



# Work Ability Reform - enhancing employment opportunities for people with disabilities

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28 April 2022

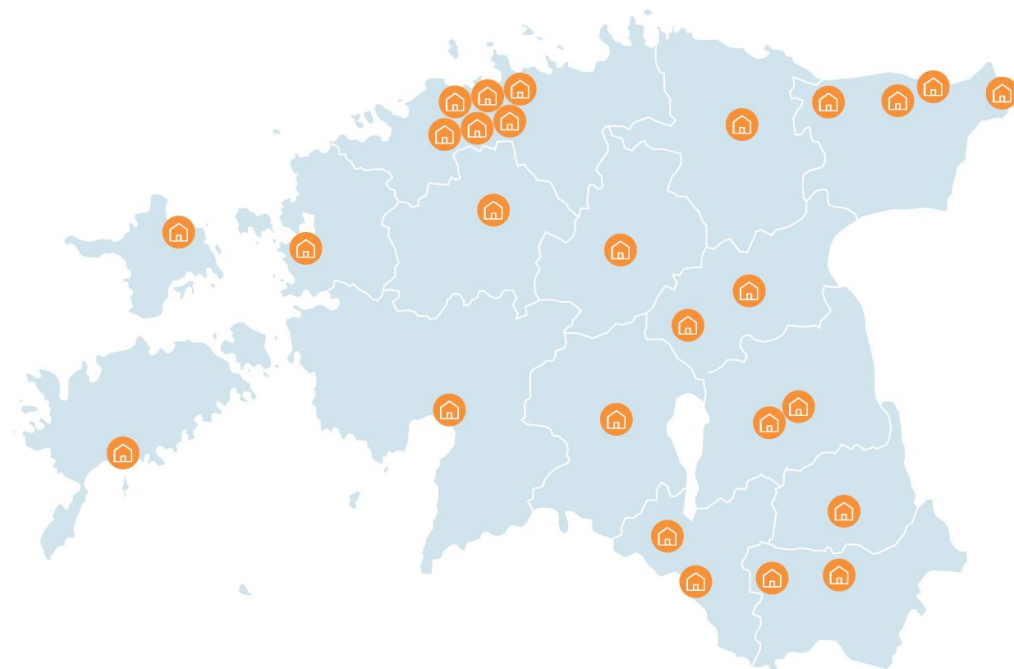
# Estonian Unemployment Insurance Fund – who we are and what we do?



Independent public body with  
**tripartite management**

Government  
Employers  
Trade Unions

**Service-points all over Estonia**  
~1000 employees



## Our clients

Jobseekers  
People in employment  
Young people/students  
Employers



## Our business-strands

### Service provision

We help jobseekers find job and  
employers find employees (

### Benefits

We pay benefits and  
allowances

### Work capability assessment

We assess work capability



# Reform aims to increase employment of disabled people



Labour market status of population (18 until pensionable age) with incapacity for work, 2015

Source: Statistics Estonia (Labour Force Survey), Estonian Unemployment Insurance Fund

# Work Ability Reform – main challenges



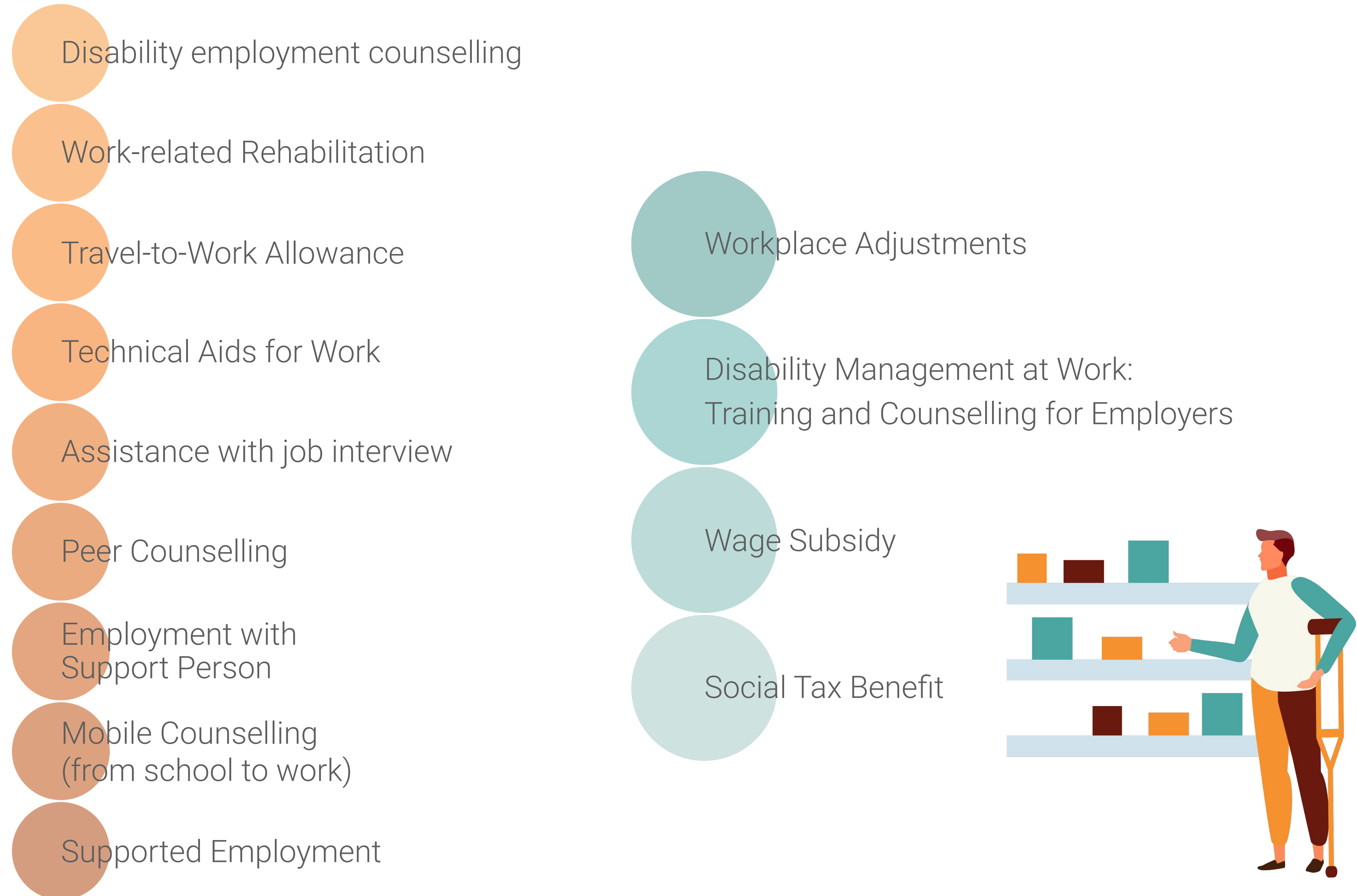
Reform changed  
work ability  
assessment and  
benefits

More support  
available in  
employment and  
every day life

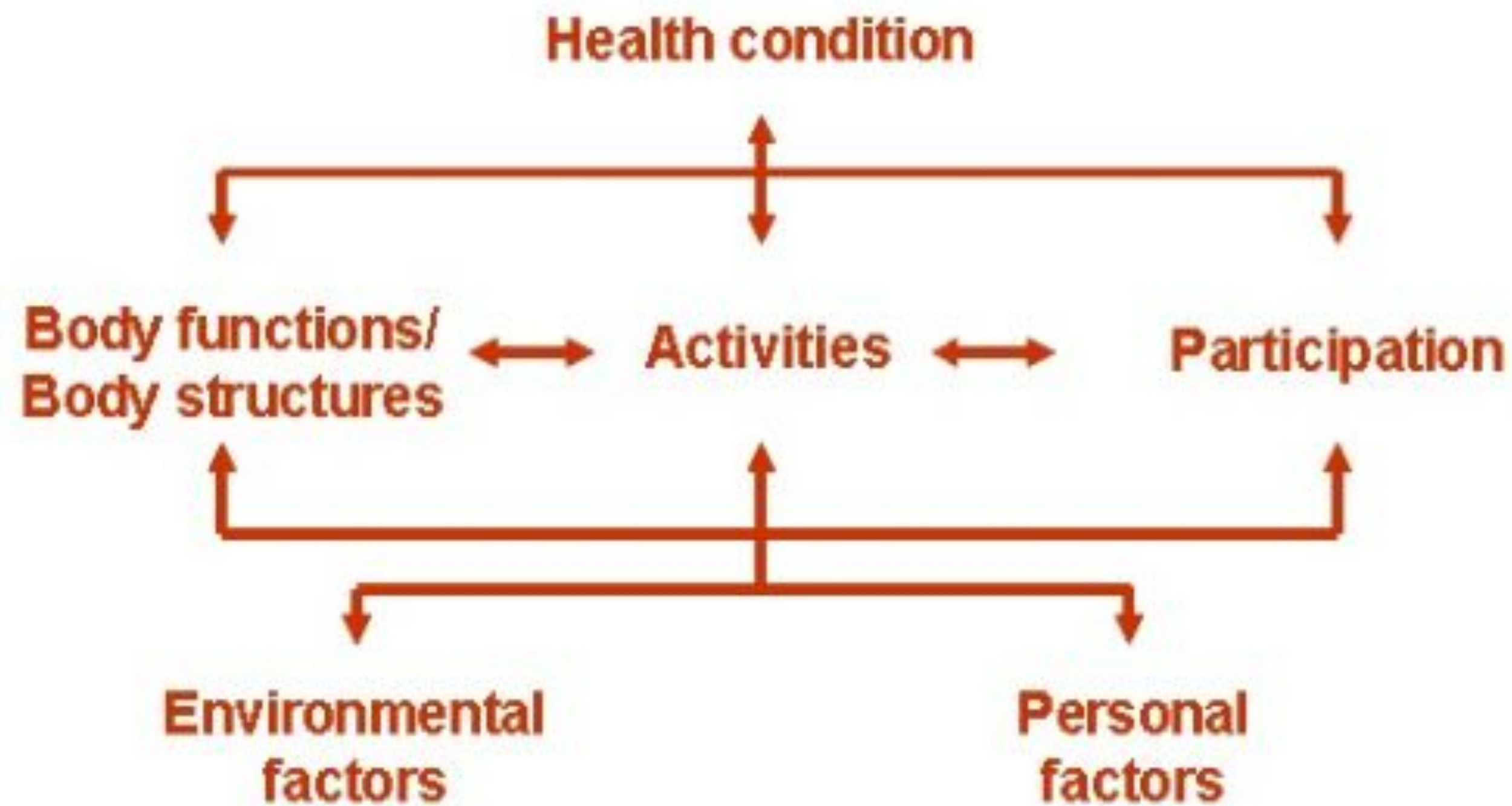
Positive thinking:  
people with  
disabilities can  
and want to work



# Extended disability employment measures for people and employers



# International Classification of Functioning – work ability assessment basis



Not classified yet



*able to work*  
*partially able to work*  
*not able to work*



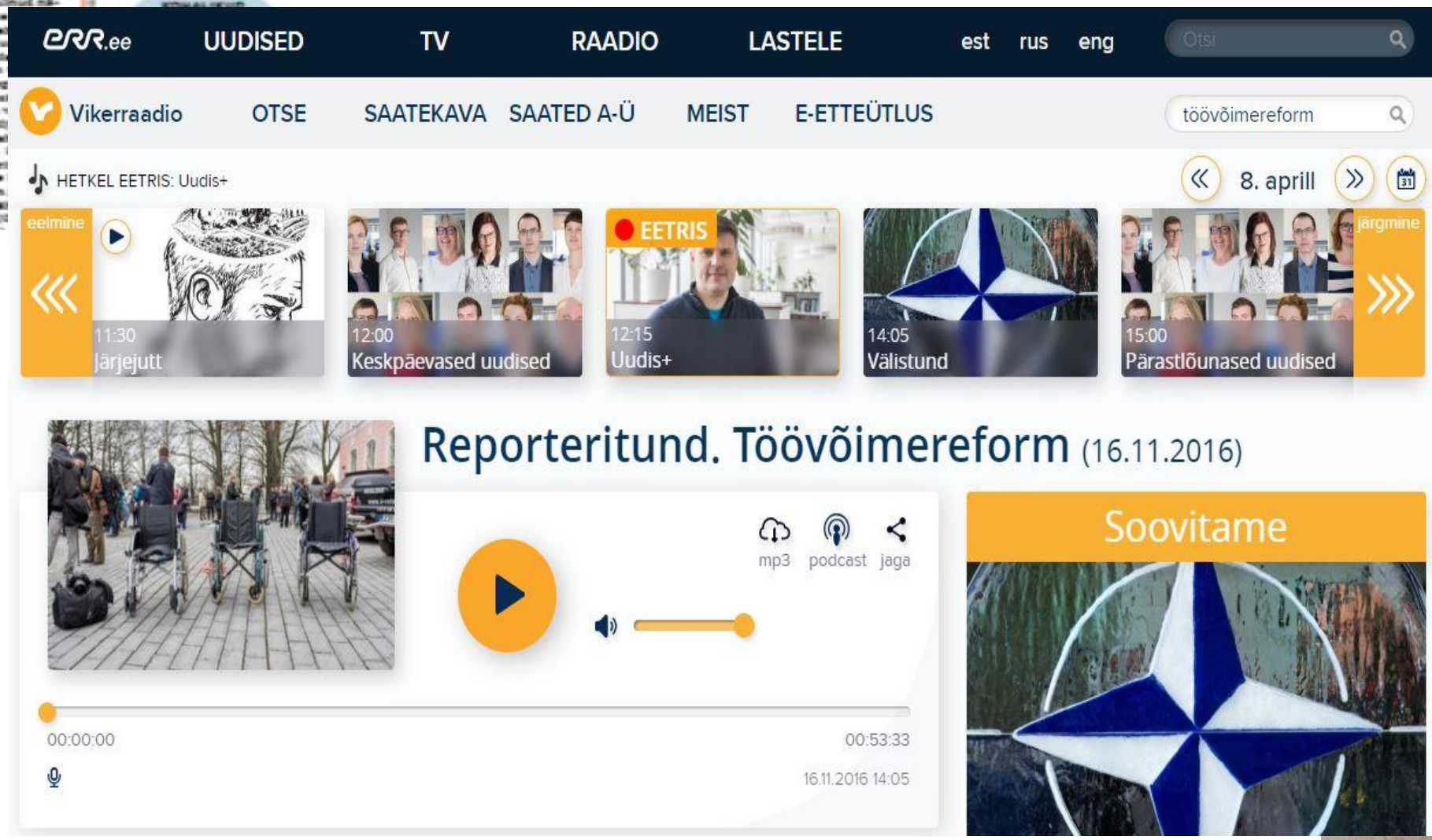
# Raising awareness



special editions between dailies

continuous networking and co-creation with the target group

etc.





# Raisin awareness

## Puust ja punaseks: keda 1. juulist käivituv töövõimereform puudutab ja kuhu pöörduda

MAJANDUS

Merilin Pärli

28.06.2016 12:36

Juendatud: 29.06.2016  
21:57

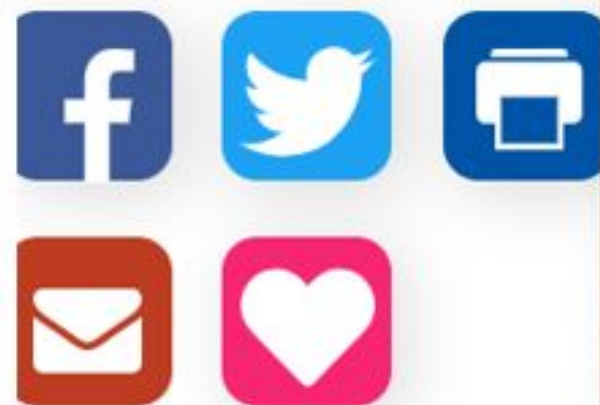


Foto: Pärnu Postimees/Scanpix

a series of radio and television  
programs

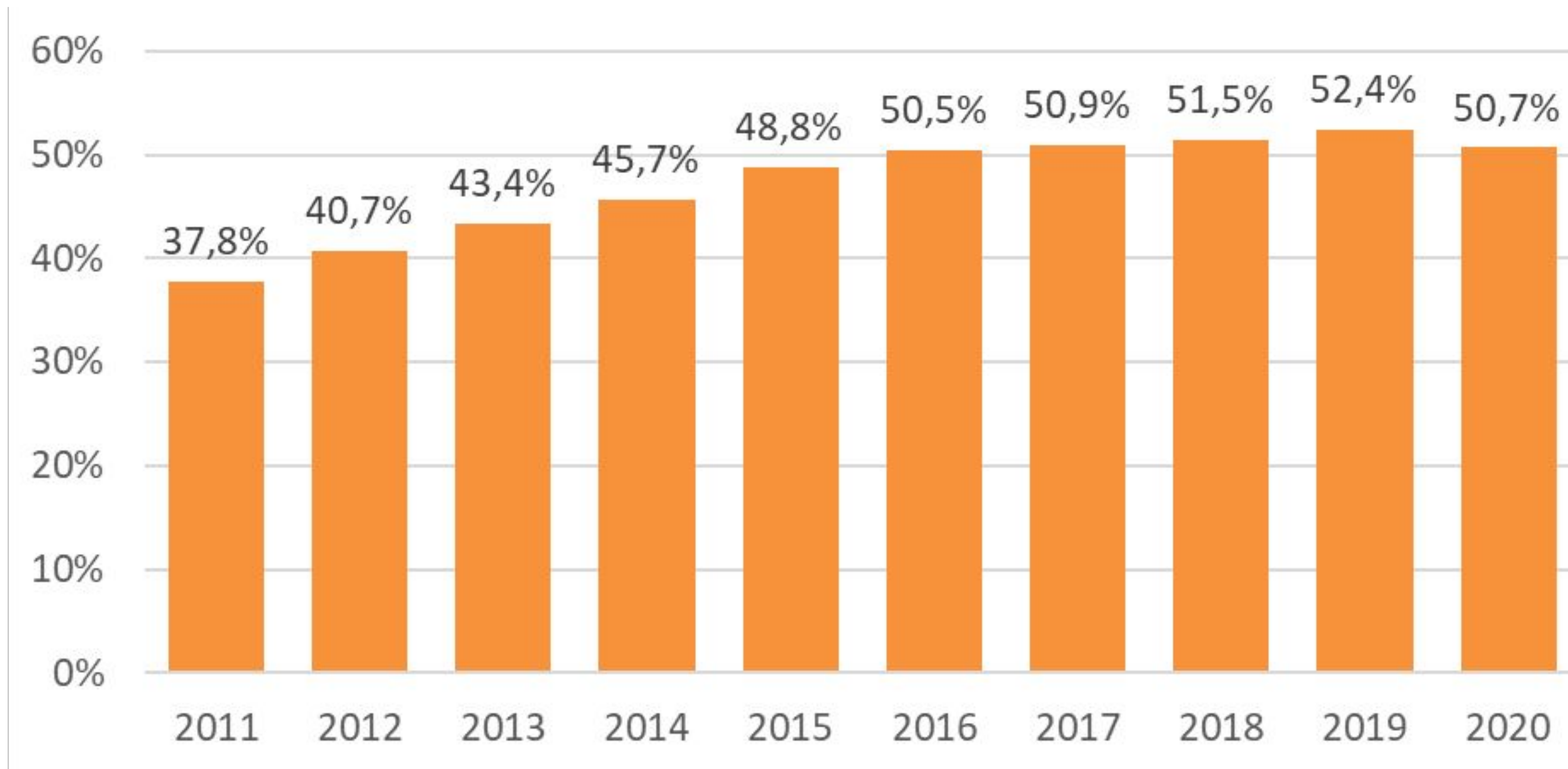
a separate social media channel at the  
beginning of the work ability reform

etc.





# More people with reduced workability are in employment .....

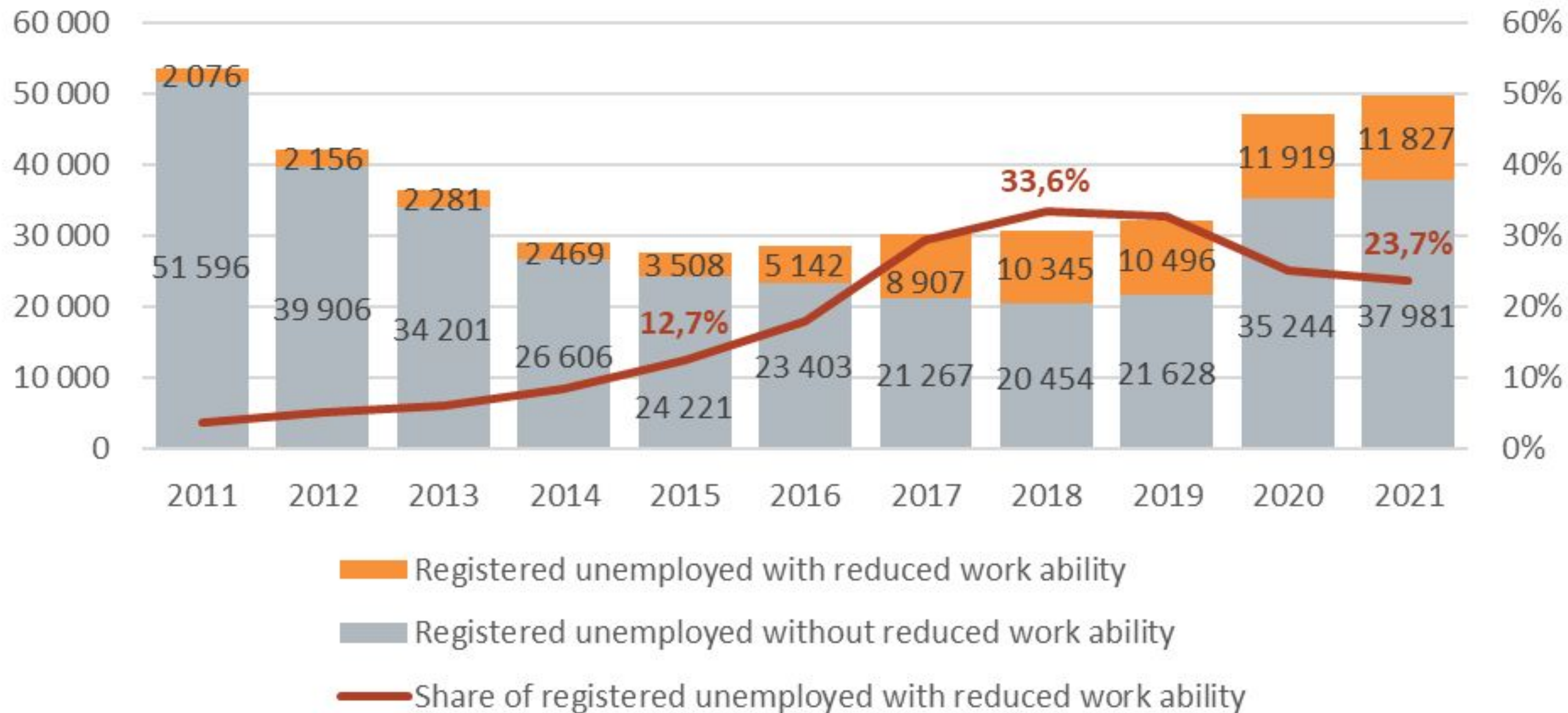


63% of people with partial ability-to-work, but also 26% of those assessed with no ability to work are in employment

Employment rate among people with reduced work ability, 2011-2021

Source: Statistics Estonia

...or are looking for a job

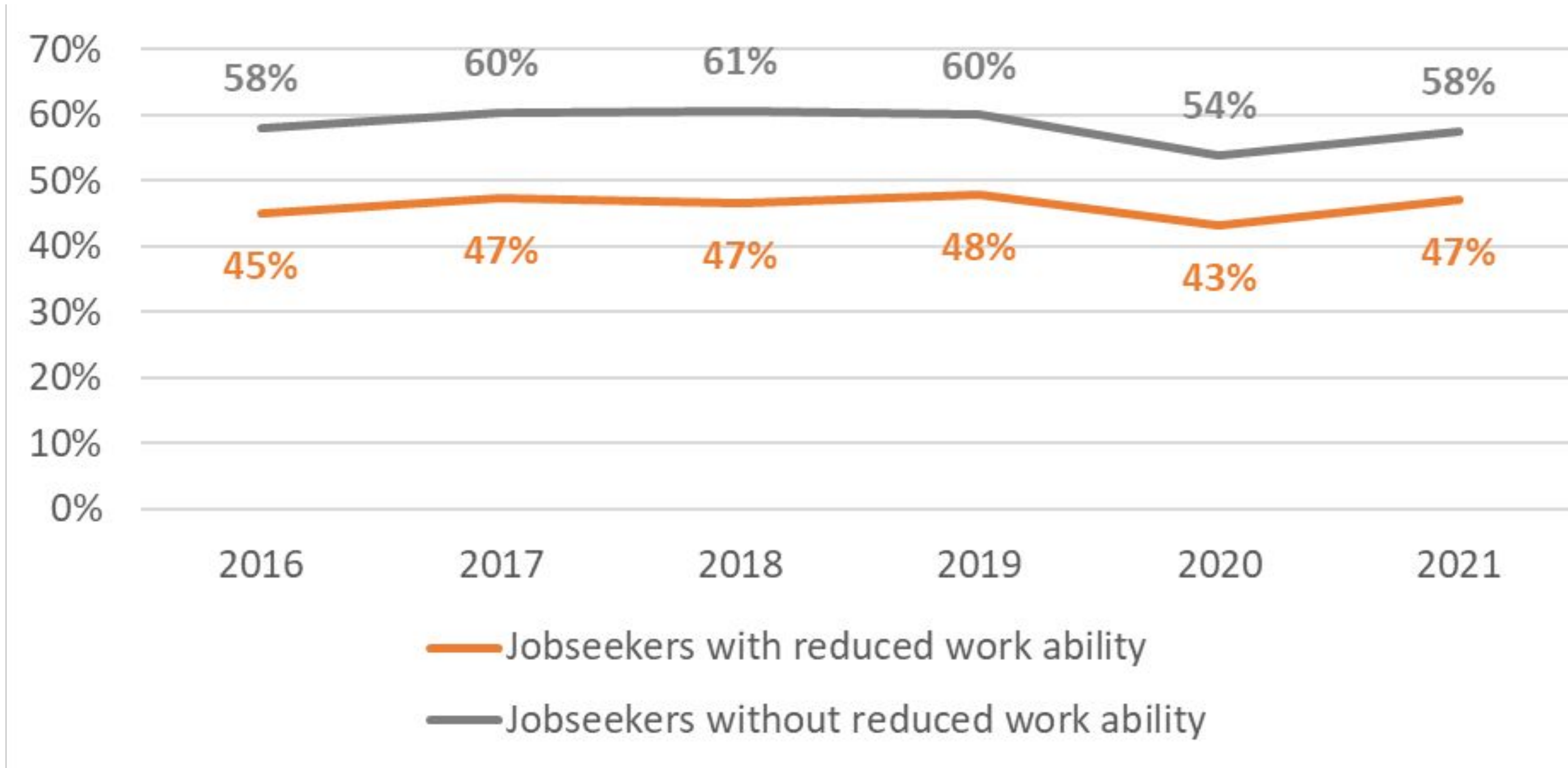


The number of registered unemployed by work ability and the share of unemployed with reduced work ability, 2011-2021

Source: Estonian Unemployment Insurance Fund



# People with reduced workability do find a job



Share of employed people among registered unemployment, 2015-2021

Source: Estonian Unemployment Insurance Fund

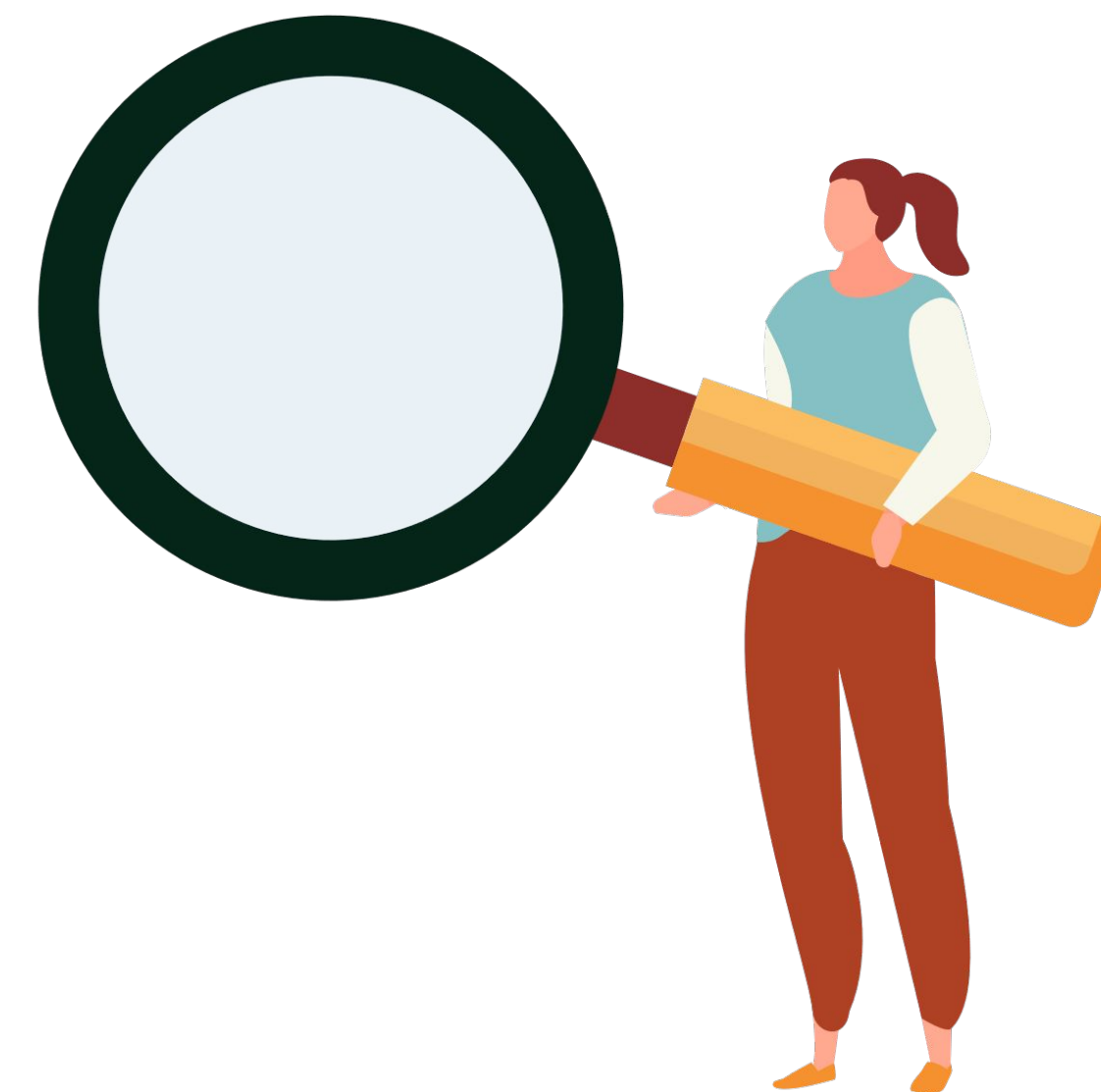
# Lessons learnt

## SUCCESS

- More people with disabilities work or are looking for employment
- Nearly every 2nd jobseeker finds a job within a year
- Job opportunities are diverse
- Cross-sectoral use of evaluation results (input to vocational/social rehabilitation service provision)

## CHALLENGES

- Skills gap (limited choices in education)
- Availability of social services
- Wage gap: 25% lower income from work
- Sustainable employment







# Thank you!

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More information <https://www.tootukassa.ee/en/vahenenud-toovoime/toovoime-hindamine>