

The concept of 'work ability' from the view point of employers

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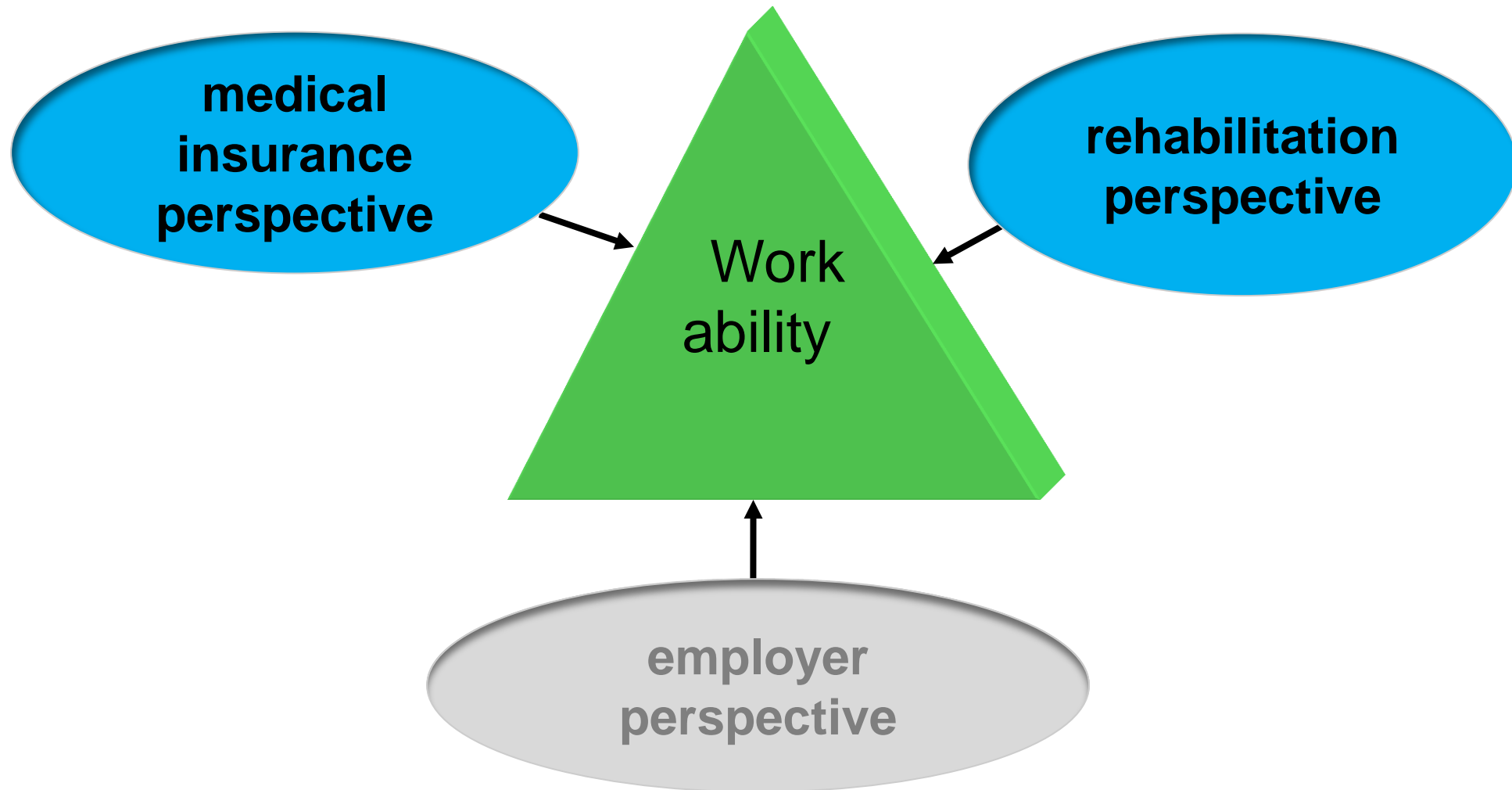
Kalmar County Council



Faculty Disclosure

<input checked="" type="checkbox"/>	No, nothing to disclose
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Perspectives on work ability



People with disabilities

- Want to be part of the labour market
- Experience difficulties in gaining access
- Have less access to the labour market
 - 8 of 10 without disabilities
 - 5 of 10 with disabilities
 - 3 of 10 with mental health problems

Employers

- Express doubt when considering hiring persons with disabilities
 - reactions from others
 - costs
 - concerns regarding qualifications and work performance

Aim and methods

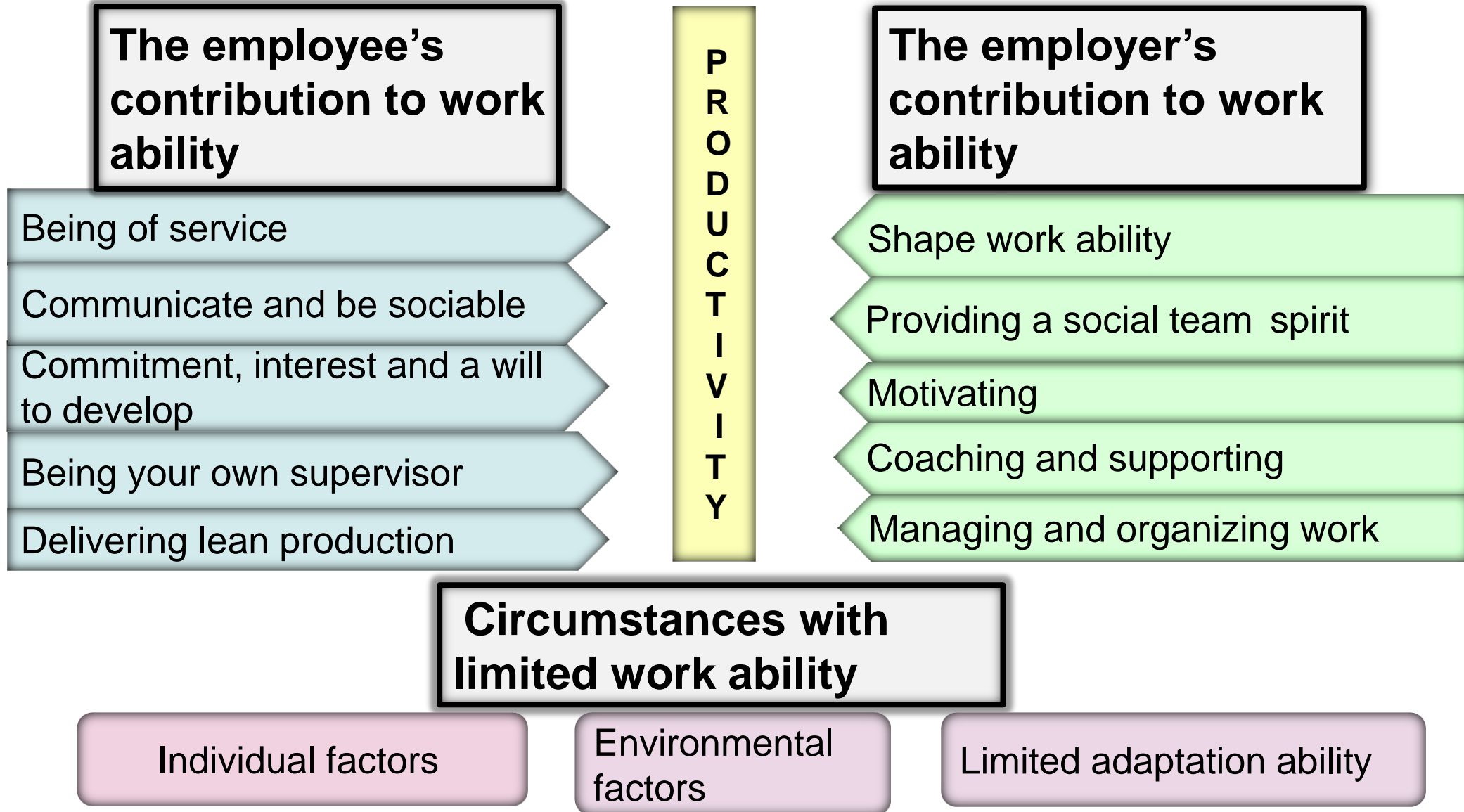
- To identify employers' conception of work ability
- Individual interviews
- Interview question
 - How do you perceive work ability?

The interviewed employers

Women		6
Men		6
Age		
	36-45	4
	46-55	4
	56-65	4
Number of years as employer		
	2-5	4
	6-10	3
	11-25	5
Number of employees at workplace		
	5-20	3
	21-80	4
	81-170	4
	171-1000	1

Employers' work places

- Various types of industries
- Various gender distribution among employees
- Various educational requirements



Discussion

Medical insurance perspective

- 'General' activity
- Function
- Diagnose

Employer perspective

- 'Specific' activity – productivity
- Personal factors
- Environmental factors

Conclusion

Work ability from the view point of employers:

- A relational concept shaped in a work setting resulting in productivity
- Not only health problems can limit work ability
- Commitment and interest important parts for enhancing work ability

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