summary of the results and the reflections on the current situation of employment of disabled people and related policies.

8.1. Concluding remarks

In the last few decades, social rights have been continuously transformed in order to bring more people into the labour market. The primary mechanisms behind the transformation were cutting protection, regulating eligibility criteria, and introducing activation programmes. Parallel to these transformations, disability-related issues have been increasingly placed at the core of social policies. Specialised instruments or programmes were introduced to bring more disabled people into the labour market. Public spending responded to these transformations by showing the decline in compensation policies (Korpi and Palme, 2003; Allan and Scruggs, 2004). And yet, no such downturn movement was observed for integration policies for disabled people (Hvinden, 2016). Despite all efforts, the employment gap between disabled and non-disabled still persists (EIM, 2001; 2002; APPLICA et al., 2007a; 2007b; Greve, 2009; OECD, 2010; WHO, 2010; Zaidi, 2011; EUROSTAT, 2015). These attempts have generally failed to acknowledge differentiated abilities of disabled people, which, in turn, paved the road to the marginalisation of a certain group of disabled people (Shakespeare, 1996; Lister, 1997; Barnes and Mercer, 2003; Parker, 2004; Stein, 2007). To avoid blame, governments pointed out the benefits systems and continued to systematically tighten the social rights for disabled people.

In her article, Annette Henninger (2006) elaborates the success of ALMPs at times of uncertainties and draw attention to the interaction between state and citizens. Annette Henninger's theoretical reflections on the relationship between welfare states and their citizens (2006) largely shaped the research methodology. For her, enforcing regulations might not predict the hoped-for policy outcomes. She argues that policies, especially those that involve sanctions and incentives, are bound to fail at the time of economic crises. She, therefore, argues at the time of economic downturn, regulations do not necessarily cause a change in citizen’s actions (Henninger, 2006). As a result, she advised further social policy studies to hold a non-deterministic stance and to elaborate the individual interpretations and actions in the face of

political regulations. Results of the preliminary sub-models revealed negative association odds of being in paid work and ALMPs that are associated with incentives and coercive measures were found to be associated with decrease. This finding not only supports Henninger's (2006) assumption, but also is consistent with Boheim and Leoni's (2015) study which employs similar statistical approach with the present study.

When the key policy tools are controlled for, centralisation of the benefit and support assessment service and timely vocational rehabilitation were found to be strongly associated with better employment outcomes for open labour market integration for disabled people. Preliminary sub-models also suggest positive association between prolonged supported employment programmes. Even after controlling for the key policy approaches, there is still risk of further exclusion for certain subgroups of disabled people. Results showed that disabled people who are: females, have low educational attainment levels, are at two far ends of working-age range; have mental health problems or intellectual difficulties; report having limitations particularly in working hours and transportation, or need of special working arrangements, living in jurisdictions where the focus is only on integration policies are at a higher risk of labour market discrimination.

Despite the ongoing discrimination, more than half of the EU citizens do not see disability as a discriminatory factor in society or in the labour market. While acknowledging the adverse effect of recent economic crises, EU citizens displayed substantial support for positive measures in promoting equal opportunities. It should be noted that certain subdivisions of society displayed a varied level of agreement with the proposed statements. People who are at the two opposite ends of the working-age range, having high SES background, hold the responsibilities of an employer, appeared to have relatively lower level awareness about the discrimination that disabled people have to face in society and in the labour market. They also displayed relatively lower support for the positive measures on promoting equal opportunities for people who are at risk of labour market discrimination.

Result of the final step of the micro-level analysis, which aimed to illustrate the interpretation and experiences of ALMPs in their actual context, disclosed that the majority of visited enterprises were adversely affected by recent economic crisis, however, contribution of the disabled employee into business and work environment was still valued. While acknowledging the risks and considerations attached to having disabled employee, most of the visited work environment develop effective strategies to overcome these issues. The importance of the

support that specialised organizations was highlighted by most of the interviewees. Overall, it can be said that direct stakeholders of ALMPs see awareness raising, support mechanisms, increased collaboration between stakeholders and funding as crucial approaches to promote the employment of disabled people.

Overall results suggest the main drivers as:

> Centralisation of disability-related services; providing timely vocational rehabilitation; making built environment and transportation accessible; introducing/improving flexible working conditions; providing personal assistance to those who have such needs; providing tailored support to enterprises to identify the workplace adaptations/assistive device or special arrangement needs; further protection for those who are at risk of marginalisation.
>
> Raising awareness amongst certain subdivisions of society; providing grants to enterprises; sharing the cost of the extra burden of workplace adaptations; promoting the capacity and quality of support organisations/institutions; creating mechanisms to increase collaboration and cooperation between the stakeholders; acknowledging and sharing the best practices of ALMPs

Last but not the least, leading by example, redefining the notion of equality and work is necessary to ensure equal enjoyment of citizenship rights.

Based on the theoretical arguments of Annette Henninger, the present study proposed two sets of hypotheses to shed light on the deterministic nature of disability-related policies. When change in the variances is revisited, it was observed that the models that include individual-level factors as a group appeared to explain most of the variation in the probability of being in paid work. This suggests that individual level characteristics play more decisive roles in predicting individual-level employment outcomes than country-level policy factors,

When results are investigated from the perspective of models of disability, it was observed that the traditional policies, which inherently involve coercive measures, sanctions or wage subsidies, have limited potential to contribute to the employment chances of disabled people. Having such findings suggests that any governance style that fails to acknowledge the autonomy of the individuals may have the potential to create a reflexive action.

8.2. Limitations and implications for further research

Although the analysis provides some insights, there are limitations that need to be considered in relation to this analysis. For instance, scores represent aggregated data, which do not allow the ability to trace individual policies in the national context. More importantly, it does not cover all disability related policies. The factors that are used in the current analysis could only be considered as proxies, which left context dependent factors such as GDP, social welfare expenditures, general employment rate, ALMP related expenditures, and social inclusion index unaddressed. Another issue could be OECD's employer obligations for employees and new hires, in which a traditional quota system with the rights-based anti-discrimination approach, may affect one another (Waddington and Diller, 2000; Fuchs, 2014).

There are also dataset limitations to be identified. Crucial information about the country context (e.g. institutions, legislations, histories, labour market conditions, GDP, general employment rate, social welfare expenditures) remain unobserved (Snijder and Bosker, 1999; Bryan and Jenkins, 2013). There are also limitations that are associated with running multilevel analysis in cross-national EU LFS ad hoc module 2011 and EB 2012 (EC, 2012).

All these limitations make it impossible to draw causal inferences when running cross-sectional analysis in a cross-national context. It is therefore advised, to consider the limitations mentioned above when evaluating the findings of the present research. Despite all these implications, this study can still provide significant insight into the literature, and associations drawn from the analysis may still provide useful information in generating hypotheses for future research. It is worthwhile to note that present research makes no claim regarding the benefit take-up outcomes.

Throughout the presentation and discussion of the results further investigations were suggested. Alongside the previously cited suggestions, further research is needed to improve our understanding of the latent relationship between benefit take-up, financial constraints and employment outcomes. As stated earlier, welfare transformation is based on the mechanism of tightening benefits, increasing eligibility criteria and introducing activation programmes. If the outflow from benefit scheme is not followed by a parallel increase in employment outcomes, there may be a danger of putting disabled individuals a vicious circle of vulnerability and suffering (Gough and Woods, 2004; Gough 2004). Multinomial multilevel logistic regression analysis would deliver such information on the basis of the availability of information in EU-SILC datasets. In addition, relating the policy context and the individual outcomes can be

investigated further by employing advanced statistical techniques [like Structural Equation Modelling (SEM) or Multivariate Qualitative Analysis (MvQCA)].

8.3. Policy recommendations

Under the Article 27 of UN CRPD and Article 4 of the Strategy, key actions aiming to improve the employment of disabled people are cited as creating accessible workplaces, developing well-structured transition programmes and new strategies to increase awareness among employers, and finding new ways of dealing with job retention and dismissal. In both documents, the importance of accessibility is highlighted (CEC, 2010a). In addition to prohibiting discrimination, both documents reiterate the importance of creating opportunities in the open labour market and recall the importance of promoting employment in the private sector through appropriate policies and measures, which may include affirmative action programmes, incentives and other measures.

In the endeavour of promoting and protecting the rights of disabled persons, present thesis's contribution would be the following policy recommendations, which are grounded on the intensive literature review and the analyses that were carried out under the scope of the present research.

Recalling the results of the macro-level analysis, governments may consider to;

- Ensure equal educational opportunities for all disabled people regardless of the limitation type or level
- Provide a flexible working option
- Increase accessibility of transport system and built environment
- Develop a support system which would provide information about workplace adaptations and/or arrangements as well as personal assistance (regardless of disability type)
- Devise affirmative actions to prevent further marginalisation on the basis of age, educational attainment, gender or disability type
- Conduct national level situational analysis that takes peculiarities of their countries and all related policy fields into account to reach tailor-made solutions
- Strengthening related governmental and non-governmental agencies

- Placing special attention on increasing the economic participation of certain groups of disabled people that include those who are females, young, have lower educational attainment level, have mental health problems or intellectual disability, experience limitation in commuting to work and working hours; in need of special working arrangements
- Carrying out a systematic analysis of the effect of a quota system in their jurisdiction
- Coupling affirmative actions with persuasion and reward mechanisms, rather than sanctions and coercive measures
- Providing prolonged and strong support for both employers and disabled employees, with a permanent option
- Centralising disability services benefit and support mechanisms in particular
- Providing timely vocational rehabilitation to people who are at risk of discrimination with a voluntary attendance option

Recalling the results of micro-level analysis;

- The EU organs may consider encouraging EU member states to launch awareness-raising campaigns. While planning an awareness raising programme, people who are in their late adulthood, unfamiliar with disability, holding employer position, coming from higher socio-economic backgrounds should be approached first
- Governments of countries where the quota system applies to public and/or private sectors and those that are classified as liberal disability policy may also consider awareness raising programmes
- Governments may devise training programmes for employers and employees to promote diversity in the workplaces. They may also consider setting up a mechanism to monitor diversity in the workplaces and during recruitment phases

Recalling the results of the analysis of the interviews with stakeholders, the Governments of the UK, Ireland and Sweden may consider;

- Providing extensive and timely on-the-job support for disabled employees and employers
- Easing the bureaucracy to take up the services
- Setting up better traineeship and transition programmes which are subsidised by the government for a defined period of time

- Increasing capacity and efficiency of the related governmental and non-governmental organisations and social initiatives whose main activity revolve around promoting employment of disabled people
- Establishing collaboration mechanisms to increase communication between stakeholders, i.e. support organisation, employers, disabled job seekers, municipalities, and social initiatives
- Ensuring accessibility, non-discrimination, equal opportunities
- Taking a persuasion approach rather than a coercion one
- Taking actions to create/increase awareness amongst employers, both public and private, and society, which may include leading by example, flagship programmes and sharing best practices
- Providing certain financial incentives to employers and shared cost coverage for special arrangements
- Ensure accessibility of transport, education and training systems

The proliferated adverse effect of the cuts in the economic and social participation of disabled people, especially at the time of economic crises.

8.4. Is it really all about the money?

In her theoretical reflections on the welfare state, Annette Henninger (2006) argued that social policy is planned on the deterministic notion of cause and effect relationship. To her, formulating policies based on such a simplistic assumption is unrealistic, especially since the macro-level policies are formed without considering micro-level individual perspectives. Consequently, she highlights the importance of analysing 'individual interpretations and actions in the face of political regulations' at the time of uncertainties (Henninger, 2006, p. 11). Coming from these ideas, she postulates that the objectives and strategies of welfare states do influence, but does not determine, the individual action. Thus, governments are advised to administer non-deterministic approaches as well as to analyse and interpret the actions of individuals who are directly or indirectly affected by the proposed policies, bearing in mind the disobedient characteristics of individuals (Henninger, 2006). During the planning of paradigm shift issues like centralising the assessment structure; providing strong in-work support; making involvement with vocational rehabilitation voluntary and timely; ensuring accessibility, particularly to education and transport systems should be given utmost attention. Besides,

awareness raising amongst employers and society; providing trainings on job match; increasing efficiency and capacity of the support mechanisms; increasing collaboration and cooperation between associated stakeholders; easing the bureaucracy; setting up monitoring mechanisms to ensure diversity in the economic life can be listed as proposed policy actions that were raised by the stakeholders. Bearing the results in mind, only four out of ten EU citizens are aware of the discrimination that disabled people have been experiencing in society and labour market, awareness raising programmes should be given special attention.

The present research grounded its hypothesis on Heninger's theoretical notions and placed equal importance to assess both individual-level and country-level characteristics throughout the analysis. The results of the present thesis provided support for Henninger's theoretical claims on many grounds, by implying reflexive actions at the individual-level for the policies that involves sanctions or coercive measures. It may suggest that at the time of the uncertainties, governments may consider taking the non-deterministic approach and acknowledge its citizens' autonomy as any governance style that harms the rights and responsibilities equilibrium in favour of the state inherently possess the potential to produce a reaction at the individual-level, even if the individual has benefited from it. This can be attributed to an increase in the value of self-interested individual which comes along with the rise of globalisation as pointed out by Henninger (2006), Mau, Meves, and Schoneck (2011), and Nauman (2011). That is why governments are advised to hold a non-deterministic approach and consider coupling employment-related disability policies with persuasion policies rather than sanctions.

Due to its legally binding nature, the policy change proposed by the UN CRPD is not an option but an obligation that EU member states must adopt. Implementation of UN CRPD provisions necessitates a policy change. Still, taking the context in which the policy is implemented into account is important Another crucial factor is taking a life-course approach. Another important change revolves around replacing the traditional approach with a right-based approach, where the autonomy of the individuals in the decision-making process is at the heart of the services. Due to the multifaceted and long-lasting nature of disability, envisaged policy changes in disability-related employment policies necessitate parallel changes in other policy domains. A thorough examination of the definitions of disability, related legislations, as well as the policies themselves would provide such information. Policy change in disability issues should also entail a positive change in the policy discourses, moving away from medical approaches towards a right based approach would also boost the employment of disabled people.

More importantly, rethinking ‘citizenship’, ‘equality’, and ‘work’ notions in a way that would ensure equal opportunity for individuals who are at risk of discrimination is necessary. Under the scope of the notion of equality, the singling out of disabled people can be prevented, which in turn, paves the road for the empowerment of disabled people. Handling disability under equality notions would help to create a society, which takes the responsibility of creating a just environment for its members under the ‘Society for all’ and ‘Design for all’ principles.

Transformation of the policies, most of the time, require a great amount of financial and human resources. Although present research provides information about the factors behind a better individual-level employment outcomes, and individual-level understanding and experiences, it fails to address aligned policies within its country context. This prevents delivering tailor made solutions for each EU member state. Therefore, bearing in mind the insights of the present research, further analysis that applies QCA needs to be carried out to see whether the same results could be replicated to answer the question of:

Is it really all about the money?

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Annexes

Annex A

Research advertisement and forms

School of Sociology and Social Policy UNIVERSITY OF LEEDS

ACTIVE LABOUR MARKET POLICIES FOR DISABLED PEOPLE: A COMPARATIVE ANALYSIS OF THE EUROPEAN MEMBER STATES

Employment, regarded as a precondition to participate in societal life, is a crucial phenomenon in today's world not only because it provides incomes but also serves social ends. Despite the continuous efforts of international organizations, the supranational, EU institutions and national governments, the employment level of disabled people is still far below that of non-disabled people in all of the EU Member States. Accordingly there is an increased need to analyse the current situation from broader perspective.

Our research aims to explore the current situation of active labour market policies for disabled people in the EU member states. To this end, up to 7 work places, from the UK, Ireland Sweden, Denmark, France and Italy, will be visited to hold face-to-face interviews with employers and disabled employees. Additional interviews with individuals from social initiatives/NGOs who are working on promoting the employment of disabled people are also forseen. Interviews will take around 40 minutes, and focus on some brief information about your the organization/workplace, your experiences and thoughts about active labour market policies as well as your recommendations for future polices.

We are fully aware of the sensitive nature of some of the data requested. We assure you that we will follow; in full compliance with EU Data Protection legislations (http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:31995L0046:en:HTML) privacy and protection of provided data will therefore be given utmost care and the data will appear in anonymised form in research outputs. Your contributions will help us to improve our understanding about the implementation of activation policies for disabled people in its actual context.

If you would like (a) to take part in face-to-face interview, (b) to receive further information about the project, or (c) to receive the final report of the project, leave us your contact information with the preference for further contact https://www.survey.leeds.ac.uk/almp/ Your email will not be shared with any other third parties and will not be used any other purposes that you provided.

If you have any questions, please do not hesitate to contact Betul Yalcin via email at dream@leeds.ac.uk or b.yalcin@leeds.ac.uk.

Thank you in advance for your time and support.

Researcher: Betul Yalcin
School of Sociology and Social Policy

Supervisors: Prof. Mark Priestley, Head of the School of Sociology and Social Policy
Anna Lawson, Senior Lecturer, Faculty of Law

School of Sociology and Social Policy UNIVERSITY OF LEEDS

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EMPLOYER FORM

Standard Introductory Text

Good morning/good afternoon. I'm Betul Yalcin, from the University of Leeds. I have contacted you on the basis of your agreement on participating into the study. Thank you very much for agreeing to conduct a face-to-face interview.

This research is a part of the DREAM Project Network, which is established to investigate how rights in the UN Convention on Rights of Persons with Disabilities can be transformed into practical applications. The European Commission Marie Curie Training Programme funds the entire network.

As a part of the DREAM Project, present research aims to explore the current situation of active labour market policies for disabled people in the EU member states. First two phases of the research involves analysis of the political and legal systems, and effectiveness of the active labour market policies. Additionally, we also would like to learn more about the social context of these policies.

To this end, up to 7 work places, from the UK, Ireland Sweden, Denmark, France and Italy, will be visited to hold face-to-face interviews with employers and disabled employees. Our interview, today, will focus on some brief information about the firm, your experiences and thoughts about active labour market policies as well as your recommendations for future polices. This Interview will take around 40 minutes.

I would like to record our interview if you have no objections. The recording will be typed up professionally and seen only by project team members. Later, you will be provided part of transcripts for revision. Your views will appear in a doctoral thesis. They will also be reflected in the DREAM Project Report.

Except country names, all locations, firms, and employers and disabled person(s) names will be anonymised and all data held will be treated according to European Commission, Data Protection Regulations.

This is the consent form that we both need to sign prior to the interview. Please read it carefully and fill the required fields as a proof of our agreement. There will be two signed copies, one for each of us.

Your contributions will help us to improve our understanding about the implementation of active labour market policies for disabled people in its actual context.

Thank you in advance for your time and support.

A- WORK PLACE

Questions in the first part will be about your work place

1- Can you tell me the main business area of this place?
(Prompt-if necessary-agriculture; fishing; mining and quarrying; manufacturing; electricity, gas and water s
construction; wholesale/retail/repair; hotels and restaurants; transport/storage/communication; financ
estate/renting/business services.)
2- What is your main job function in this work place? (Probe- how long, job history)
3- Does the firm have a human resource or personnel department?
(Probe- if there is someone who deals with personnel issues)
4- Can I just check how many employees do you have total?
(Probe- male/female)
5- How many disabled employees are there?
(Probe-male/female)
6- Can you provide information about their disabling conditions?
(Probe-types if necessary- if he/she does not know, ask from whom this info can be obtained)
7- Can you provide which occupation or positions they are engaged in?
(if he/she does not know, ask from whom this info can be obtained)

B- FAMILIARITY

8- In your view, that is using your understanding of disability, how you describe a disabled person?
(Explore response)
9- Do you have any family member or acquaintances that have a kind of long-term illness or disabling con
(Explore degree of proximity)

C- RECRUITMENT

Now, I would like to talk about recruitment and employment of disabled employee.

10- How did you decide to recruit disabled employee?
(Probe -legal necessity/ social responsibility/ job-match)

11- What are your thoughts about employing disabled people?
(Probe-further exploration for mental health problems/ intellectual difficulties)

D- AWARENESS

12- What is the main source of your information when you need information or support regarding disabled em
?(Explore response)

C- WORK/FIT

13- Can I just check if your work place has made any adaptations in working environment or working conditi
disabled employee? (If any of the following not mentioned-provide special equipment; modify work
premises; flexible working conditions and hours; redesigning work for disabled employee; job sharing;
based working; special leave when necessary; additional job support/assistance like sign language inter
training-retraining; counselling)(Probe why/ why not)

14- Does making this (these) change (s), resulted in an additional direct cost for your work place? (Probe- why)

15- Do you think that enough is being done to increase diversity in your work place as far as disabled peo
concerned?

16- In your opinion, how disabled person fit with the firm and social and physical work environment?(E
response)

17- What kind of advantages and disadvantages does your work place see in the employing disabled person(s)?

(For advantages- Probe skills, social reasons, positive impact on business, public image)

(For disadvantages-Probe-potential cost involved; adaptations; legal requirement, workload, adaptation
the environment etc.)

18- Do you have any reservations about having disabled employee at your work place? (If so, Probe- what are
What would reduce these uncertainties/problems)

19- Thinking about your work place, in your opinion, what kinds of associated risk are there in employing di
people? (Probe- emergency situations' long terms sickness leave; conflict)

20- How is your firm's attitude towards such risks? (Probe-productivity; costs)

D- REFLECTIONS/REACTIONS

21- In what ways do you think your business suffers due to recent global crises?

22- Thinking about disabled people in general, do you think recent crisis have effect their participation into social and economic life?

23- When a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, in your opinion, do you think that disability put one candidate at a disadvantage?

24- In what ways do you think governments can help work places to employ disabled people?

(Probe, economic……..

25- What do you think about the local authorities' and employers responsibilities in the employment of disabled people?

Now I'm going to read some statements that were formulated to compile opinions about what governments should do or not do.

Irrespective of existing policies in your country, just consider each of the following statements, expresses your ideas and opinions in the most accurate way.
There are no right or wrong answers of these questions. The important issue is to express your opinions and frankly.

Now can you tell me how strongly do you agree or disagree with the following statement?

26- In order to increase employment of disabled people	SA	A	N	D	SD
Employers should be provided low-interest loans in order to encourage them to employ more disabled people					
Employers who reject recruiting disabled people should be warned					
The state should provide vocational training and rehabilitation services to disabled people prior to placements					
The state should cover all the expenses of recruiting disabled people					
Disabled people should be provided flexible working conditions					
Employers should be given tax reliefs					
Employers should be counselled on how to do job match					
Recruiting disabled people should be on a voluntary basis					
Recruiting disabled people should be regarded as a social responsibility issue					
Detailed portrayal of qualifications of disabled people should be defined					
Enterprises, which do not have a legal obligation to do so, should be encouraged to recruit disabled people					
Exemplary work places should be given energy cost reductions					
Problems in accessing work places should be handled and solved by the state					
Exemplary work places should be advertised to be publicly recognized					
Pension contributions of disabled employees in exemplary work places should be covered by the state					
Physical and mechanical adaptations in work places should be covered by state					

Annual turnover/giro should be taken as a criterion for obligation to recruit disabled employees					
Optimal working environments and conditions for disabled people should be documented and disseminated					
Counselling on legal responsibilities should be provided					
Disabled people should be directed to the work places according to the need of the work places/sector					
Only those who have vocational training and education should be directed to work places					

E- RECOMMENDATIONS

27- Considering the statements, that I just read, what do you think is the most effective way for government to help work places in your country to employ disabled people?
(Prompt incentives; tax reliefs; cost coverage; professional and technical support; accessibility; counselling)

28- Which of the statement do you think that would increase the likelihood of employment of disabled people in your country?
(Probe how these suggestions would work in practice?)

29- Considering the statements and your answers to the last questions which of those would increase the likelihood of your work place to employ more disabled person(s)? (Probe -why?)

Now I would like to ask one last question

30- If you were asked to compile and put forward policy recommendations to Government work places to employ disabled people, what would they be and why?
If needed prompt ideas raised by employers in previous interviews or in the literature; encourage disabled people to apply for jobs; awareness raising; legislative changes; monetary incentives)

CONCLUSION

Thanks a lot for your time. I really appreciate your support.

As I said earlier, before the analysis, you will be sent transcripts for revision and your views will be reflected in the final report.

Following the completion of the project, you will be sent a copy of the project report, too. You have my email address and contact details in the consent form.

You can also follow the DREAM project proceedings from the web page cited in the consent form.

If you have any further queries, please do not hesitate to contact me.

Concluding greetings...

School of Sociology and Social Policy UNIVERSITY OF LEEDS

DISABLED EMPLOYEE FORM

STANDARD INTRODUCTORY TEXT

Good afternoon/good afternoon. I'm Betul Yalcin, I' m from the University of Leeds, School of Sociology and Social Policy. I have contacted you on the basis of your agreement on participating into the study. Thank you very much for agreeing to conduct a face-to-face interview.

This research is a part of the DREAM Project Network, which is established to investigate how rights in the UN Convention on Rights of Persons with Disabilities can be transformed into practical applications. The European Commission Marie Curie Training Programme funds the entire network.

As a part of the DREAM Project, present research aims to explore the current situation of active labour market policies for disabled people in the EU member states. First two phases of the research involves analysis of the political and legal systems, and effectiveness of the active labour market policies. Additionally, we also would like to learn more about the social context of these policies.

To this end, up to 7 work places, from the UK, Ireland Sweden, Denmark, France and Italy, will be visited to hold face-to-face interviews with employers and disabled employees. Our interview, today, will focus on some brief information about the firm, your experiences and thoughts about active labour market policies as well as your recommendations for future polices. This Interview will take around 40 minutes.

I would like to record our interview if you have no objections. The recording will be typed up professionally and seen only by project team members. Later, you will be provided transcripts for revision. Your views will appear in a doctoral thesis. They will also be reflected in the DREAM Project Report.

Except country names, all locations, firms, and employers and disabled person(s) names will be anonymised and all data held will be treated according to European Commission, Data Protection Regulations.

This is the consent form that we both need to sign prior to the interview. Please read it carefully and fill the required fields as a proof of our agreement. There will be two signed copies, one for each of us.

Your contributions will help us to improve our understanding about the implementation of active labour market policies for disabled people in its actual context.

Thank you in advance for your time and support

A- WORK PLACE-

Questions in the first part will be about your work place.

1- Can you tell me, what is your main job function in this work place?
(Probe- how long, job history)

2- If the firm has human resource personnel department, or manager have ever been consulted by them?
(Probe- in what ways)

B RECRUITMENT

I would like to talk about the procedures that you have been through when you recruited for this job.

3- How did you heard about this job
(ads, newspaper, DPOs, acquaintance)

4- How did you decide to apply for this job?

5- In your view are there any particular problems or difficulties associated with the recruitment/employment of disabled people?
(Probe-why)

6- Thinking about your work place and your health condition, are your colleagues or personnel are informed about what kind of procedures that they need to follow in the case of associated risks due to your health condition?
(Probe- emergency situations' long terms sickness leave; conflict)

D- AWARENESS

7- How would you rate your level of knowledge about the employment policies for disabled people in your country

C- WORK/FIT

8- Can I just check if your work place has made any adaptations in working environment or working conditions for you to carry out your job?
(If any of the following not mentioned-provide special equipment; modify workplace/ premises; flexible working conditions and hours; redesigning work for disabled employee; job sharing; home-based working; special leave when necessary; additional job support/assistance like sign language interpreter; training-retraining; counseling) (Probe why/ why not)

9- Does making this (these) change (s), resulted in a better adaptation to work environment and the work that you are carrying out? (Probe- why)

10- Do you think that enough is being done to increase diversity in your work place as far as disabled people are concerned?

11- In your opinion, how you/your disabled colleague fit with the firm and social and physical work environment?
(Explore response)

12- Thinking in general what kind of potential advantages and disadvantages, there could be in employing disabled people?
(Probe-potential cost involved; adaptations; legal requirement, workload, adaptations to fit the environment etc.)

13- Do you think that these opinions are common amongst employers in your sector? (Explore responses to 27 and 28th questions)

14- Thinking in general, do you think employers have reservations about having disabled employee at their work places? (If so, Probe- what are they? What would reduce these uncertainties/problems)

15- How is your firm's attitude towards employing disabled people?(Probe-productivity; costs)

D- REFLECTIONS/REACTIONS

16- In what ways do you think business area or your work place suffers due to recent economic crises?

17- Thinking about disabled people in general, do you think recent crisis effect their participation into social and economic life? (Explore response)

18- When a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, in your opinion, do you think that disability put one candidate at a disadvantage?

19- In what ways do you think governments can help work places to employ disabled people?
(Probe, economic……..

20- What do you think about the local authorities' responsibilities in the employment of disabled people? What are the current issues and concerns of the firm?(Explore response)

Now I'm going to read some statements that were formulated to compile opinions about what governments should do or not do.

Irrespective of existing policies in your country, just consider each of the following statements, expresses your ideas and opinions in the most accurate way.
There are no right or wrong answers of these questions. The important issue is to express your opinions and frankly.

Now can you tell me how strongly do you agree or disagree with the following statement?

21- In order to increase employment of disabled people	SA	A	N	D	SD
Employers should be provided low-interest or unsecured loans in order to encourage them to employ more disabled people					
Employers who reject recruiting disabled people should be warned					
The state should provide vocational training and rehabilitation services to disabled people prior to placements					
The state should cover all the expenses of recruiting disabled people					
Disabled people should be provided flexible working conditions					
Employers should be given tax concessions or reliefs					
Employers should be counselled on how to negotiate job match in accordance with the qualifications of the disabled person					
Recruiting disabled people should be on a voluntary basis					
Recruiting disabled people should be regarded as a social responsibility issue					
Detailed portrayal of qualifications of disabled people should be defined					
Enterprises, which do not have a legal obligation to do so, should be encouraged to recruit disabled people					
Exemplary work places should be given energy cost reductions					
Problems in accessing work places should be handled and solved by the state					
Exemplary work places should be advertised to be publicly recognized					
Pension contributions of disabled employees in exemplary work places should be covered by the state					
Physical and mechanical adaptations in work places should be covered by state					

Annual turnover (annual giro) should be taken as a criterion for obligation to recruit disabled employees					
Optimal working environments and conditions for disabled people should be documented and disseminated					
Counselling on legal responsibilities should be provided					
Disabled people should be directed to the work places according to the need of the work places/sector					
Only those who have vocational training and education should be directed to work places					

E- RECOMMENDATIONS

22- Considering the statements, that I just read, what do you think is the most effective way for government to help SMEs in your country to employ disabled people?(Prompt incentives; tax reliefs; cost coverage; professional and technical support; accessibility; counselling)

23- Which of the statement do you think that would increase the likelihood of employment of disabled people in your country? (Probe how these suggestions would work in practice?)

Considering the statements and your answers to the last questions which of those would increase the likelihood of your firm to employ more disabled person(s)? (Probe -why?)(Probe -why?)

Now I would like to ask one last question

24- If you were asked to compile and put forward policy recommendations to Government work places to employ disabled people, what would they be and why? (If needed prompt ideas raised by employers in previous interviews or in the literature; encourage disabled people to apply for jobs; awareness raising; legislative changes; monetary incentives)

CONCLUSION

Thanks a lot for your time. I really appreciate your support.
As I said earlier, before the analysis, you will be sent transcripts for revision and your views will be reflected in the final report.

Following the completion of the project, you will be sent a copy of the project report, too. You have my email address and contact details in the consent form.

You can also follow the DREAM project proceedings from the web page cited in the consent form.
If you have any further queries, please do not hesitate to contact me.

Greetings.

School of Sociology and Social Policy UNIVERSITY OF LEEDS

x

OTHER ACTORS FORM

Good morning/good afternoon. I'm Betul Yalcin, from the University of Leeds. I have contacted you on the basis of your agreement on participating into the study. Thank you very much for agreeing to conduct a face-to-face interview.

This research is a part of the DREAM Project Network, which is established to investigate how rights in the UN Convention on Rights of Persons with Disabilities can be transformed into practical applications. The European Commission Marie Curie Training Programme funds the entire network.

As a part of the DREAM Project, present research aims to explore the current situation of active labour market policies for disabled people in the EU member states. First two phases of the research involves analysis of the political and legal systems, and effectiveness of the active labour market policies. Additionally, we also would like to learn more about the social context of these policies.

To this end, up to 7 work places (NGOs), from the UK, Ireland Sweden, Denmark, France and Italy, will be visited to hold face-to-face interviews with employers and disabled employees. Our interview, today, will focus on some brief information about the firm, your experiences and thoughts about active labour market policies as well as your recommendations for future polices. This Interview will take around 40 minutes.

I would like to record our interview if you have no objections. The recording will be typed up professionally and seen only by project team members. Later, you will be provided part of transcripts for revision. Your views will appear in a doctoral thesis. They will also be reflected in the DREAM Project Report.

Except country names, all locations, firms, and employers and disabled person(s) names will be anonymised and all data held will be treated according to European Commission, Data Protection Regulations.

This is the consent form that we both need to sign prior to the interview. Please read it carefully and fill the required fields as a proof of our agreement. There will be two signed copies, one for each of us.

Your contributions will help us to improve our understanding about the implementation of active labour market policies for disabled people in its actual context.

Thank you in advance for your time and support.

A- WORK PLACE

Questions in the first part will be about your work place

1- Can you tell me the main activity area of your organizations?
(Probe if it is local or national)

2- What is your main job function in this organization? (Probe- how long, main activities so far)

3- Can you tell me about the composition of the population that you are serving in your area (?) (Probe-types/ carers/ professionals/ etc- if necessary-)

4- Within your organization, are there any activities particularly directed towards employment of disabled people? (Probe- what kind of activities)

5- Do you have a disabled employee within your organization? (If they have, prompt which positions she/he/they are engaged in?

B- FAMILIARITY

6- In your view, that is using your understanding of disability, how you describe a disabled person? (Explore response)

7- Do you have any family member or acquaintances that have a kind of long-term illness or disabling condition? (Explore degree of proximity)

C- RECRUITMENT

Now, I would like to talk about recruitment and employment of disabled people.

8- In your view, what makes employers to recruit disabled employee?
(Probe -legal necessity/ social responsibility/ job-match)

9- What are your thoughts about employment of disabled people?
(Probe-further exploration for mental health problems/ intellectual difficulties)

D- AWARENESS

10- Regarding employment of disabled people, what kind of information your organization provides when you are approached by a disabled employee or employer is?

(Explore response- regarding employment of disabled people))

C- WORK/FIT

11- Within your network, do you know if the work places have made any adaptations in working environment or working conditions for disabled employee?

If any of the following not mentioned-provide special equipment; modify workplace/ premises; flexible working conditions and hours; redesigning work for disabled employee; job sharing; home-based working; special leave when necessary; additional job support/assistance like sign language interpreter; training-retraining; counselling)(Probe why/ why not)

12- Do you think that making such adaptations resulted in an additional direct cost for firms?

(Probe- why)

13- Do you think that enough is being done to increase diversity in work places as far as disabled people are concerned?

14- In your opinion, how disabled employees fit with the work life as far as social and physical environments are concerned ?(Explore response)

15- What kind of advantages and disadvantages do you think employers see in the employing disabled person(s)?

(For advantages- Probe skills, social reasons, positive impact on business, public image)

(For disadvantages-Probe-potential cost involved; adaptations; legal requirement, workload, adaptations to fit the environment etc.)

16- Do you think employers hold reservations about having disabled employee at their work places?

(If so, Probe- what are they? What would reduce these uncertainties/problems)

Exemplary work places should be advertised to be publicly recognized					
Pension contributions of disabled employees in exemplary work places should be covered by the state					
Physical and mechanical adaptations in work places should be covered by state					
Annual turnover/giro should be taken as a criterion for obligation to recruit disabled employees					
Optimal working environments and conditions for disabled people should be documented and disseminated					
Counselling on legal responsibilities should be provided					
Disabled people should be directed to the work places according to the need of the work places/sector					
Only those who have vocational training and education should be directed to work places					

E- RECOMMENDATIONS

25- Considering the statements, that I just read, what do you think is the most effective way for government to help work places in your country to employ disabled people?
(Prompt incentives; tax reliefs; cost coverage; professional and technical support; accessibility; counselling)

26- Which of the statement do you think that would increase the likelihood of employment of disabled people in your country?
(Probe how these suggestions would work in practice?)

Now I would like to ask one last question

27- If you were asked to compile and put forward policy recommendations to Government work places to employ disabled people, what would they be and why?

If needed prompt ideas raised by employers in previous interviews or in the literature; encourage disabled people to apply for jobs; awareness raising; legislative changes; monetary incentives)

CONCLUSION

Thanks a lot for your time. I really appreciate your support.

As I said earlier, before the analysis, you will be sent transcripts for revision and your views will be reflected in the final report.

Following the completion of the project, you will be sent a copy of the project report, too. You have my email address and contact details in the consent form.

You can also follow the DREAM project proceedings from the web page cited in the consent form.

If you have any further queries, please do not hesitate to contact me.

Concluding greetings...

University of Leeds

Participant Consent Form

Title of Research Project: Active Labour Market Policies for Disabled Persons: A Comparative Analysis of the European Union Member States

Name of Researcher: Betul Yalcin _____

Initial the box if you agree with the statement to the left

1 I confirm that I have read and understand the information sheet dated /__/2013 explaining the above research project and I have had the opportunity to ask questions about the project. ☐

2 I understand that my participation is voluntary and that I am free to withdraw at any time without giving any reason and without there being any negative consequences. In addition, should I not wish to answer any particular question or questions, I am free to decline. *Contact number: 0044 (0) 113 3430112 and email:dream@leeds.ac.uk* ☐

3 I understand that my responses will be kept strictly confidential I give permission for members of the research team to have access to my anonymised responses. I understand that my name will not be linked with the research materials, and I will not be identified or identifiable in the report or reports that result from the research. ☐

4 I agree for the data collected from me to be used in future research ☐

5 I agree to take part in the above research project and will inform the principal investigator should my contact details change. ☐

Country _____ City ___ _____

_____ _____ _____ _____

Name of participant (*or legal representative*) | Date | Signature

Betul Yalcin | _____ | _BETUL YALCIN_____

Lead researcher | Date | Signature

To be signed and dated in presence of the participant

Copies:

Once all parties have signed this participant should receive a copy of the signed and dated participant consent form, the letter/pre-written script/information sheet and any other written information provided to the participants. A copy of the signed and dated consent form should be kept with the project's main documents, which must be kept in a secure location.

University of Leeds

Name	
Age	
Email	
Correspondence Address	

Annex B

Coding

Factor Coding

Name	Description
RESCNTRY	Country of residence (See the table below)
EMPSTAT	Employment status in two categories 0 Workless 1 Working
GENDER	Gender of the respondents 0 Female 1 Male
AGECOHORT	Age cohort that respondent belongs to 0 15-24 age band 1 25-34 age band 2 35-44 age band 3 45-54 age band 4 55-64 age band
HEDUCLEV	Highest educational achievement level of the respondents [8] 0 Low 1 Medium 2 High
DISTYPE	Type of disability/health condition 0 Physical 1 Intellectual 2 Mental health 3 Chronic illnesses 4 Other
LIMHOURS	Experiencing limitation in number of working hours 0 None 1 Yes
LIMTRANS	Experiencing limitation in getting to/from work

[8] For EB 2012 for 0: Left schooling before 15 years of age; 1:Left schooling before 19 years of age; 2: Left schooling after 20 years of age

	0 None
	1 Yes
LIMTYPE	Experiencing limitation in type of work
	0 None
	1 Yes
NEEDADAP	Need of workplace adaptations to meet the requirement of job
	0 None
	1 Yes
NEEDPAST	Need of personal assistant to meet the requirement of job
	0 None
	1 Yes
NEEDWARG	Need of work arrangements to meet the requirement of job
	0 None
	1 Yes
NEWINTGSUM	Integration score
NEWCOMSUM	Compensation score
INTMP	Integration indicator scale (for bivariate analysis only)
	1 Low
	2 Medium
	3 High
COMMP	Compensation indicator scale (for bivariate analysis only)
	1 Low
	2 Medium
	3 High
INTG1	Coverage consistency
	0 Strong differences in eligibility
	1 Major discrepancy restricted mixture
	2 Major discrepancy flexible mixture
	3 Minor discrepancy restricted mixture
	4 Minor discrepancy flexible mixture
	5 All programmes accessible
INTG2	Assessment structure
	0 Different agencies for all kinds of assessment
	1 Different agencies for most programmes
	2 One agency for integration benefits not coordinated
	3 Same agency for benefits and vocational rehabilitation
	4 One agency for integration benefits coordinated
	5 Same agency for assessment for all programmes
INTG3	Anti-discrimination legislation
	0 No obligations of any kind
	1 No obligations at all, but dismissal protection
	2 Some obligations towards employees, none for applicants
	3 Some obligations towards employees and new applicants
	4 Major obligations towards employees and less for new applicants
	5 Major obligations towards employees and new applicants
INTG4	Supported employment programmes
	0 Non-existent

	1 Very limited programme
	2 Intermediary only time limited
	3 Intermediary also permanent
	4 Strong programme only time limited
	5 Strong programme permanent option
INTG5	Subsidised employment programmes
	0 Non-existent
	1 Very limited programme
	2 Intermediary neither permanent nor flexible
	3 Intermediary either permanent or flexible
	4 Strong and flexible programme but time limited
	5 Strong and flexible programme with permanent option
INTG6	Sheltered employment programmes
	0 Non-existent
	1 Very limited programme
	2 Intermediary focus traditional programme
	3 Intermediary focus some new attempts
	4 Strong focus but largely permanent employment
	5 Strong focus on significant transition rates
INTG7	Vocational rehabilitation comprehensiveness
	0 Voluntary with low spending
	1 Voluntary rehabilitation with large spending
	2 Intermediary view relatively low spending
	3 Intermediary view relatively large spending
	4 Compulsory rehabilitation with low spending
	5 Compulsory rehabilitation with large spending
INTG8	Timing of the vocational rehabilitation
	0 Only for disability benefit recipients
	1 After long term sickness or for disability recipients
	2 Generally *de facto* relatively late intervention
	3 Early intervention increasingly encouraged
	4 In theory any time in practice not really early
	5 In theory and practice anytime
INTG9	Benefit suspension option
	0 None
	1 Some but not for disability benefits
	2 Up to three months
	3 More than three months but less than 12 months
	4 At least one but less than two years
	5 Two years or more
INTG10	Additional work incentives
	0 Some additional income allowed
	1 Income up to pre-disability benefits
	2 Income up to pre-disability level also partial benefit
	3 Income beyond pre-disability level allowed
	4 Benefit continued for a considerable (trial period)
	5 Permanent in-work benefit provided

COM1	Benefit system coverage 0 Employees 1 Labour force 2 Labour force with voluntary self-insurance 3 Labour force plus means-tested non-contrib. scheme 4 Some of those out of the labour force (e.g. congenital) 5 Total population (residents)
COM2	Minimum disability benefit 0 86- 100% 1 71-85% 2 56-70% 3 41-55% 4 26-40% 5 0-25%
COM3	Disability or work incapacity level for full benefit 0 100% 1 86-99% 2 74-85% 3 62-73% 4 50-61% 5 <50
COM4	Maximum disability benefit payment level 0 RR <50% minimum not specified 1 RR <50% reasonable minimum 2 RR >50% minimum specified 3 75>RR>50% reasonable minimum 4 RR>75% minimum not specified 5 RR>-75% reasonable minimum
COM5	Disability benefit permanence 0 Strictly temporary in all cases 1 Strictly temporary unless fully disabled 2 Regulated review procedure 3 Self-reported review only 4 *De facto* permanent 5 Strictly permanent
COM6	Medical assessment criteria 0 Insurance team and two step procedure 1 Team of experts in the insurance 2 Insurance doctor exclusively 3 Insurance doctor predominantly 4 Treating doctor predominantly 5 treating doctor exclusively
COM7	Vocational assessment criteria 0 All jobs available taken into account strictly applied 1 All jobs available taken into account leniently applied 2 Current labour market conditions are taken into account 3 Own-occupation assessment for partial benefits 4 Reference is made to one's previous earnings

	5 Strict own or usual occupation assessment
COM8	Sickness benefit payment level 0 RR <50% also short term sickness absence 1 RR >50% (short-term) <50% (long-term) sickness absence 2 RR >50% for any type of sickness absence 3 75>RR>50% reasonable minimum 4 RR:100 (short-term)>75% (long-term) sickness absence 5 RR> 100 also for long-term sickness absence
COM9	Sickness benefit payment duration 0 Less than six months' significant wage payment period 1 Less than six months short or no wage payment period 2 Six-twelve months' significant wage payment period 3 Six-twelve months short or no wage payment period 4 One year or more, short or now wage payment period
COM10	Sickness benefit monitoring 0 Strict follow-up step with early intervention and risk profiling, including sanctions 1 Strict controls of sickness certificate with own assessment of illness if necessary 2 Strict follow-up steps with early intervention and risk profiling but no sanctions 3 Frequent sickness certificates 4 Sickness certificates and occupational health service with risk prevention 5 Lenient sickness requirements

Country Coding

COUNTRY	RESCNTRY	ABRV.	INTG2	INTG4	INTG8	NEWINTGSUM	NEWCOMSUM
Sweden	1	SE	4	2	3	23	32
Finland	2	FI	2	3	4	23	32
Luxemburg	3	LU	4	2	3	15	32
Austria	4	AT	5	1	3	19	28
Germany	5	DE	0	5	5	25	32
France	6	FR	2	3	2	19	25
Portugal	7	PT	2	1	1	12	33
Denmark	8	DK	4	3	4	26	28
Netherland	9	NL	4	2	4	25	24
Italy	10	IT	2	1	2	13	26
UK	11	UK	4	3	3	22	21
Slovak Rep	12	SK	2	2	2	15	26
Spain	13	ES	3	1	2	16	27
Belgium	14	BE	3	1	3	17	25
Czech Rep	15	CZ	1	1	4	15	24
Poland	16	PL	2	0	2	18	25
Greece	17	GR	2	0	1	13	25
Ireland	18	IE	2	1	1	13	26
Hungary	19	HU	3	3	2	20	28

Annex C

Correlation matrices: Integration dimension EU-LFS ad hoc module 2011

	1	2	3	4	5	6	7	8	9	10	11
1 Economic activity in two categories	1										
2 INTG1	-.030**	1									
3 INTG2	.059**	.028**	1								
4 INTG3	.083**	-.130**	.307**	1							
5 INTG4	.085**	-.395**	.220**	.457**	1						
6 INTG5	.091**	-.426**	-.033**	-.266**	.308**	1					
7 INTG6	.036**	.267**	-.133**	-.217**	-.283**	.273**	1				
8 INTG7	.078**	-.249**	.274**	.116**	.519**	.451**	.153**	1			
9 INTG8	.115**	-.011**	.241**	.434**	.575**	.132**	.101**	.720**	1		
10 INTG9	.053**	-.162**	.497**	.531**	.551**	.009**	-.350**	.383**	.398**	1	
11 INTG10	-.067**	.447**	.287**	.054**	.199**	-.375**	.255**	.082**	.334**	.099**	1

**Coefficients is significant at the 0.01 level *Coefficient is significant at the 0.05 level

a indicate coefficients is not significant N:83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015)

Correlation matrices: Compensation dimension EU-LFS ad hoc module 2011

	1	2	3	4	5	6	7	8	9	10	11
1 Economic activity in two categories	1										
2 COM1	.114**	1									
3 COM2	.041**	.060**	1								
4 COM3	.080**	-.003	.385**	1							
5 COM4	-.036**	.021**	.173**	-.029**	1						
6 COM5	.069**	.109**	.032**	-.080**	-.026**	1					
7 COM6	.117**	.285**	-.242**	.211**	-.594**	.100**	1				
8 COM7	-.022**	-.346**	-.136**	.036**	.295**	.007*	-.317**	1			
9 COM8	.059**	.229**	.322**	.041**	.223**	-.118**	-.126**	-.073**	1		
10 COM9	.030**	-.282**	.142**	-.381**	.125**	.267**	-.114**	.172**	.015**	1	
11 COM10	-.095**	-.345**	-.468**	-.259**	-.173**	-.253**	.112**	.128**	-.500**	.117**	1

**Coefficients is significant at the 0.01 level *Coefficient is significant at the 0.05 level

a indicate coefficients is not significant N:83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015)

Correlation: Individual and country level factors EU-LFS ad hoc module 2011

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1 Economic activity in two categories	1														
2 Gender	.051**	1													
3 Age cohort	-.148**	-.017**	1												
4 Educational attainment level	.242**	.003	-.043**	1											
5 Disability type	-.131**	.028**	-.013**	-.014**	1										
6 Limitation in number of hours	-.404**	-.020**	.130**	-.160**	.092**	1									
7 Limitation in getting to/from work	-.363**	.000	.068**	-.129**	.102**	.511**	1								
8 Limitation in type of work	-.301**	.004	.073	-.112**	.019**	.603**	.409**	1							
9 Need of adaptation	-.157**	.007*	-.021**	-.032**	.009*	.237**	.294**	.192**	1						
10 Need for personal assistant	-.225	.023**	-.019**	-.124**	.067**	.297**	.369**	.215**	.513**	1					
11 Need od special working arrangements	-.259	-.006**	-016**	-.081	.033**	.375**	.298**	.324**	.473**	.454**	1				
12 Employer obligations for employees and new hires	.083**	-.008**	-.043**	.079**	-.032**	-.046**	-045**	.046**	-.031**	-.152	-.106**	1			
13 Subsidised employment programmes	.091**	-.004	-.052**	.122**	.034**	-.085**	-.119**	-.053**	-.028**	-.062**	-.057**	-.266**	1		
14 Integration dimension	098**	-.005	-.104**	.202**	-.035	-.013**	-.070**	.007	.004	-.113**	-.093**	.466**	.258**	1	
15 Compensation dimension	106**	-.018	.003	-.028**	-.038**	-.031**	-.072**	-.028**	-.013**	-.035**	-.035**	.028**	.311**	-.087**	1

**Coefficients is significant at the 0.01 level *Coefficient is significant at the 0.05 level

a indicate coefficients is not significant N:83,221, EU-LFS ad hoc module 2011, EU19, (EUROSTAT, 2015

Correlation: Discrimination in society EB 2011

	1	2	3	4	5	6	7	8	9	10	11
1 Discrimination in society	1										
2 Gender	-.070**	1									
3 Age cohort	-.011	-.003	1								
4 Educational attainment level	-.007	.008	.009	1							
5 Stakeholder positioning	-.013	-.050**	.058**	-.169	1						
6 Familiarity	.046**	.000	000	.117**	.020*	1					
7 SES	-.053**	.036**	-.034**	.222**	-.070**	.029	1				
8 Employer obligations	.062**	.006**	-.025**	.075**	-.055**	.026**	.115	1			
9 Subsidised employment programmes	-.053**	.035**	.020*	.148**	-.074**	.036**	.072**	-.239**	1		
10 Integration dimension	-.065**	.019**	-.025**	.141**	-.114**	.047**	.201**	.359**	.283**	1	
11 Compensation dimension	-.010	.020**	-.010	-.007	-.034	-.015	-.050**	.093**	.325**	0.99**	1

**Coefficients is significant at the 0.01 level *Coefficient is significant at the 0.05 level

a indicate coefficients is not significant N:13,232, EB 2011, EU19, (EC, 2012)

Correlation: Discrimination in labour market EB 2011

	1	2	3	4	5	6	7	8	9	10	11
1 Discrimination in labour market	1										
2 Gender	-.008	1									
3 Age cohort	-.016	-.003	1								
4 Educational attainment level	.023**	.008	.009	1							
5 Stakeholder positioning	-.012	-.050	.058**	-.169**	1						
6 Familiarity	.040**	.000	.000	.117**	.020*	1					
7 SES	-.007	.036**	-.034**	.222**	-.070	.029**	1				
8 Employer obligations	. 052**	.006	-.025**	.075**	-.055**	.026**	115**	1			
9 Subsidised employment programmes	.053**	.035**	.020*	.148**	-.074**	.036**	.072**	-239**	1		
10 Integration dimension	. 059**	.019**	-.025**	.141**	-.114**	.047**	.201**	.359**	.283**	1	
11 Compensation dimension	.042**	.020**	-.010	-.007	-.034**	-.015	.050**	.093**	.325**	.099**	1

**Coefficients is significant at the 0.01 level *Coefficient is significant at the 0.05 level

a indicate coefficients is not significant N:13,232, EB 2011, EU19, (EC, 2012)

Correlation: Discrimination increased due to economic crises EB 2011

	1	2	3	4	5	6	7	8	9	10	11
1 Discrimination increased due to economic crises											
2 Gender	-.034**	1									
3 Age cohort	.001	-.003	1								
4 Educational attainment level	-.012	.008	.009	1							
5 Stakeholder positioning	.004	-.050	.058	-.169**	1						
6 Familiarity	.022*	.000	.000	.117**	.020*	1					
7 SES	-.049**	.036**	-.034**	.222**	-.070**	.029**	1				
8 Employer obligations	.064**	.006	-.025**	.075**	-.055**	.026**	.115	1			
9 Subsidised employment programmes	-.078**	.035**	.020*	.148*8	-.074**	.036**	.072**	-.239**	1		
10 Integration dimension	-.066**	.019*	-.025**	.141**	-.114**	.047**	.201**	.359**	.283**	1	
11 Compensation dimension	-.005	.020*	-.010	-.007	-.034**	-.015	-.050**	.093**	.325**	.99**	1

**Coefficients is significant at the 0.01 level *Coefficient is significant at the 0.05 level

a indicate coefficients is not significant N:13,232, EB 2011, EU19, (EC, 201

Correlation: Diversity training for employers and employees EB 2011

	1	2	3	4	5	6	7	8	9	10
1 Diversity training for employers and employees	1									
2 Gender	-.044**	1								
3 Age cohort	.000	-.003	1							
4 Educational attainment level	-.007	.008	.009	1						
5 Stakeholder positioning	.016	.050**	.058**	-.169**	1					
6 Familiarity	.036**	.000	.000	.117**	.020*	1				
7 SES	-.010	.036**	.034**	.222*	-.070**	.029**	1			
8 Employer obligations	-.026**	.006	-.025**	.075**	-.055**	.026**	.115**	1		
9 Subsidised employment programmes	-.028**	.035**	.020*	.148**	-.074**	.036**	.072**	-.239**	1	
10 Integration dimension	-.017	.019*	-.025**	.141**	-.114**	.047**	.201**	.359**	.283**	1
11 Compensation dimension	.029**	.020*	-.010	-.007	-.034**	-.015	.050**	.093**	.325**	.099**

**Coefficients is significant at the 0.01 level *Coefficient is significant at the 0.05 level

a indicate coefficients is not significant N:13,232, EB 2011, EU19, (EC, 2012)

Correlation: Monitoring work force EB 2011

	1	2	3	4	5	6	7	8	9	10	11
1 Monitoring work force	1										
2 Gender	-.055**	1									
3 Age cohort	.019*	-.003	1								
4 Educational attainment level	-.062**	.008	.009	1							
5 Stakeholder positioning	.045**	.050**	.058**	-.169**	1						
6 Familiarity	-.008	.000	.000	.117**	.020*	1					
7 SES	-.038**	.036**	-.034**	.222**	-.070**	.029**	1				
8 Employer obligations	-.057**	.006	-.025**	.075**	-.055**	.026**	.115	1			
9 Subsidised employment programmes	-.144**	.035**	.020*	.148**	-.074**	.036**	.072**	-239**	1		
10 Integration dimension	-.134**	.019*	-.025**	.141**	-.114**	.047**	.201**	.359**	.283**	1	
11 Compensation dimension	-.029**	.020*	-.010	-.007	-.034**	.015	-.050**	.093**	.325**	.099**	1

**Coefficients is significant at the 0.01 level *Coefficient is significant at the 0.05 level

a indicate coefficients is not significant N:13,232, EB 2011, EU19, (EC, 20

Correlation: Monitoring recruitment

	1	2	3	4	5	6	7	8	9	10	11
1 Monitoring recruitment	1										
2 Gender	-.055**	1									
3 Age cohort	.009	-.003	1								
4 Educational attainment level	-.022	.009	-.003	1							
5 Stakeholder positioning	.037**	.058**	.058**	-.169**	1						
6 Familiarity	.017	.000	.000	.117	.020*	1					
7 SES	-.027**	.036**	-.034**	.222	-.070**	.029**	1				
8 Employer obligations	.039**	.006	.025**	.075**	-.055**	.026**	.115	1			
9 Subsidised employment programmes	-.105**	.035**	.020*	.148**	-.074**	.036**	.072	-.239**	1		
10 Integration dimension	-.103**	.019*	-.025**	.141**	.114**	.047**	.201	.359**	.283**	1	
11 Compensation dimension	-.029**	.020*	-.010	-.007	-.034**	-.015	-.050**	.093**	.325**	.099**	1

**Coefficients is significant at the 0.01 level *Coefficient is significant at the 0.05 level
a indicate coefficients is not significant N:13,232, EB 2011, EU19, (EC, 2012)

Annex D

Chapter 4

Multilevel logistic regression: Preliminary integration sub-model

Log likelihood ratio test

Likelihood-ratio test — LR chi2(10) = 167.33
(Assumption: M0 nested in M1) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	83221	.	-53903.32	2	107810.6	107829.3
M1	83221	.	-53819.66	12	107663.3	107775.3

Note: N=Obs used in calculating BIC; see [R] BIC note

Null model

Mixed-effects logistic regression — Number of obs = 83221
Group variable: RESCNTRY — Number of groups = 19

Obs per group: min = 1524
avg = 4380.1
max = 10119

Integration method: mvaghermite — Integration points = 7

Wald chi2(0) = .
Log likelihood = -53903.319 — Prob > chi2 = .

EMPSTAT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
_cons	.9836033	.0078895	-2.06	0.039	.9682611	.9991885
RESCNTRY var(_cons)	.1089224	.0029605			.1032719	.1148822

LR test vs. logistic regression: chibar2(01) = 6007.45 Prob>=chibar2 = 0.0000

Contextual

Mixed-effects logistic regression — Number of obs = 83221
Group variable: **RESCNTRY** — Number of groups = 19

Obs per group: min = 1524
avg = 4380.1
max = 10119

Integration method: **mvaghermite** — Integration points = 7

Wald chi2(10) = 3960.34
Log likelihood = -53819.656 — Prob > chi2 = 0.0000

EMPSTAT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
INTG1	1.10988	.0143356	8.07	0.000	1.082136	1.138336
INTG2	1.449545	.0152126	35.37	0.000	1.420033	1.47967
INTG3	.7148577	.0126927	-18.91	0.000	.6904083	.7401729
INTG4	1.671257	.0253364	33.88	0.000	1.622329	1.721661
INTG5	.7663536	.0105935	-19.25	0.000	.7458696	.7874003
INTG6	1.86333	.0331836	34.95	0.000	1.799413	1.929517
INTG7	.7975241	.0077484	-23.29	0.000	.7824812	.8128561
INTG8	1.46606	.0220772	25.41	0.000	1.423422	1.509976
INTG9	.9943008	.0051781	-1.10	0.272	.9842036	1.004502
INTG10	.5684951	.0071656	-44.81	0.000	.5546228	.5827144
_cons	.2203168	.0152226	-21.89	0.000	.192413	.2522671
RESCNTRY var(_cons)	.0397629	.001808			.0363725	.0434693

LR test vs. logistic regression: chibar2(01) = 1922.85 Prob>=chibar2 = 0.0000

Multilevel logistic regression: Preliminary compensation sub-model

Log likelihood ratio tests

Likelihood-ratio test — LR chi2(10) = 163.75
(Assumption: M0 nested in M2) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	83221	.	-53903.32	2	107810.6	107829.3
M2	83221	.	-53821.44	12	107666.9	107778.8

Note: N=Obs used in calculating BIC; see **[R] BIC note**

Null model

Mixed-effects logistic regression — Number of obs = 83221
Group variable: **RESCNTRY** — Number of groups = 19

Obs per group: min = 1524
avg = 4380.1
max = 10119

Integration method: **mvaghermite** — Integration points = 7

Wald chi2(0) = .
Log likelihood = -53903.319 — Prob > chi2 = .

EMPSTAT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
_cons	.9836033	.0078895	-2.06	0.039	.9682611	.9991885
RESCNTRY var(_cons)	.1089224	.0029605			.1032719	.1148822

LR test vs. logistic regression: chibar2(01) = 6007.45 Prob>=chibar2 = 0.0000

Contextual model

Mixed-effects logistic regression — Number of obs = 83221
Group variable: **RESCNTRY** — Number of groups = 19

Obs per group: min = 1524
avg = 4380.1
max = 10119

Integration method: **mvaghermite** — Integration points = 7

Wald chi2(10) = 3222.71
Log likelihood = -53821.442 — Prob > chi2 = 0.0000

EMPSTAT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
COM1	1.269705	.012739	23.80	0.000	1.24498	1.29492
COM2	1.017183	.010323	1.68	0.093	.9971505	1.037619
COM3	1.052736	.009113	5.94	0.000	1.035026	1.07075
COM4	.9243387	.0080634	-9.02	0.000	.908669	.9402786
COM5	1.057001	.0061283	9.56	0.000	1.045058	1.069081
COM6	1.248866	.0151623	18.30	0.000	1.2195	1.27894
COM7	1.099665	.0075786	13.79	0.000	1.084911	1.114619
COM8	1.017565	.0085387	2.08	0.038	1.000966	1.034439
COM9	1.209484	.009796	23.48	0.000	1.190436	1.228837
COM10	.966037	.0056368	-5.92	0.000	.9550521	.9771482
_cons	.1053084	.0067955	-34.88	0.000	.0927974	.1195062
RESCNTRY var(_cons)	.1422356	.0054669			.1319144	.1533645

LR test vs. logistic regression: chibar2(01) = 2840.00 Prob>=chibar2 = 0.0000

Multilevel logistic regression: Explanatory overall model

Log likelihood ratio tests

Likelihood-ratio test — LR chi2(3) = -29.9
(Assumption: M0 nested in M5) — Prob > chi2 = 1.000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BI
M0	83221	.	-53903.32	2	107810.6	107829.
M5	83221	.	-53918.32	5	107846.6	107893.

Note: N=Obs used in calculating BIC; see [R] BIC note

Null model

Mixed-effects logistic regression — Number of obs = **83221**
Group variable: **RESCNTRY** — Number of groups = **19**

Obs per group: min = **1524**
avg = **4380.1**
max = **10119**

Integration method: **mvaghermite** — Integration points = **7**

Wald chi2(**0**) = .
Log likelihood = **-53903.319** — Prob > chi2 = .

EMPSTAT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
_cons	**.9836033**	**.0078895**	**-2.06**	**0.039**	**.9682611**	**.9991885**
RESCNTRY var(_cons)	**.1089224**	**.0029605**			**.1032719**	**.1148822**

LR test vs. logistic regression: chibar2(01) = **6007.45** Prob>=chibar2 = **0.0000**

Contextual model

Mixed-effects logistic regression — Number of obs = 8322
Group variable: RESCNTRY — Number of groups = 1

Obs per group: min = 152
avg = 4380.
max = 1011

Integration method: mvaghermite — Integration points =

Wald chi2(3) = 3221.5
Log likelihood = -53918.316 — Prob > chi2 = 0.000

EMPSTAT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
INTG2	1.295072	.0104034	32.19	0.000	1.274841	1.31562
INTG4	.9744248	.0071757	-3.52	0.000	.9604618	.988590
INTG8	1.408339	.0133751	36.05	0.000	1.382367	1.43479
_cons	.1489637	.004412	-64.29	0.000	.1405625	.15786
RESCNTRY						
var(_cons)	.0673804	.0020739			.0634358	.071570

LR test vs. logistic regression: chibar2(01) = 4754.64 Prob>=chibar2 = 0.000

Chapter 5

Multilevel logistic regression: Individual and country level factors

Log likelihood ratio tests

Likelihood-ratio test — LR chi2(6) = 11436.12
(Assumption: M1 nested in M2) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M1	76357	.	-43939.56	13	87905.11	88025.27
M2	76357	.	-38221.5	19	76480.99	76656.61

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(6) = 11436.12
(Assumption: M1 nested in M2) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M1	76357	.	-43939.56	13	87905.11	88025.27
M2	76357	.	-38221.5	19	76480.99	76656.61

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(12) = 21690.29
(Assumption: M3 nested in M2) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M3	76357	.	-49066.64	7	98147.28	98211.98
M2	76357	.	-38221.5	19	76480.99	76656.61

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(11) = 10345.55
(Assumption: M3 nested in M4) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M3	76357	.	-49066.64	7	98147.28	98211.98
M4	76357	.	-43893.86	18	87823.73	87990.11

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(6) = 11794.89
(Assumption: M4 nested in M5) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M4	76357	.	-43893.86	18	87823.73	87990.11
M5	76357	.	-37996.42	24	76040.84	76262.67

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(22) = 22077.62
(Assumption: M0 nested in M5) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	76357	.	-49035.23	2	98074.46	98092.94
M5	76357	.	-37996.42	24	76040.84	76262.67

Note: N=Obs used in calculating BIC; see [R] BIC note

Null model

Mixed-effects logistic regression — Number of obs = 76357
Group variable: RESCNTRY — Number of groups = 18

Obs per group: min = 1440
avg = 4242.1
max = 10119

Integration method: mvaghermite — Integration points = 7

Wald chi2(0) = .
Log likelihood = -49035.228 — Prob > chi2 = .

EMPSTAT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
_cons	.7914493	.0063865	-28.98	0.000	.7790305	.8040662
RESCNTRY						
var(_cons)	.1973258	.0052397			.1873189	.2078673

LR test vs. logistic regression: chibar2(01) = 6728.29 Prob>=chibar2 = 0.0000

Contextual model

Mixed-effects logistic regression — Number of obs = 76357
Group variable: RESCNTRY — Number of groups = 18

Obs per group: min = 1440
avg = 4242.1
max = 10119

Integration method: mvaghermite — Integration points = 7

Wald chi2(22) = 16671.48
Log likelihood = -37996.418 — Prob > chi2 = 0.0000

EMPSTAT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
GENDER						
Male	1.417759	.0257019	19.26	0.000	1.368268	1.469039
AGECOHORT						
25-34	2.828869	.1535626	19.16	0.000	2.54335	3.146441
35-44	3.773212	.1855153	27.01	0.000	3.426578	4.154911
45-54	3.692356	.1719843	28.04	0.000	3.370202	4.045305
55-64	1.152971	.0525983	3.12	0.002	1.054355	1.260811
HEDUCLEV						
medium	1.743674	.0352266	27.52	0.000	1.67598	1.814102
high	3.220845	.095613	39.40	0.000	3.038794	3.413802
DISTYPE						
Intellectual	.3557842	.0300736	-12.23	0.000	.3014648	.4198911
Mental health	.3710922	.0132141	-27.84	0.000	.3460761	.3979166
Chronic Ilnness	.6637298	.0137333	-19.81	0.000	.6373515	.6911998
Other	.7360149	.0268237	-8.41	0.000	.6852752	.7905115

LIMHOURS						
Yes	.4445381	.0102884	-35.03	0.000	.4248237	.4651674
LIMTRANS						
Yes	.3767047	.0091612	-40.14	0.000	.3591703	.3950952
LIMTYPEW						
Yes	.7754946	.0175317	-11.25	0.000	.7418833	.8106287
NEEDADAP						
Yes	.8384672	.0274999	-5.37	0.000	.7862642	.8941362
NEEDHELP						
Yes	.7338932	.0255617	-8.88	0.000	.685465	.7857429
NEEDORGA						
Yes	.5745747	.0141911	-22.44	0.000	.5474231	.603073
INTG2	1.244546	.0161083	16.90	0.000	1.213372	1.276522
INTG4	.9938598	.0092375	-0.66	0.508	.9759185	1.012131
INTG8	1.322425	.0192607	19.19	0.000	1.285208	1.360719
NEWINTGSUM	.9686233	.0041202	-7.49	0.000	.9605814	.9767325
NEWCOMSUM	1.123725	.0034918	37.54	0.000	1.116902	1.13059
_cons	.0197939	.0022148	-35.06	0.000	.0158961	.0246475
RESCNTRY						
var(_cons)	.2182593	.0100789			.1993727	.2389351

LR test vs. logistic regression: chibar2(01) = 1958.14 Prob>=chibar2 = 0.0000

Chapter 6

Multilevel logistic regression: Discrimination in society

Log likelihood ratio tests

Likelihood-ratio test LR chi2(7) = 70.42
(Assumption: M0 nested in M1) Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	10759	.	-7219.882	2	14443.76	14458.33
M1	10759	.	-7184.672	9	14387.34	14452.89

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(5) = 66.92
(Assumption: M1 nested in M2) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M1	10759	.	-7184.672	9	14387.34	14452.89
M2	10759	.	-7151.21	14	14330.42	14432.39

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(5) = 2.93
(Assumption: M2 nested in M3) — Prob > chi2 = 0.7106

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M2	10759	.	-7151.21	14	14330.42	14432.39
M3	10759	.	-7149.744	19	14337.49	14475.88

Likelihood-ratio test — LR chi2(17) = 140.27
(Assumption: M0 nested in M3) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	10759	.	-7219.882	2	14443.76	14458.33
M3	10759	.	-7149.744	19	14337.49	14475.88

Note: N=Obs used in calculating BIC; see [R] BIC note

Null model

```
Mixed-effects logistic regression               Number of obs      =     10759
Group variable:         RESCNTRY                Number of groups   =        19

                                                Obs per group: min =       258
                                                               avg =     566.3
                                                               max =       858

Integration method: mvaghermite                 Integration points =         7

                                                Wald chi2(0)       =         .
Log likelihood = -7219.8816                     Prob > chi2        =         .
```

DISCIM	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
_cons	.8087905	.0835056	-2.06	0.040	.6606199	.9901943
RESCNTRY						
var(_cons)	.1945188	.0662205			.0998125	.3790863

LR test vs. logistic regression: chibar2(01) = 382.48 Prob>=chibar2 = 0.0000

Contextual model

Mixed-effects logistic regression — Number of obs = 10759
Group variable: RESCNTRY — Number of groups = 19

Obs per group: min = 258
avg = 566.3
max = 858

Integration method: mvaghermite — Integration points = 7

Wald chi2(17) = 138.09
Log likelihood = -7149.7444 — Prob > chi2 = 0.0000

DISCIM	Coef.	Std. Err.	z	P>|z|	[95% Conf.	Interval]
GENDER						
MALE	-.2980282	.0401654	-7.42	0.000	-.376751	-.2193055
AGECOHORT						
25-34	-.146183	.0876859	-1.67	0.095	-.3180443	.0256783
35-44	-.0731736	.0851135	-0.86	0.390	-.2399929	.0936457
45-54	-.0565951	.0847645	-0.67	0.504	-.2227304	.1095402
55-64	-.1864742	.0860434	-2.17	0.030	-.3551162	-.0178323
HEDUCLEV						
medium	-.0645513	.0528822	-1.22	0.222	-.1681984	.0390959
high	.0159934	.0577642	0.28	0.782	-.0972223	.129209
STAKEHOLDER						
EMPLOYER	-.4080922	.0922454	-4.42	0.000	-.5888898	-.2272946
PUBLIC	-.3422908	.0799785	-4.28	0.000	-.4990459	-.1855358
SES						
Middle	-.1656749	.0552312	-3.00	0.003	-.2739261	-.0574237
high	-.1824319	.0636767	-2.86	0.004	-.307236	-.0576279
FAMILIARITY						
FAMILIAR	.2459991	.0423903	5.80	0.000	.1629155	.3290826
INTG2	-.1253423	.0966649	-1.30	0.195	-.3148021	.0641175
INTG4	-.0033668	.1273164	-0.03	0.979	-.2529023	.2461687
INTG8	-.1597066	.1371167	-1.16	0.244	-.4284504	.1090372
NEWINTGSUM	.0264874	.0445727	0.59	0.552	-.0608736	.1138483
NEWCOMSUM	-.0198946	.0329045	-0.60	0.545	-.0843862	.0445971
_cons	1.188964	1.007711	1.18	0.238	-.7861143	3.164042
RESCNTRY						
var(_cons)	.1662215	.0571158			.0847625	.3259647

LR test vs. logistic regression: chibar2(01) = 305.72 Prob>=chibar2 = 0.0000

Multi level logistic regression: Discrimination in labour market

Log likelihood ratio tests

```
. lrtest M0 M1, stats

Likelihood-ratio test                                 LR chi2(7)  =     18.80
(Assumption: M0 nested in M1)                         Prob > chi2 =    0.0088

Akaike's information criterion and Bayesian information criterion

------------------------------------------------------------------------------
       Model |    Obs    ll(null)   ll(model)     df          AIC         BIC
-------------+----------------------------------------------------------------
          M0 |  10759           .   -7295.276      2     14594.55    14609.12
          M1 |  10759           .   -7285.875      9     14589.75     14655.3
------------------------------------------------------------------------------
               Note:  N=Obs used in calculating BIC; see [R] BIC note
```

```
Likelihood-ratio test                                 LR chi2(5)  =     41.18
(Assumption: M1 nested in M2)                         Prob > chi2 =    0.0000

Akaike's information criterion and Bayesian information criterion

------------------------------------------------------------------------------
       Model |    Obs    ll(null)   ll(model)     df          AIC         BIC
-------------+----------------------------------------------------------------
          M1 |  10759           .   -7285.875      9     14589.75     14655.3
          M2 |  10759           .   -7265.286     14     14558.57    14660.54
------------------------------------------------------------------------------
               Note:  N=Obs used in calculating BIC; see [R] BIC note
```

```
Likelihood-ratio test                                 LR chi2(5)  =      8.60
(Assumption: M2 nested in M3)                         Prob > chi2 =    0.1260

Akaike's information criterion and Bayesian information criterion

------------------------------------------------------------------------------
       Model |    Obs    ll(null)   ll(model)     df          AIC         BIC
-------------+----------------------------------------------------------------
          M2 |  10759           .   -7265.286     14     14558.57    14660.54
          M3 |  10759           .   -7260.984     19     14559.97    14698.36
------------------------------------------------------------------------------
               Note:  N=Obs used in calculating BIC; see [R] BIC note
```

```
Likelihood-ratio test                                 LR chi2(17) =      68.58
(Assumption: M0 nested in M3)                         Prob > chi2 =     0.0000

Akaike's information criterion and Bayesian information criterion

-------------+----------------------------------------------------------------
       Model |     Obs  ll(null)  ll(model)      df         AIC        BIC
-------------+----------------------------------------------------------------
          M0 |   10759         .  -7295.276       2    14594.55   14609.12
          M3 |   10759         .  -7260.984      19    14559.97   14698.36
-------------+----------------------------------------------------------------
                Note:  N=Obs used in calculating BIC; see [R] BIC note
```

Null Model

```
Mixed-effects logistic regression               Number of obs      =     10759
Group variable:         RESCNTRY                Number of groups   =        19

                                                Obs per group: min =       258
                                                               avg =     566.3
                                                               max =       858

Integration method: mvaghermite                 Integration points =         7

                                                Wald chi2(0)       =         .
Log likelihood = -7295.2757                     Prob > chi2        =         .
------------------------------------------------------------------------------
       CANDY | Odds Ratio   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
       _cons |   .7928637   .0614519    -2.99   0.003     .6811222    .9229369
-------------+----------------------------------------------------------------
RESCNTRY     |
   var(_cons)|   .1063408    .037433                      .0533419    .2119977
------------------------------------------------------------------------------
LR test vs. logistic regression: chibar2(01) =   198.63 Prob>=chibar2 = 0.0000
```

Contextual model

Mixed-effects logistic regression — Number of obs = 10759
Group variable: RESCNTRY — Number of groups = 19

Obs per group: min = 258
avg = 566.3
max = 858

Integration method: mvaghermite — Integration points = 7

Wald chi2(17) = 69.47
Log likelihood = -7260.9844 — Prob > chi2 = 0.0000

CANDY	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
GENDER						
MALE	.9375702	.0372235	-1.62	0.104	.8673798	1.01344
AGECOHORT						
25-34	1.03273	.0897344	0.37	0.711	.8710143	1.224469
35-44	1.073226	.0905732	0.84	0.402	.9096101	1.266272
45-54	1.033284	.0869268	0.39	0.697	.8762155	1.218509
55-64	.9106276	.0777265	-1.10	0.273	.7703473	1.076453
HEDUCLEV						
medium	.8787852	.0459392	-2.47	0.013	.7932052	.9735986
high	.9625671	.0548003	-0.67	0.503	.8609361	1.076195
STAKEHOLDER						
EMPLOYER	.766377	.0696666	-2.93	0.003	.6413056	.9158407
PUBLIC	.8735642	.0687029	-1.72	0.086	.7487739	1.019152
SES						
Middle	.9448903	.0516659	-1.04	0.300	.8488644	1.051779
high	.9013836	.0568789	-1.65	0.100	.7965212	1.020051
FAMILIARITY						
FAMILIAR	1.247376	.0522869	5.27	0.000	1.148992	1.354184
INTG2	1.009766	.0654724	0.15	0.881	.8892612	1.1466
INTG4	.8621083	.0734294	-1.74	0.082	.7295606	1.018737
INTG8	1.093126	.1002501	0.97	0.332	.9132862	1.308379
NEWINTGSUM	1.045068	.0313675	1.47	0.142	.9853623	1.108392
NEWCOMSUM	1.028969	.0225746	1.30	0.193	.9856615	1.07418
_cons	.1934125	.1312213	-2.42	0.015	.0511663	.7311135
RESCNTRY						
var(_cons)	.0696987	.0254713			.0340529	.1426577

LR test vs. logistic regression: chibar2(01) = 118.33 Prob>=chibar2 = 0.0000

Multilevel logistic regression:Adverse effect of economic crisis on labour market participation

Log likelihood ratio tests

Likelihood-ratio test — LR chi2(7) = 24.20
(Assumption: M0 nested in M1) — Prob > chi2 = 0.0011

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	10759	.	-6963.892	2	13931.78	13946.35
M1	10759	.	-6951.794	9	13921.59	13987.14

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(5) = 39.05
(Assumption: M1 nested in M2) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M1	10759	.	-6951.794	9	13921.59	13987.14
M2	10759	.	-6932.27	14	13892.54	13994.51

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(5) = 1.53
(Assumption: M2 nested in M3) — Prob > chi2 = 0.9098

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M2	10759	.	-6932.27	14	13892.54	13994.51
M3	10759	.	-6931.506	19	13901.01	14039.4

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test LR chi2(17) = 64.77
(Assumption: M0 nested in M3) Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	10759	.	-6963.892	2	13931.78	13946.35
M3	10759	.	-6931.506	19	13901.01	14039.4

Note: N=Obs used in calculating BIC; see [R] BIC note

Null model

Mixed-effects logistic regression Number of obs = 10759
Group variable: RESCNTRY Number of groups = 19

Obs per group: min = 258
avg = 566.3
max = 858

Integration method: mvaghermite Integration points = 7

Wald chi2(0) = .
Log likelihood = -6963.8924 Prob > chi2 = .

CRYSIMP	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
_cons	1.587933	.1709667	4.30	0.000	1.285839	1.961001
RESCNTRY						
var(_cons)	.2119738	.0715979			.1093387	.4109514

LR test vs. logistic regression: chibar2(01) = 460.54 Prob>=chibar2 = 0.0000

Contextual model

Mixed-effects logistic regression — Number of obs = 10759
Group variable: RESCNTRY — Number of groups = 19

Obs per group: min = 258
avg = 566.3
max = 858

Integration method: mvaghermite — Integration points = 7

Wald chi2(17) = 64.35
Log likelihood = -6931.5056 — Prob > chi2 = 0.0000

CRYSIMP	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
GENDER						
MALE	.8603699	.0352519	-3.67	0.000	.793979	.9323124
AGECOHORT						
25-34	.9554947	.0859265	-0.51	0.613	.8010889	1.139661
35-44	.9933725	.0869248	-0.08	0.939	.8368122	1.179224
45-54	1.05475	.0920127	0.61	0.541	.8889832	1.251426
55-64	.9431905	.0832424	-0.66	0.508	.7933697	1.121304
HEDUCLEV						
medium	.9437611	.0510025	-1.07	0.284	.8489101	1.04921
high	.9337721	.0550791	-1.16	0.245	.8318256	1.048213
STAKEHOLDER						
EMPLOYER	.806915	.0765167	-2.26	0.024	.6700567	.9717265
PUBLIC	.8762043	.0725269	-1.60	0.110	.7449859	1.030535
SES						
Middle	.9431717	.0541486	-1.02	0.308	.8427956	1.055502
high	.7876943	.0516132	-3.64	0.000	.6927607	.8956373
FAMILIARITY						
FAMILIAR	1.168627	.0503934	3.61	0.000	1.073917	1.271691
INTG2	.9524315	.1004139	-0.46	0.644	.7746266	1.171049
INTG4	.9040032	.1259525	-0.72	0.469	.6879775	1.187861
INTG8	.8924973	.1338474	-0.76	0.448	.6652005	1.197461
NEWINTGSUM	1.030124	.0500892	0.61	0.542	.9364834	1.133127
NEWCOMSUM	1.008406	.0363577	0.23	0.816	.9396059	1.082244
_cons	1.80438	1.990232	0.54	0.593	.2077077	15.67486
RESCNTRY						
var(_cons)	.2006977	.0680862			.1032225	.3902208

LR test vs. logistic regression: chibar2(01) = 386.25 Prob>=chibar2 = 0.0000

Multilevel logistic regression: Diversity training for employers and employees

Log likelihood ratio tests

Likelihood-ratio test LR chi2(7) = 28.33
(Assumption: M0 nested in M1) Prob > chi2 = 0.0002

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	10759	.	-4178.558	2	8361.117	8375.684
M1	10759	.	-4164.391	9	8346.783	8412.334

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test LR chi2(5) = 16.52
(Assumption: M1 nested in M2) Prob > chi2 = 0.0055

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M1	10759	.	-4164.391	9	8346.783	8412.334
M2	10759	.	-4156.129	14	8340.258	8442.227

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test LR chi2(5) = 4.44
(Assumption: M2 nested in M3) Prob > chi2 = 0.4873

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M2	10759	.	-4156.129	14	8340.258	8442.227
M3	10759	.	-4153.907	19	8345.813	8484.2

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test LR chi2(17) = 49.3
(Assumption: M0 nested in M3) Prob > chi2 = 0.000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BI
M0	10759	.	-4178.558	2	8361.117	8375.68
M3	10759	.	-4153.907	19	8345.813	8484.

Note: N=Obs used in calculating BIC; see [R] BIC note

Null Model

```
Mixed-effects logistic regression               Number of obs      =     10759
Group variable:         RESCNTRY                Number of groups   =        19

                                                Obs per group: min =       258
                                                               avg =     566.3
                                                               max =       858

Integration method: mvaghermite                 Integration points =         7

                                                Wald chi2(0)       =         .
Log likelihood = -4178.5583                     Prob > chi2        =         .
```

DIVTRNG	Coef.	Std. Err.	z	P>|z|	[95% Conf.	Interval]
_cons	1.932298	.120204	16.08	0.000	1.696703	2.167894
RESCNTRY						
var(_cons)	.2557704	.090062			.1282699	.5100066

LR test vs. logistic regression: chibar2(01) = 235.28 Prob>=chibar2 = 0.0000

Contextual model

```
Mixed-effects logistic regression               Number of obs      =     10759
Group variable:         RESCNTRY                Number of groups   =        19

                                                Obs per group: min =       258
                                                               avg =     566.3
                                                               max =       858

Integration method: mvaghermite                 Integration points =         7

                                                Wald chi2(17)      =     49.69
Log likelihood = -4153.9066                     Prob > chi2        =    0.0000
```

DIVTRNG	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
GENDER						
MALE	.7539545	.0434178	-4.90	0.000	.6734838	.8440401
AGECOHORT						
25-34	.8812884	.1143535	-0.97	0.330	.6833898	1.136495
35-44	.8753296	.1106391	-1.05	0.292	.6832541	1.121401
45-54	.8933243	.1127637	-0.89	0.372	.6975295	1.144078

HEDUCLEV						
medium	1.030577	.0791779	0.39	0.695	.8865106	1.198056
high	.954517	.0804268	-0.55	0.581	.8092116	1.125914
STAKEHOLDER						
EMPLOYER	.8623797	.1135494	-1.12	0.261	.666225	1.116288
PUBLIC	.9958456	.1152239	-0.04	0.971	.7937872	1.249338
SES						
Middle	1.19573	.0929254	2.30	0.021	1.026793	1.392463
high	1.246103	.111582	2.46	0.014	1.045523	1.485165
FAMILIARITY						
FAMILIAR	1.188781	.0706481	2.91	0.004	1.058073	1.335635
INTG2	1.020524	.1099935	0.19	0.850	.8261893	1.26057
INTG4	1.014436	.1438654	0.10	0.919	.768261	1.339493
INTG8	.7902614	.1205469	-1.54	0.123	.5860411	1.065647
NEWINTGSUM	1.017243	.0507591	0.34	0.732	.9224674	1.121757
NEWCOMSUM	1.04496	.0385566	1.19	0.233	.9720586	1.123329
_cons	2.757142	3.125804	0.89	0.371	.2988424	25.4376
RESCNTRY						
var(_cons)	.1981989	.0712596			.0979635	.4009946

LR test vs. logistic regression: chibar2(01) = 169.44 Prob>=chibar2 = 0.0000

Multilevel logistic regression : Monitoring workforce

Log likelihood ratio tests

Likelihood-ratio test — LR chi2(7) = 60.90
(Assumption: M0 nested in M1) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	10759	.	-5296.851	2	10597.7	10612.27
M1	10759	.	-5266.4	9	10550.8	10616.35

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(5) = 11.61
(Assumption: M1 nested in M2) — Prob > chi2 = 0.0406

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M1	10759	.	-5266.4	9	10550.8	10616.35
M2	10759	.	-5260.597	14	10549.19	10651.16

Note: N=Obs used in calculating BIC; see [R] BIC note

```
Likelihood-ratio test                                 LR chi2(5)  =      7.06
(Assumption: M2 nested in M3)                         Prob > chi2 =    0.2164

Akaike's information criterion and Bayesian information criterion

-------------+----------------------------------------------------------------
       Model |     Obs  ll(null)  ll(model)     df         AIC        BIC
-------------+----------------------------------------------------------------
          M2 |   10759         .  -5260.597     14    10549.19   10651.16
          M3 |   10759         .  -5257.068     19    10552.14   10690.52
-------------+----------------------------------------------------------------
               Note:  N=Obs used in calculating BIC; see [R] BIC note
```

```
Likelihood-ratio test                                 LR chi2(17) =     79.56
(Assumption: M0 nested in M3)                         Prob > chi2 =    0.0000

Akaike's information criterion and Bayesian information criterion

-------------+----------------------------------------------------------------
       Model |     Obs  ll(null)  ll(model)     df         AIC        BIC
-------------+----------------------------------------------------------------
          M0 |   10759         .  -5296.851      2     10597.7   10612.27
          M3 |   10759         .  -5257.068     19    10552.14   10690.52
-------------+----------------------------------------------------------------
               Note:  N=Obs used in calculating BIC; see [R] BIC note
```

Null model

```
Mixed-effects logistic regression               Number of obs      =     10759
Group variable:         RESCNTRY                Number of groups   =        19

                                                Obs per group: min =       258
                                                               avg =     566.3
                                                               max =       858

Integration method: mvaghermite                 Integration points =         7

                                                Wald chi2(0)       =         .
Log likelihood = -5296.8507                     Prob > chi2        =         .
------------------------------------------------------------------------------
  MONWRKFORC | Odds Ratio   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
       _cons |   4.076347   .6409835     8.94   0.000      2.99519    5.547764
-------------+----------------------------------------------------------------
RESCNTRY     |
   var(_cons)|   .4562042   .1524703                      .23696    .8783013
------------------------------------------------------------------------------
LR test vs. logistic regression: chibar2(01) =   741.82 Prob>=chibar2 = 0.0000
```

Contextual Model

Mixed-effects logistic regression — Number of obs = 10759
Group variable: RESCNTRY — Number of groups = 19

Obs per group: min = 258
avg = 566.3
max = 858

Integration method: mvaghermite — Integration points = 7

Wald chi2(17) = 80.76
Log likelihood = -5257.0683 — Prob > chi2 = 0.0000

MONWRKFORC	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
GENDER						
MALE	.7625779	.0374267	-5.52	0.000	.6926406	.839577
AGECOHORT						
25-34	.9770526	.104154	-0.22	0.828	.7928292	1.204082
35-44	.9189495	.0950374	-0.82	0.414	.7503445	1.125441
45-54	1.083101	.1129635	0.77	0.444	.8828599	1.328759
55-64	1.019709	.1073509	0.19	0.853	.8295936	1.253394
HEDUCLEV						
medium	.9792637	.0656338	-0.31	0.755	.8587149	1.116735
high	.8209109	.0588388	-2.75	0.006	.7133228	.9447262
STAKEHOLDER						
EMPLOYER	.8130885	.0897827	-1.87	0.061	.6548572	1.009553
PUBLIC	.9584947	.0933808	-0.44	0.663	.7918846	1.160159
SES						
Middle	1.137749	.0786414	1.87	0.062	.9935991	1.302811
high	1.054447	.0821438	0.68	0.496	.9051366	1.228387
FAMILIARITY						
FAMILIAR	.9584371	.0495785	-0.82	0.412	.8660286	1.060706
INTG2	1.027919	.1335227	0.21	0.832	.7968768	1.325949
INTG4	1.101684	.1888774	0.56	0.572	.7872698	1.541668
INTG8	.83234	.1539833	-0.99	0.321	.5791994	1.196116
NEWINTGSUM	.9376735	.0561967	-1.07	0.283	.8337529	1.054547
NEWCOMSUM	1.019104	.0454545	0.42	0.671	.933798	1.112204
_cons	12.81864	17.44057	1.87	0.061	.890693	184.4827
RESCNTRY						
var(_cons)	.305121	.1031008			.157344	.5916899

LR test vs. logistic regression: chibar2(01) = 465.85 Prob>=chibar2 = 0.0000

Multilevel logitsic regression: Monitoring recruitment procedures

Log likelihood ratio tests

Likelihood-ratio test — LR chi2(7) = 42.81
(Assumption: M0 nested in M1) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	10759	.	-4182.656	2	8369.312	8383.879
M1	10759	.	-4161.249	9	8340.499	8406.05

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(5) = 10.41
(Assumption: M1 nested in M2) — Prob > chi2 = 0.0645

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M1	10759	.	-4161.249	9	8340.499	8406.05
M2	10759	.	-4156.046	14	8340.092	8442.061

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(5) = 9.61
(Assumption: M2 nested in M3) — Prob > chi2 = 0.0870

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M2	10759	.	-4156.046	14	8340.092	8442.061
M3	10759	.	-4151.24	19	8340.48	8478.866

Note: N=Obs used in calculating BIC; see [R] BIC note

Likelihood-ratio test — LR chi2(17) = 62.83
(Assumption: M0 nested in M3) — Prob > chi2 = 0.0000

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
M0	10759	.	-4182.656	2	8369.312	8383.879
M3	10759	.	-4151.24	19	8340.48	8478.866

Note: N=Obs used in calculating BIC; see [R] BIC note

Null model

Mixed-effects logistic regression — Number of obs = 10759
Group variable: **RESCNTRY** — Number of groups = 19

Obs per group: min = 258
avg = 566.3
max = 858

Integration method: **mvaghermite** — Integration points = 7

Wald chi2(0) = .
Log likelihood = -4182.6562 — Prob > chi2 = .

MONRECRUIT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
_cons	7.016093	.9351617	14.62	0.000	5.403067	9.110671
RESCNTRY						
var(_cons)	.3182311	.1092152			.1624108	.6235487

LR test vs. logistic regression: chibar2(01) = 398.43 Prob>=chibar2 = 0.0000

Contextual model

Mixed-effects logistic regression — Number of obs = 10759
Group variable: RESCNTRY — Number of groups = 19

Obs per group: min = 258
avg = 566.3
max = 858

Integration method: mvaghermite — Integration points = 7

Wald chi2(17) = 65.33
Log likelihood = -4151.2398 — Prob > chi2 = 0.0000

MONRECRUIT	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf.	Interval]
GENDER						
MALE	.719997	.041395	-5.71	0.000	.6432685	.8058776
AGECOHORT						
25-34	.9594671	.1214547	-0.33	0.744	.7486525	1.229645
35-44	.9224561	.1134481	-0.66	0.512	.7248712	1.173899
45-54	.9163032	.1124601	-0.71	0.476	.7203924	1.165492
55-64	1.04504	.1310494	0.35	0.725	.8173177	1.33621
HEDUCLEV						
medium	.9491915	.0731807	-0.68	0.499	.8160711	1.104027
high	.89729	.0752758	-1.29	0.196	.7612433	1.05765
STAKEHOLDER						
EMPLOYER	.915548	.1172255	-0.69	0.491	.7123517	1.176705
PUBLIC	1.045386	.1179282	0.39	0.694	.8380194	1.304065
SES						
Middle	1.170278	.0942252	1.95	0.051	.999435	1.370326
high	1.056767	.0953518	0.61	0.541	.8854735	1.261197
FAMILIARITY						
FAMILIAR	1.104204	.0659005	1.66	0.097	.9823096	1.241224
INTG2	1.047513	.1092411	0.45	0.656	.8538687	1.285074
INTG4	1.072082	.1470052	0.51	0.612	.8194272	1.402639
INTG8	.7930943	.1173786	-1.57	0.117	.5933984	1.059994
NEWINTGSUM	.9569689	.0463496	-0.91	0.364	.870304	1.052264
NEWCOMSUM	1.02625	.0367996	0.72	0.470	.9566	1.100971
_cons	12.53017	13.72219	2.31	0.021	1.464802	107.1852
RESCNTRY						
var(_cons)	.1838507	.0649181			.0920246	.3673046

LR test vs. logistic regression: chibar2(01) = 199.50 Prob>=chibar2 = 0.0000

Codes

Chapter 4

Preliminary sub-models

```
summ
describe
set seed 1234
drop if missing(EMPSTAT, INTG1, INTG2, INTG3, INTG4, INTG5, INTG6, INTG7, INTG8, INTG9, INTG10, COM1, COM2, COM3, COM4, COM5, COM6, COM7, COM8, COM9, COM10)
melogit EMPSTAT||RESCNTRY:, cov(uns)
melogit,or
estimates store M0
melogit EMPSTAT INTG1 INTG2 INTG3 INTG4 INTG5 INTG6 INTG7 INTG8 INTG9 INTG10|| RESCNTRY:,cov(uns)
melogit,or
estimates store M1
lrtest M0 M1, stats
melogit EMPSTAT COM1 COM2 COM3 COM4 COM5 COM6 COM7 COM8 COM9 COM10|| RESCNTRY:,cov(uns)
melogit,or
estimates store M2
lrtest M0 M2, stats

bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit EMPSTAT INTG1 INTG2 INTG3 INTG4 INTG5 INTG6 INTG7 INTG8 INTG9 INTG10 || newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M3
lrtest M0 M3,stats

bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit EMPSTAT COM1 COM2 COM3 COM4 COM5 COM6 COM7 COM8 COM9 COM10|| newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M4
lrtest M0 M4,stats
```

Explanatory overall model

```
summ
describe
set seed 1234
drop if missing(EMPSTAT, INTG2,  INTG4,  INTG8)
```

```
melogit EMPSTAT||RESCNTRY:, cov(uns)
melogit,or
estimates store M0

melogit EMPSTAT INTG2 INTG4 INTG8  || RESCNTRY:,cov(uns)
melogit,or
estimates store M5
lrtest M0 M5, stats

bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit
EMPSTAT INTG2 INTG4 INTG8|| newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M6
lrtest M0 M6,stats
```

Chapter 5

```
summ
describe
set seed 1234
drop if missing(EMPSTAT, GENDER, AGECOHORT, HEDUCLEV, DISTYPE,
LIMHOURS, LIMTRANS, LIMTYPEW, NEEDADAP, NEEDHELP, NEEDORGA,
INTG2, INTG4, INTG8, NEWINTGSUM, NEWCOMSUM)
melogit EMPSTAT i.RESCNTRY
melogit, or
quietly melogit EMPSTAT i.RESCNTRY
margins RESCNTRY, atmeans vsquish
marginsplot
melogit EMPSTAT||RESCNTRY:,cov(uns)
melogit, or
est store M0
melogit EMPSTAT (i.GENDER i.AGECOHORT i.HEDUCLEV  i.DISTYPE)||
RESCNTRY:,cov(uns)
melogit, or
est store M1
lrtest M0 M1,stats
quietly melogit EMPSTAT (i.GENDER i.AGECOHORT  i.HEDUCLEV
i.DISTYPE)|| RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins  AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins DISTYPE, atmeans predict (mu fixedonly) vsquish
```

```
melogit EMPSTAT (i.GENDER i.AGECOHORT  i.HEDUCLEV
i.DISTYPE)(i.LIMHOURS  i.LIMTRANS  i.LIMTYPEW  i.NEEDADAP
i.NEEDHELP  i.NEEDORGA) || RESCNTRY:,cov(uns)
melogit, or
est store M2
lrtest M1 M2,stats
quietly melogit EMPSTAT (i.GENDER i.AGECOHORT  i.HEDUCLEV
i.DISTYPE)(i.LIMHOURS  i.LIMTRANS  i.LIMTYPEW  i.NEEDADAP
i.NEEDHELP  i.NEEDORGA) || RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins DISTYPE, atmeans predict (mu fixedonly) vsquish
margins LIMHOURS, atmeans predict (mu fixedonly) vsquish
margins LIMTRANS, atmeans predict (mu fixedonly) vsquish
margins LIMTYPEW, atmeans predict (mu fixedonly) vsquish
margins NEEDADAP, atmeans predict (mu fixedonly) vsquish
margins NEEDHELP, atmeans predict (mu fixedonly) vsquish
margins NEEDORGA, atmeans predict (mu fixedonly) vsquish

melogit EMPSTAT (INTG2 INTG4 INTG8 NEWINTGSUM  NEWCOMSUM) ||
RESCNTRY:,cov(uns)
melogit, or
est store M3
lrtest M2 M3,stats
quietly melogit EMPSTAT (INTG2 INTG4  INTG8 NEWINTGSUM
NEWCOMSUM) || RESCNTRY:, cov(uns)
melogit EMPSTAT (i.GENDER i.AGECOHORT  i.HEDUCLEV i.DISTYPE)
(INTG2  INTG4 INTG8 NEWINTGSUM  NEWCOMSUM) || RESCNTRY:,cov(uns)
melogit, or
est store M4
lrtest M3 M4,stats
quietly melogit EMPSTAT (i.GENDER i.AGECOHORT  i.HEDUCLEV i.DISTYPE)
(INTG2 INTG4 INTG8 NEWINTGSUM  NEWCOMSUM) || RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins DISTYPE, atmeans predict (mu fixedonly) vsquish
melogit EMPSTAT (i.GENDER i.AGECOHORT  i.HEDUCLEV
i.DISTYPE)(i.LIMHOURS  i.LIMTRANS  i.LIMTYPEW  i.NEEDADAP
i.NEEDHELP  i.NEEDORGA) (INTG2 INTG4 INTG8 NEWINTGSUM
NEWCOMSUM) || RESCNTRY:,cov(uns)
melogit, or
est store M5
lrtest M4 M5,stats
```

```
quietly melogit EMPSTAT (i.GENDER i.AGECOHORT  i.HEDUCLEV
i.DISTYPE)(i.LIMHOURS  i.LIMTRANS  i.LIMTYPEW  i.NEEDADAP
i.NEEDHELP  i.NEEDORGA) (INTG2 INTG4  INTG8  NEWINTGSUM
NEWCOMSUM) || RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins DISTYPE, atmeans predict (mu fixedonly) vsquish
margins LIMHOURS, atmeans predict (mu fixedonly) vsquish
margins LIMTRANS, atmeans predict (mu fixedonly) vsquish
margins LIMTYPEW, atmeans predict (mu fixedonly) vsquish
margins NEEDADAP, atmeans predict (mu fixedonly) vsquish
margins NEEDHELP, atmeans predict (mu fixedonly) vsquish
margins NEEDORGA, atmeans predict (mu fixedonly) vsquish
lrtest M0 M1,stats
lrtest M0 M2,stats
lrtest M0 M3,stats
lrtest M0 M4,stats
lrtest M0 M5,stats
bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit
EMPSTAT GENDER i.AGECOHORT  i.HEDUCLEV  i.DISTYPE LIMHOURS
LIMTRANS  LIMTYPEW  NEEDADAP  NEEDHELP  NEEDORGA  INTG2
INTG4 INTG8 NEWINTGSUM  NEWCOMSUM || newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M6
lrtest M0 M6
```

Chapter 6

```
summ
describe
set seed 1234
drop if missing(DISCIM, CANDY, CRYSIMP, DIVTRNG, MONWRKFORC,
MONRECRUIT, STAKEHOLDER, GENDER, AGECOHORT, HEDUCLEV,
FAMILIARITY, SES, INTG2, INTG4,INTG8, NEWINTGSUM, NEWCOMSUM)
melogit CANDY||RESCNTRY:,cov(uns)
melogit, or
est store M0
melogit CANDY (i.GENDER i.AGECOHORT
i.HEDUCLEV)||RESCNTRY:,cov(uns)
melogit, or
est store M1
lrtest M0 M1,stats
melogit CANDY(i.GENDER i.AGECOHORT i.HEDUCLEV)(i.STAKEHOLDER
i.SES i.FAMILIARITY) ||RESCNTRY:,cov(uns)
melogit, or
```

```
est store M2
lrtest M1 M2,stats
melogit CANDY (i.GENDER i.AGECOHORT i.HEDUCLEV)(i.STAKEHOLDER
i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8 NEWINTGSUM
NEWCOMSUM)||RESCNTRY:,cov(uns)
melogit, or
est store M3
lrtest M2 M3,stats
lrtest M0 M1, stats
lrtest M0 M2, stats
lrtest M0 M3, stats
quietly melogit CANDY (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8
NEWINTGSUM NEWCOMSUM)||RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins STAKEHOLDER, atmeans predict (mu fixedonly) vsquish
margins SES, atmeans predict (mu fixedonly) vsquish
margins FAMILIARITY, atmeans predict (mu fixedonly) vsquish
bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit
CANDY GENDER AGECOHORT i.HEDUCLEV i.STAKEHOLDER i.SES
i.FAMILIARITY INTG2 INTG4 INTG8 NEWINTGSUM NEWCOMSUM ||
newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M4
lrtest M0 M4

summ
describe
set seed 1234
drop if missing(DISCIM, CANDY, CRYSIMP, DIVTRNG, MONWRKFORC,
MONRECRUIT, STAKEHOLDER, GENDER, AGECOHORT, HEDUCLEV,
FAMILIARITY, SES, INTG2, INTG4, INTG8, NEWINTGSUM, NEWCOMSUM)
melogit DISCIM ||RESCNTRY:,cov(uns)
melogit, or
est store M0
melogit DISCIM (i.GENDER i.AGECOHORT
i.HEDUCLEV)||RESCNTRY:,cov(uns)
melogit, or
est store M1
lrtest M0 M1,stats
melogit DISCIM (i.GENDER i.AGECOHORT i.HEDUCLEV)(i.STAKEHOLDER
i.SES i.FAMILIARITY) ||RESCNTRY:,cov(uns)
melogit, or
```

```
est store M2
lrtest M1 M2,stats
melogit DISCIM (i.GENDER i.AGECOHORT i.HEDUCLEV)(i.STAKEHOLDER
i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8 NEWINTGSUM
NEWCOMSUM)||RESCNTRY:,cov(uns)
melogit, or
est store M3
lrtest M2 M3,stats
lrtest M0 M1, stats
lrtest M0 M2, stats
lrtest M0 M3, stats
quietly melogit DISCIM (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8
NEWINTGSUM NEWCOMSUM)||RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins STAKEHOLDER, atmeans predict (mu fixedonly) vsquish
margins SES, atmeans predict (mu fixedonly) vsquish
margins FAMILIARITY, atmeans predict (mu fixedonly) vsquish
bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit
DISCIM GENDER AGECOHORT i.HEDUCLEV i.STAKEHOLDER i.SES
i.FAMILIARITY INTG2 INTG4 INTG8 NEWINTGSUM NEWCOMSUM ||
newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M4
lrtest M0 M4
summ
describe
set seed 1234
drop if missing(DISCIM, CANDY, CRYSIMP, DIVTRNG, MONWRKFORC,
MONRECRUIT, STAKEHOLDER, GENDER, AGECOHORT, HEDUCLEV,
FAMILIARITY, SES, INTG2, INTG4, INTG8, NEWINTGSUM, NEWCOMSUM)
melogit DIVTRNG ||RESCNTRY:,cov(uns)
melogit, or
est store M0
melogit DIVTRNG (i.GENDER i.AGECOHORT
i.HEDUCLEV)||RESCNTRY:,cov(uns)
melogit, or
est store M1
lrtest M0 M1,stats
melogit DIVTRNG (i.GENDER i.AGECOHORT i.HEDUCLEV)(i.STAKEHOLDER
i.SES i.FAMILIARITY) ||RESCNTRY:,cov(uns)
melogit, or
est store M2
```

```
lrtest M1 M2,stats
melogit DIVTRNG (i.GENDER i.AGECOHORT i.HEDUCLEV)(i.STAKEHOLDER
i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8 NEWINTGSUM
NEWCOMSUM)||RESCNTRY:,cov(uns)
melogit, or
est store M3
lrtest M2 M3,stats
lrtest M0 M1, stats
lrtest M0 M2, stats
lrtest M0 M3, stats
quietly melogit DIVTRNG (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8
NEWINTGSUM NEWCOMSUM)||RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins STAKEHOLDER, atmeans predict (mu fixedonly) vsquish
margins SES, atmeans predict (mu fixedonly) vsquish
margins FAMILIARITY, atmeans predict (mu fixedonly) vsquish
bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit
DIVTRNG GENDER AGECOHORT i.HEDUCLEV i.STAKEHOLDER i.SES
i.FAMILIARITY INTG2 INTG4 INTG8 NEWINTGSUM NEWCOMSUM ||
newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M4
lrtest M0 M4



summ
describe
set seed 1234
drop if missing(DISCIM, CANDY, CRYSIMP, DIVTRNG, MONWRKFORC,
MONRECRUIT, STAKEHOLDER, GENDER, AGECOHORT, HEDUCLEV,
FAMILIARITY, SES, INTG2, INTG4, INTG8, NEWINTGSUM, NEWCOMSUM)
melogit CRYSIMP ||RESCNTRY:,cov(uns)
melogit, or
est store M0
melogit CRYSIMP (i.GENDER i.AGECOHORT
i.HEDUCLEV)||RESCNTRY:,cov(uns)
melogit, or
est store M1
lrtest M0 M1,stats
melogit CRYSIMP (i.GENDER i.AGECOHORT i.HEDUCLEV)(i.STAKEHOLDER
i.SES i.FAMILIARITY) ||RESCNTRY:,cov(uns)
```

```
melogit, or
est store M2
lrtest M1 M2,stats
melogit CRYSIMP (i.GENDER i.AGECOHORT i.HEDUCLEV)(i.STAKEHOLDER
i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8 NEWINTGSUM
NEWCOMSUM)||RESCNTRY:,cov(uns)
melogit, or
est store M3
lrtest M2 M3,stats
lrtest M0 M1, stats
lrtest M0 M2, stats
lrtest M0 M3, stats
quietly melogit CRYSIMP (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8
NEWINTGSUM NEWCOMSUM)||RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins STAKEHOLDER, atmeans predict (mu fixedonly) vsquish
margins SES, atmeans predict (mu fixedonly) vsquish
margins FAMILIARITY, atmeans predict (mu fixedonly) vsquish
bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit
CRYSIMP GENDER AGECOHORT i.HEDUCLEV i.STAKEHOLDER i.SES
i.FAMILIARITY INTG2 INTG4 INTG8 NEWINTGSUM NEWCOMSUM ||
newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M4
lrtest M0 M4

summ
describe
set seed 1234
drop if missing(DISCIM, CANDY, CRYSIMP, DIVTRNG, MONWRKFORC,
MONRECRUIT, STAKEHOLDER, GENDER, AGECOHORT, HEDUCLEV,
FAMILIARITY, SES, INTG2, INTG4, INTG8, NEWINTGSUM, NEWCOMSUM)
MONRECRUIT ||RESCNTRY:,cov(uns)
melogit, or
est store M0
melogit MONRECRUIT (i.GENDER i.AGECOHORT
i.HEDUCLEV)||RESCNTRY:,cov(uns)
melogit, or
est store M1
lrtest M0 M1,stats
melogit MONRECRUIT (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY) ||RESCNTRY:,cov(uns)
```

```
melogit, or
est store M2
lrtest M1 M2,stats
melogit MONRECRUIT (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8
NEWINTGSUM NEWCOMSUM)||RESCNTRY:,cov(uns)
melogit, or
est store M3
lrtest M2 M3,stats
lrtest M0 M1, stats
lrtest M0 M2, stats
lrtest M0 M3, stats
quietly melogit MONRECRUIT (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8
NEWINTGSUM NEWCOMSUM)||RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins STAKEHOLDER, atmeans predict (mu fixedonly) vsquish
margins SES, atmeans predict (mu fixedonly) vsquish
margins FAMILIARITY, atmeans predict (mu fixedonly) vsquish
bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit
MONRECRUIT GENDER AGECOHORT i.HEDUCLEV i.STAKEHOLDER i.SES
i.FAMILIARITY INTG2 INTG4 INTG8 NEWINTGSUM NEWCOMSUM ||
newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M4
lrtest M0 M4

summ
describe
set seed 1234
drop if missing(DISCIM, CANDY, CRYSIMP, DIVTRNG, MONWRKFORC,
MONRECRUIT, STAKEHOLDER, GENDER, AGECOHORT, HEDUCLEV,
FAMILIARITY, SES, INTG2, INTG4 , INTG8, NEWINTGSUM, NEWCOMSUM)
melogit MONWRKFORC ||RESCNTRY:,cov(uns)
melogit, or
est store M0
melogit  MONWRKFORC (i.GENDER i.AGECOHORT
i.HEDUCLEV)||RESCNTRY:,cov(uns)
melogit, or
est store M1
lrtest M0 M1,stats
melogit MONWRKFORC (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY) ||RESCNTRY:,cov(uns)
```

```
melogit, or
est store M2
lrtest M1 M2,stats
melogit MONWRKFORC (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8
NEWINTGSUM NEWCOMSUM)||RESCNTRY:,cov(uns)
melogit, or
est store M3
lrtest M2 M3,stats
lrtest M0 M1, stats
lrtest M0 M2, stats
lrtest M0 M3, stats
quietly melogit MONWRKFORC (i.GENDER i.AGECOHORT
i.HEDUCLEV)(i.STAKEHOLDER i.SES i.FAMILIARITY)(INTG2 INTG4 INTG8
NEWINTGSUM NEWCOMSUM)||RESCNTRY:,cov(uns)
margins GENDER, atmeans predict (mu fixedonly) vsquish
margins AGECOHORT, atmeans predict (mu fixedonly) vsquish
margins HEDUCLEV, atmeans predict (mu fixedonly) vsquish
margins STAKEHOLDER, atmeans predict (mu fixedonly) vsquish
margins SES, atmeans predict (mu fixedonly) vsquish
margins FAMILIARITY, atmeans predict (mu fixedonly) vsquish
bootstrap _b, cluster(RESCNTRY) idcluster(newRESCNTRY) rep(50): xtmelogit
MONWRKFORC GENDER AGECOHORT i.HEDUCLEV i.STAKEHOLDER i.SES
i.FAMILIARITY INTG2 INTG4 INTG8 NEWINTGSUM NEWCOMSUM ||
newRESCNTRY:, cov(uns)
xtmelogit,or
estimates  store M4
lrtest M0 M4
```