

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

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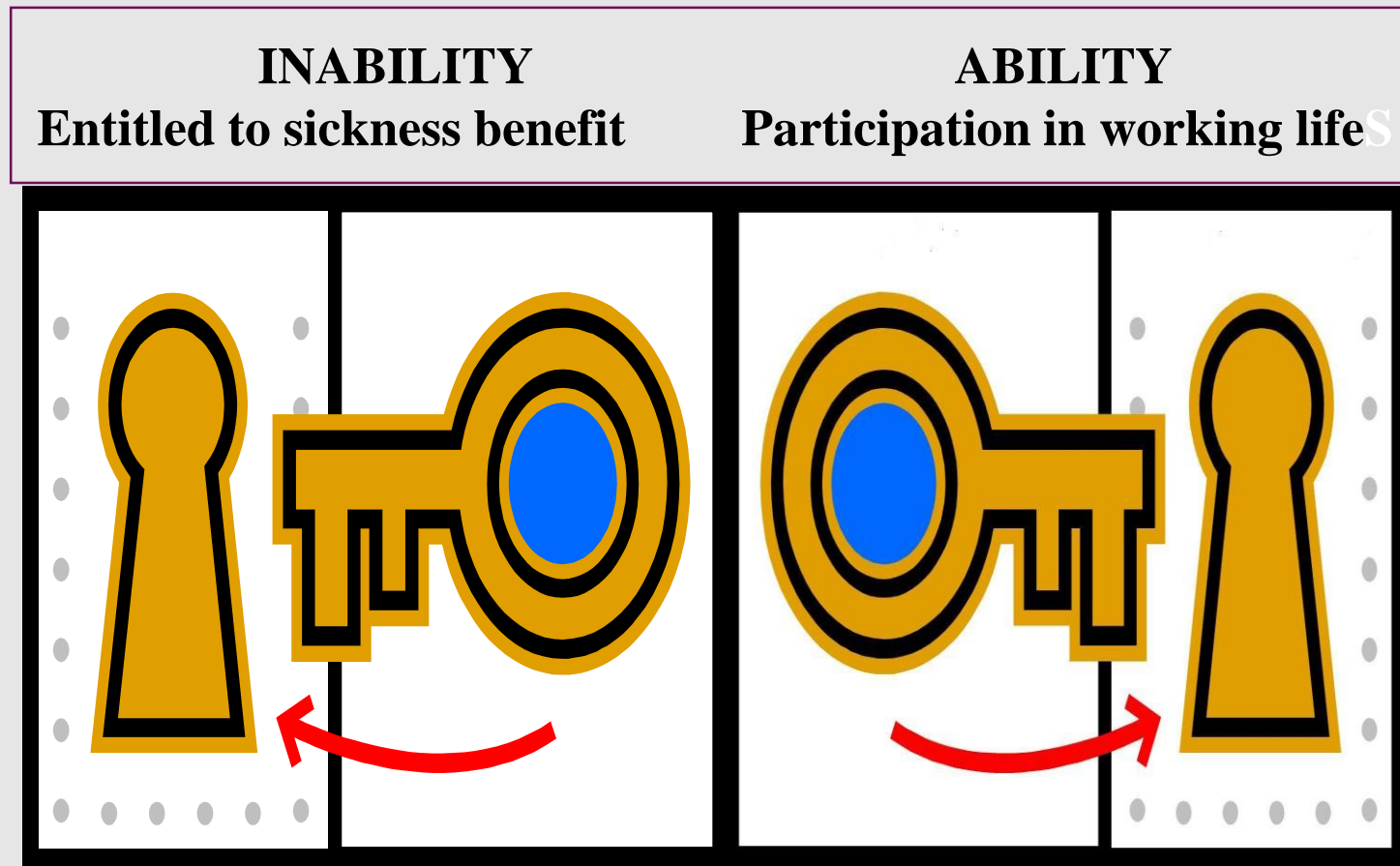
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Contents of presentation

- **The concept work ability**
- **Work characteristics**
- **Participation in working life among people with disabilities**
- **Presentation of an interview study with employers on their perceptions of the concept work ability**
- **Conclusion**

Work ability – a crucial concept: medical insurance perspective versus employer perspective



Work characteristics

- Diversity of jobs
- Specialization
- Division of labor
- Altruism
- Income



Participation in working life among people with disabilities

- Less educational possibilities

Synergy effect

- Higher unemployment

Poverty trap

- Higher underemployment

- Lower salaries

- Less career possibilities

Employers' concerns when considering hiring a person with disability

Uncertainty and doubt

Reactions from others

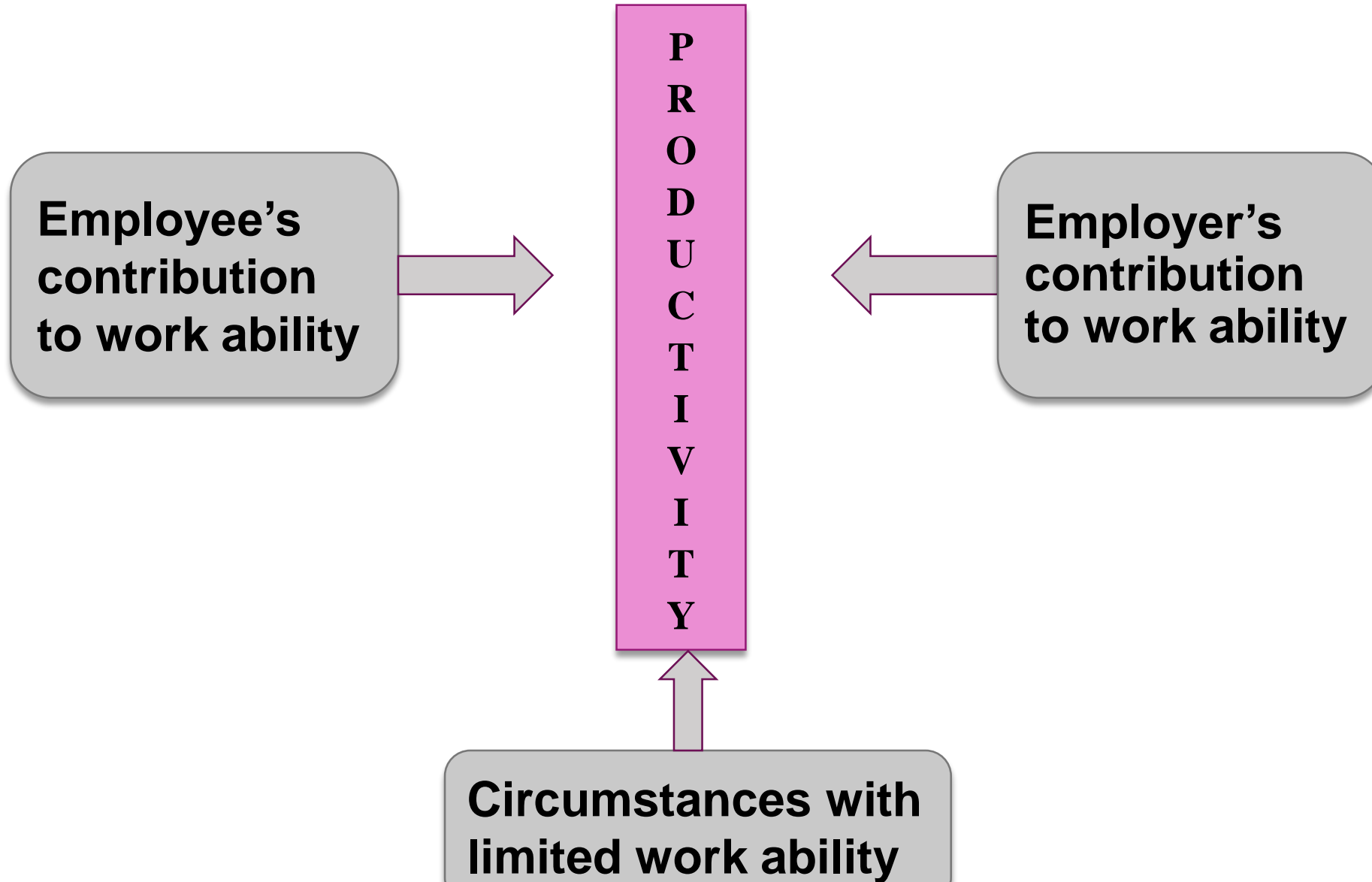
Costs associated with hiring

Doubts regarding work performance

Method, context and participants

- **Phenomenographic study**
- **Performed in the South of Sweden**
- **Individual interviews with 12 employers: six men and six women representing**
 - various branches
 - companies with 5 to 1000 employees
 - gender mixed and male/female dominated work places
 - various educational demands
 - experiences of employees with disabilities

Results: Employers' perceptions of work ability



Results: Employers' perceptions of work ability

Employee's contribution to work ability

Being of service

Ability to communicate

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R
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Employer's contribution to work ability

Shaping work ability

Providing a social team spirit

Circumstances with limited work ability

“We teach new ways, new methods to be able to manage the orders we have today. What we did in five hours we now have to do in two and a half hours.”

Results: Employers' perceptions of work ability

Employee's contribution to work ability

Employer's contribution to work ability

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Y

Commitment, interest and will to develop

Being your own supervisor

Delivering lean production

Motivating through involvement

Coaching and supporting

Managing and organizing work

Supervisors – we can't afford them."

Circumstances with limited work ability

Results: Employers' perceptions of work ability

Employee's contribution to work ability

Employer's contribution to work ability

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“Two [employees] here are building houses and they . . . I have to tell them . . . you have to have focus on the job.”

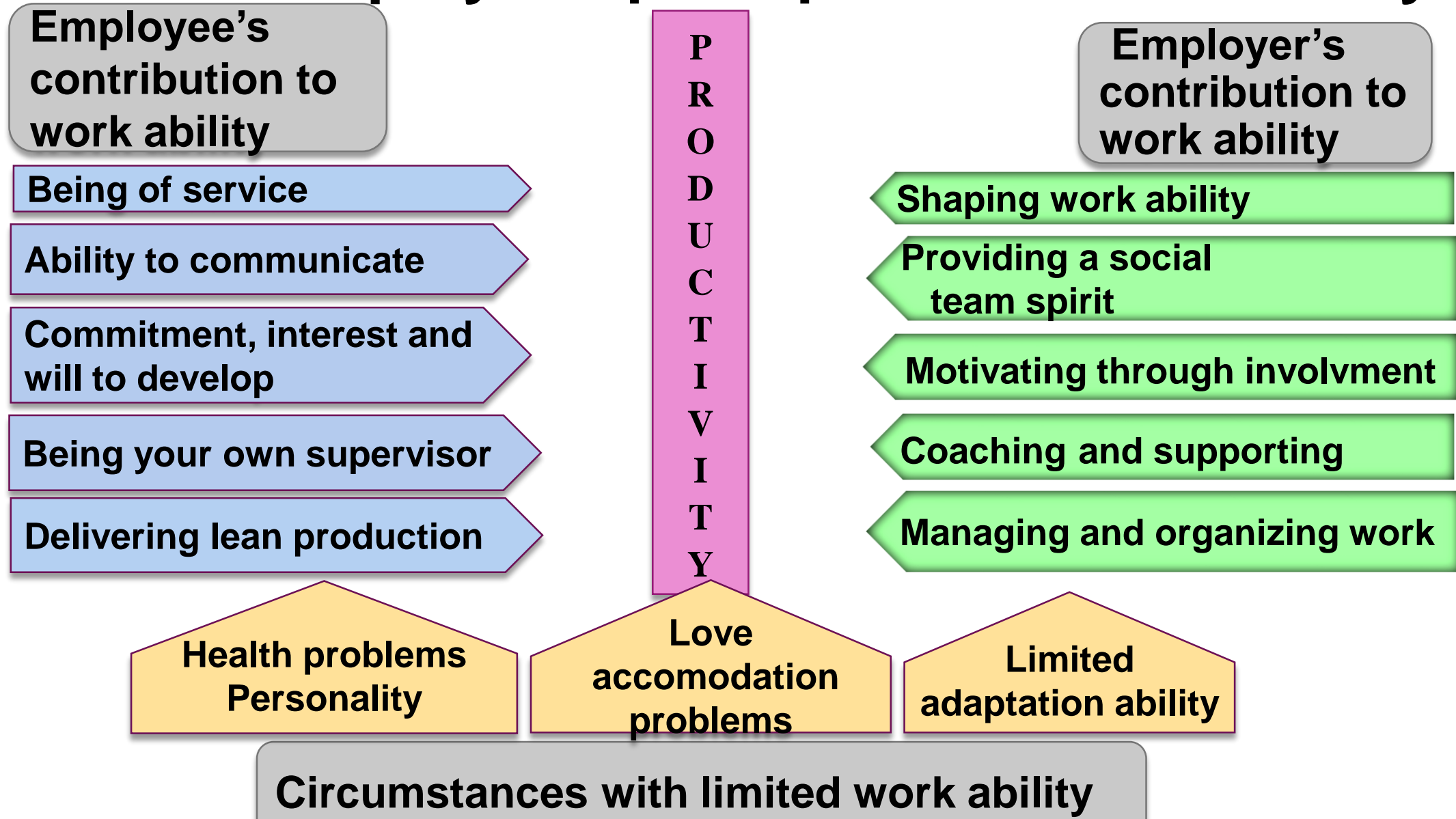
Health problems
Personality

Love
accomodation
problems

Limited
adaptation ability

Circumstances with limited work ability

Results: Employers' perceptions of work ability



Conclusion

- **Not only health problems impact on the ability to work**
- **Discrepancy between employers' perspectives and medical insurance perspectives on work ability**
- **A reciprocal contribution from employee and employer creates work ability**
- **Interest and commitment can bridge other shortcomings**

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Thanks for listening!
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Main references