

Belgium

- **Percentage of persons with disabilities at risk of poverty and social exclusion by Member State:** 32.85%ⁱ
- **Increased risk of poverty and social exclusion for persons with disabilities (compared to general population) in percentage points by Member State:** 16.35 percentage points
- **Percentage of persons with disabilities in employment by Member State:** 40.5%

Employment policies in each EU country

- **Countries with quota systemsⁱⁱ** : Austria, **Belgiumⁱⁱⁱ**, Bulgaria, Croatia, Cyprus^{iv}, Czech Republic, France, Germany^v, Greece, Hungary, Ireland^{vi}, Italy, Luxembourg, Malta, Poland, Portugal, Romania, Slovakia, Slovenia, Spain
- **Countries offering wage subsidies or financial incentives for employers in the open labour market^{vii}** : Austria, **Belgium**, Bulgaria, Croatia^{viii}, Cyprus^{ix}, Czech republic, Denmark, France, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Romania, Spain^x, Sweden, Slovenia, Slovakia^{xi}.
- **Countries offering tax reductions^{xii}** : Austria, Bulgaria^{xiii}, Croatia, Hungary, Estonia, Italy, Malta, Netherlands^{xiv}, Portugal^{xv}, Romania, Slovakia^{xvi}, Spain^{xvii},
- **Countries assisting in training or reasonable accommodation expenses^{xviii}** : Austria, **Belgium**, Bulgaria, Croatia, Ireland, Italy, Estonia, Finland, Germany, Italy, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Romania^{xix}, Slovenia, Sweden
- **Countries where workers can retain disability benefits while in employment^{xx}**: Malta, Finland^{xxi}, Greece, Romania
- **Countries with provisions for personal assistance for workers^{xxii}**: Denmark, Sweden

Disability assessment

Type of system different countries use for disability assessment (taken from ANED reports):

Barema: Bulgaria, Croatia, France, Greece, Hungary, Italy (see note below on Italy), Portugal, UK

Holistic approach: Cyprus, Estonia, Italy (uses barema and holistic for primary 2 assessments, so do stripes in the colours for holistic and Barema), Slovakia

Medical approach: Germany, Ireland, Latvia, Lithuania, Malta, Slovenia

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Functional: Austria, Belgium, Czechia, Poland, Romania, Sweden

Other: Finland, Netherlands

No information available: Spain, Denmark, Luxembourg

- 20 countries, in their reports, described a system of assessment that included either some form of self-assessment by the person with a disability applying or a face-to-face evaluation with the assessor. These were: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Finland, France, Greece, Hungary, Italy, Latvia, Lithuania, Poland, Portugal, Romania, Slovakia, Slovenia, Sweden, UK
- 11 Countries listed under their “most promising aspect” that DPOs were engaged in the assessment system or assisted in modelling the system or legislation and procedures for assessment. These were: Austria, Czechia, Hungary, Italy, Latvia, Lithuania, Malta, Romania, Slovakia, Slovenia, UK

Commenté [MO1]: Dans quelle mesure le système « fonctionnel » est-il bien réel ? Le critère médical (%age de handicap) n'existe-t-il pas encore pour certains aspects ?

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ⁱ EU SILC 2016. Available at: <https://www.disability-europe.net/theme/eu2020>

ⁱⁱ <https://www.missoc.org/missoc-database/comparative-tables/results/>

ⁱⁱⁱ in some federal departments. Correction : quotas have been implemented in all the public sector, from federal state administration to local administration. The quota varies from 2.5% to X%.

^{iv} in the public sector

^v in enterprises

^{vi} in the public sector

^{vii} <https://www.missoc.org/missoc-database/comparative-tables/results/>

^{viii} cash incentives

^{ix} During the first 24 months of employment

^x Cash subsidies

^{xi} only for enterprises made up of at least 25% persons with disabilities

^{xii} <https://www.missoc.org/missoc-database/comparative-tables/results/>

^{xiii} In social security payments

^{xiv} In social security payments

^{xv} In social security payments

^{xvi} In social security payments

^{xvii} In social security payments

^{xviii} <https://www.missoc.org/missoc-database/comparative-tables/results/>

^{xix} corporate income tax relief for amounts spent on this

^{xx} <https://www.missoc.org/missoc-database/comparative-tables/results/>

^{xxi} up to 737.45 euro/month

^{xxii} <https://www.missoc.org/missoc-database/comparative-tables/results/>

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