



Styrelsen for Arbejdsmarked og Rekruttering

The reform of disability pension and flexi-job

Supporting people with reduced working capacity into employment

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From social effort to employment effort

- In 2001 - liberal government
- The effort was moved from the Ministry of Social Affairs to the Ministry of Employment
- A new approach

The active labour market

Four overall objectives

- to assist jobseekers in finding a job
- to offer services to private and public employers who are looking for labour or wish to retain their workforce
- to help persons who are receiving social assistance to find a job quickly so that they will be able to support themselves and their families
- to help persons who due to reduced working capacity have a special need for assistance in finding a job



Disability and Labour

- In 2012: 17,6 percent (625.000 persons) had a disability or long-term health problem
- The effort for people with disability is within the competence of the Ministry of Employment
- A life with both disability and employment
- Same possibilities for all
- Focus on individualised measures

What is a flexi-job?

- An effort for people who's ability to work is permanently and significantly reduced in any profession
- Individuals, who have a lasting and significantly reduced working capacity, and which currently can only work in a limited scope, can get a flexi-job, if the working ability can be developed within a reasonable period of time

The new flexi-job scheme

- January 1st 2013: New flexi-job scheme
- Too many young people with mental diseases on early retirement pension (disability pension)
- Goal: A better coordinated rehabilitation effort
- Ensure a connection to the labour market for people with even small work capacity

The new flexi-job scheme

- The overall goals of the reform are to:
 - increase the number of people who are employed and support themselves
 - decrease the number of people who are permanently supported by government aid

The new flexi-job scheme

- The reform will ensure that in the future there is
 - greater focus on each person's resources
 - greater focus on developing each person's ability to work
- Better opportunities for people with the fewest resources to get flexi-jobs

Conditions for visitation to flexi-job

- Persons under the age of 40 will receive a flexi-job for five years. If the person is older than 40, the first flexi-job is for five years and it can then become permanent.
- The wage from the employer will be based on actual working hours for the person in the flexi-job. For hours not worked, the person in the flexi-job will receive a subsidy from the municipality.
- The biggest subsidy will no longer be given to flexi-job employees with the highest wages, but to the flexi-job employees with the lowest wages and the least ability to work
- Flexi-job with one's previous employer
 - employed for at least 12 months under the so-called 'social chapter' of the collective agreement, without a public subsidy

Waiting for a flexi-job

- Persons waiting for a flexi-job will receive a support similar to unemployment benefits (89% or a lower rate)
- They have the right and duty to the same active employment effort as other unemployed

Disability pension

- Disability pension is restricted for those under 40 years old (except for severely disabled persons with no realistic chance of employment) and those over 40 years are required to take part in a rehabilitation programme before being able to receive disability pension.
- Everyone who participates in a rehabilitation programme will receive income support at the same level as they had prior to the rehabilitation programme.
- Rehabilitation teams - made up of representatives from the employment and social affairs area, the health care and the educational sector - will ensure that individuals will receive an interdisciplinary effort which is adapted to and targeted at individual needs. The offers must be targeted at education and employment