

Inclusive Employment: The Role of Workplace Flexibility for People with Disabilities

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Agenda

> Workplace flexibility

> Data

> Results:

> Employment trends and flex jobs

> The role of workplace flexibility – from the perspective of people with disabilities

> Inclusion of people with reduced work capacity – from the perspective of the workplace

Workplace flexibility

- > Workplace flexibility may include:
 - > Flexible working hours (such as reduced hours, additional breaks, or greater acceptance of sickness absence)
 - > Opportunities to work remotely
 - > Adjustment of job tasks to match the individual's health condition
- > Workplace adaptations can be implemented either independently or with support from public employment services

Data and measure of disability

Danish Labour Force Survey with an additional module (age group 16-64) (2014-2024)

> Do you have a long-term health problem or disability?

If the answer is "yes":

> Would you say it is a minor or a major health problem/disability?

> ***Workplace survey about inclusion in Danish workplaces (2025)***

Employment trends and flex jobs

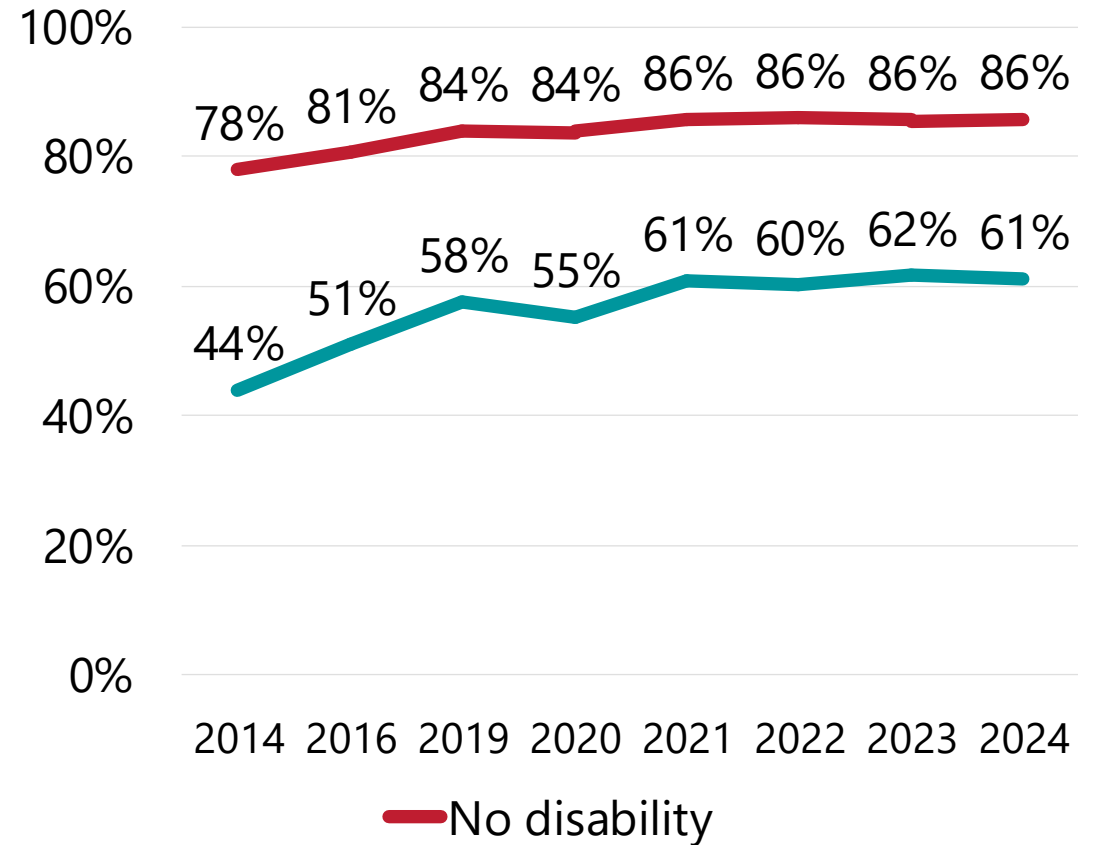
Employment trends

Employment rate in 2024:

- 61% for persons with disabilities
 - 74% for persons with minor disabilities
 - 41% for persons with major disabilities
- 86% for persons without disabilities

Increase in employment from 2014 to 2024:

- 17 percentage points for persons with disabilities
- 8 percentage points for persons without disabilities



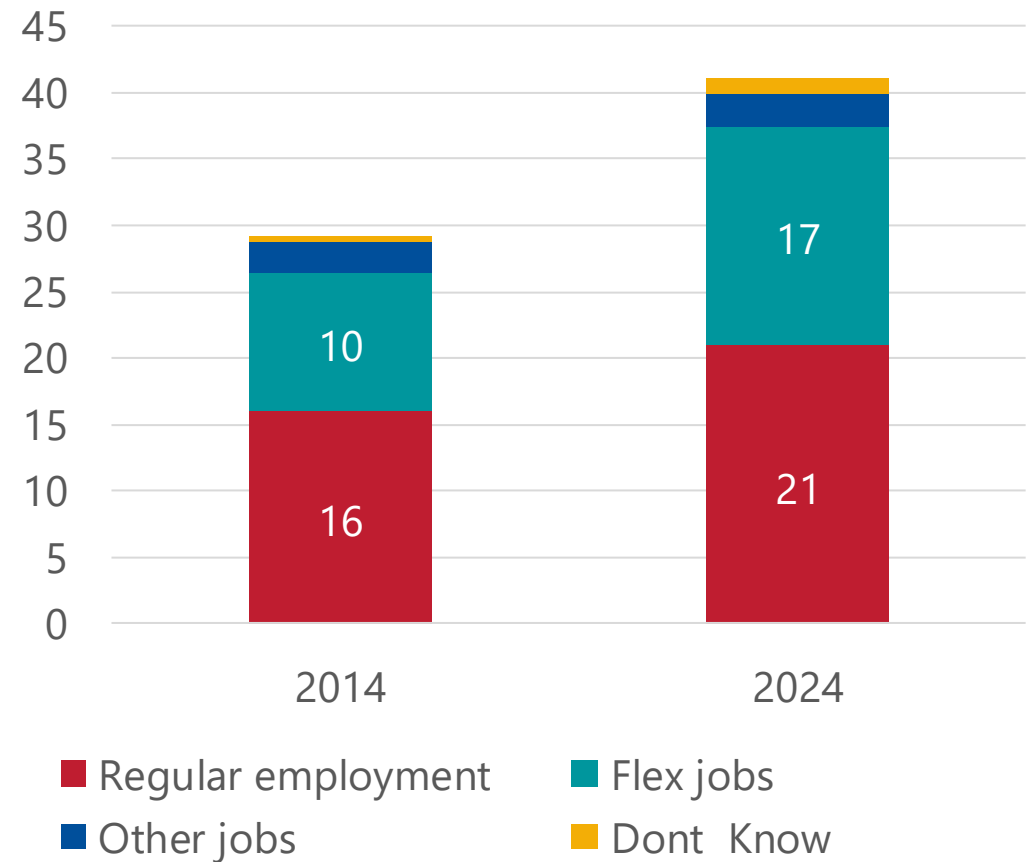
Three reasons for the stronger increase in employment

- > Improved economic conditions are particularly beneficial for persons with disabilities
- > A larger share of persons with minor disabilities increases the average employment rate for the entire group of persons with disabilities.
- > **More people are employed in flex jobs with few weekly hours**

Flex job

- Employment with reduced working hours for individuals with a permanently reduced work capacity.
- Job tasks are adapted to the individual's health condition, and working hours are reduced
- The employer pays wages corresponding to the effective work performed. The municipality provides a supplementary subsidy

The share in employment and job types for individuals with major disabilities

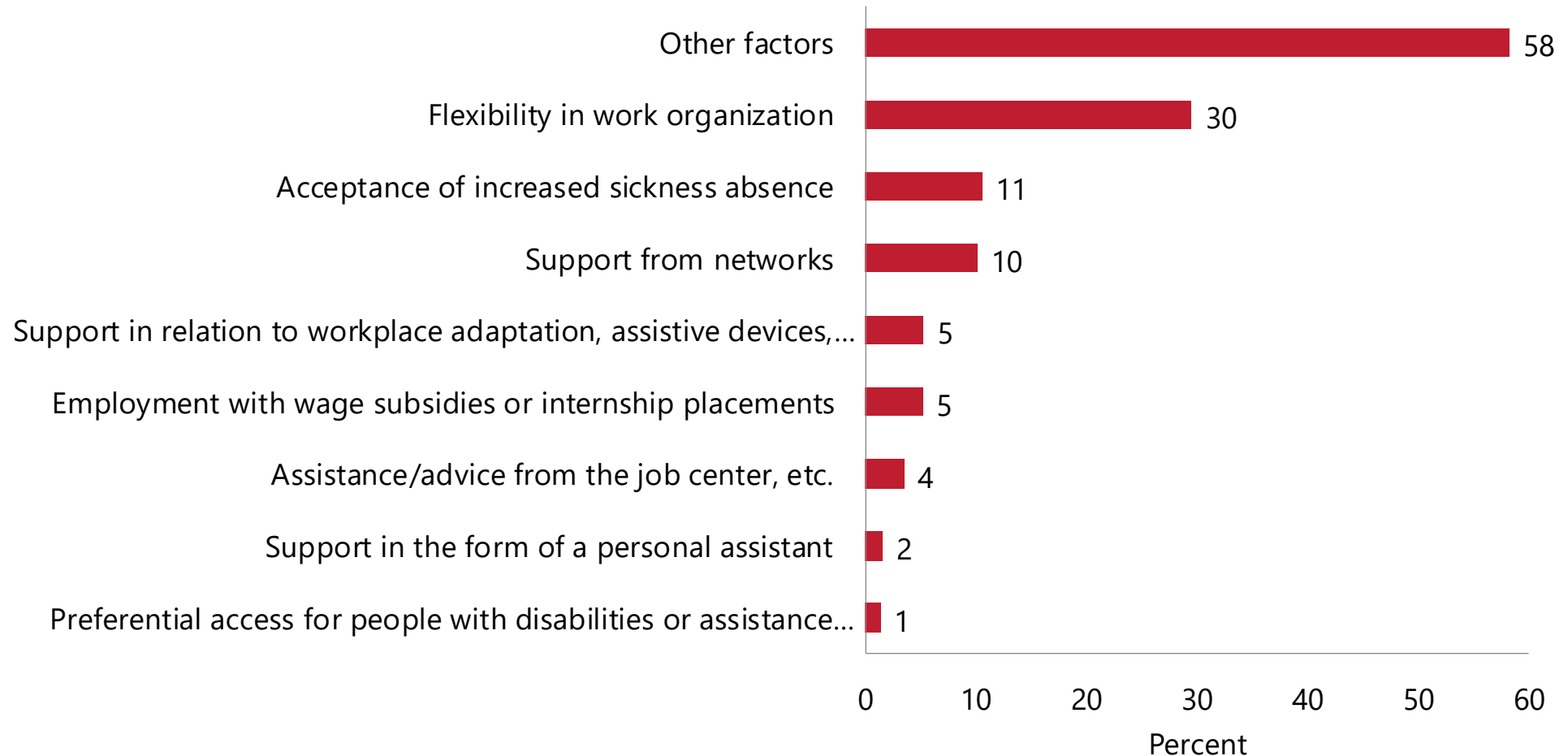


The role of workplace flexibility – from the perspective of people with disabilities

The role of workplace – from the perspective of people with disabilities

- > In the module added to LFS in 2024:
 - > people with disabilities in employment (or who recently have been employed) were asked which factors they experienced as particularly contributing to obtaining their current/most recent job
 - > if not in employment they were asked, which factors they believe would particularly make it easier for them to enter employment.
- > Two relevant categories here are
 - > flexibility in work organization' (flexibility in work organization may, for example, include the possibility of shorter working hours, more breaks, and greater opportunities to work from home)
 - > acceptance of increased sickness absence

In your opinion, what contributed to you starting your current or most recent job?



In your opinion, what conditions would make it easier for you to obtain employment?



Inclusion of people with reduced work capacity – from the perspective of the workplace

Inclusion of people with reduced work capacity – from the perspective of the workplace

- > Workplaces were asked to what extent it is practically and financially feasible for them to employ people with reduced work capacity:
 - > 33 %: only feasible to a limited extent (33%)
 - > 18 %: not at all feasible
- > Self-reported barriers that limit workplaces from employing people with reduced work capacity include:
 - > that individuals with reduced work capacity lack the appropriate qualifications,
 - > that it would require too many special accommodations, and
 - > that the workplace does not have tasks that can be performed by people with reduced work capacity

Job carving / substitution

- > Job carving refers to the practice of rearranging tasks within a company to create tailor-made employment opportunities for all individuals, but especially for people with reduced work capacity or those who, for other reasons, are limited in the tasks they can perform (Scoppetta et al., 2019).
- > CABI (2024) refers to this as substitution: the hiring of disadvantaged unemployed individuals with the aim of reallocating tasks among employees, focusing on task performance rather than job titles. This is an important tool for addressing labor shortages and increasing organizational flexibility. In this way, individuals on the margins of the labor market can represent a valuable resource for companies.
- > Job carving is typically carried out by managers in collaboration with specialized consultants (e.g. from PES), who help identify areas where tasks and processes can be reorganized to create new positions within companies. This may be accompanied by training for the new role and adaptations of the workplace (Scoppetta ...).

Thank you for your attention

References

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