

Consensus on barriers and potential solutions for labor market participation of people with VI

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Introduction and Methods



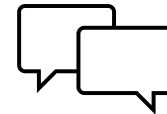
Conflicts of interest: the author has no conflicts of interest to declare

Research question:

- Establish consensus among experts what are specific barriers for labor market participation of people with VI and explore solutions for the established barriers.

Delphi method:

- Multiple rounds with multiple choices statements
- Answers: agree to disagree + written explanation of response
- Statements (re-)presented in questionnaires until consensus reached
- Pre-set consensus criterion = 80% agreement
- Participants: 36 experts (12 experts-by-experience, 14 professionals, 4 researchers, 6 employers)

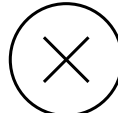


Results domain 1 - General statements



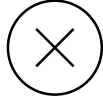
Experts reached **consensus**: 

- People with VI do not have the same opportunities on the labor market
- People with VI experience more obstacles in keeping a job
- The government should do more to promote the labor participation of people with VI
- Employers should do more to promote the labor participation of people with VI

Experts did **not** reach consensus: 

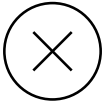
- Whether people with VI receive sufficient support in finding or keeping a job

Results domain 2 - Policy and legal framework

- Experts reached **consensus** 
 - Benefit programs are a good safety net but should provide more financial security during reintegration into the labor market
 - All people with VI should be able to be included in the target group register (*doelgroepenregister*)
 - Register determines who is eligible for employer subsidies
- Experts did **not** reach consensus 
 - Whether current state of policy is an obstacle for the labor market participation of people with VI
 - Policy regarding benefit programs and employer stimulation/subsidies

Results domain 3 - Environmental



- Experts reached **consensus** 
 - Lack of experience with and knowledge about VI among employers is a barrier
 - There should be specific educational programs to inform employers
 - The EU should create regulations requiring companies to design software inclusively
 - Applying for and obtaining workplace adjustments and assistive devices is difficult and takes long
 - Mobility is a barrier for labor market participation for people with VI
- No consensus was reached on e.g.: 
 - how to improve access to workplace adjustments and devices

Results domain 4 - Individual barriers



- Experts reached **consensus** 
 - People with VI generally have enough skills to participate in the labor market
 - People with VI need extra support in developing employability skills
 - For people with VI, labor participation requires more energy than for people without visual impairments

Consensus was reached on all statements of this domain

Conclusion and Questions



Our Conclusions

- Consensus was reached on 29 of 39 statements
- Currently no equal prospects on the labor market – problem across all domains
- Difficulty to design policy well
 - Necessary security nets but must stimulate working
 - Acknowledge individual differences in capacity while creating policy for all
- Environmental barriers manifold
 - Employers, infrastructure, technology
- Individuals have sufficient skills, yet need support

Questions..?
Thank you



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