



SECTION 1. LEGAL RECOGNITION OF DISADVANTAGED WORKERS, SEVERELY DISADVANTAGED WORKERS AND WORKERS WITH DISABILITIES¹

<p>Legal recognition</p>	<p>Disadvantaged workers definition is usually people with missing or not (anymore) usable vocational training; young people with problems in entering the job market; people re-entering the workforce after interruptions in their career; people who have been excluded from working life for a longer period (no specification about the period of absence); persons with disabilities employable to the regular labour market; elderly people; employees affected by structural change on the labour market. This list is based on these regulations:</p> <ul style="list-style-type: none">- Act 31/1969 on Labour market promotion (last amended in 2022). It provides a list of categorisations of disadvantaged groups such as unemployed persons including those who have a disability, migrants, long-term unemployed people. <p>A framework for labour market policy, actions and measures highlights unemployed persons and vulnerable groups to obtain specific support:</p> <ul style="list-style-type: none">- Act 313/1994 on Labour market service (last amended in 2022)- Act 315/1994 on Labour market policy financing (last amended in 2022) <p>There is no explicit national definition on severely disadvantaged workers.</p> <p>Workers with disabilities are defined by:</p> <ul style="list-style-type: none">- Federal Disability Equality Act (introduced in 2008 and last amended in 2018). Disability is the effect of a not merely temporary physical, mental or psychological functional impairment or impairment of sensory functions, which is likely to make participation in life in society more difficult. A period of more than six months is deemed to be not merely temporary.- Federal Disability Employment Act (introduced in 1970 and last amended in 2020). It gives the same definition mentioned in the Federal Disability equality Act.
<p>Disadvantaged workers in comparison with the EU definition as per Regulation 651/2014</p>	<p>There is a misalignment between national definition provided by the Ministry of Labour and the Public Employment Service and the EU definition: while some categories included in the EU definition (i.e., members of ethnic minorities, persons working in a sector or profession where there is a gender imbalance and persons living as a single adult with one or more dependents) are not considered by the national definition, additional categories (e.g., employees affected by structural changes on the labour market and persons with social maladjustments or distant from the labour market) are conversely regarded as disadvantaged in Austria.</p>

¹ Disadvantaged workers, severely disadvantaged workers and workers with disabilities are generally called Workers with Support Needs (WSNs) within the B-WISE project.



SECTION 2. LABOUR POLICIES DESIGNED TO INCREASE THE EMPLOYMENT OPPORTUNITIES OF WORKERS WITH SUPPORT NEEDS – WSNs²

Regulatory policies: quota system	
Legal source(s)	Act 22/1970 on Employment of persons with disabilities (PWDs) (BEinstG)
Target group(s)	PWDs (disability 50% or higher)
Employers	Public and private employers with more than 25 employees
Quotas	1 PWD every 25 employees
Sanctions	Monthly compensation fee depending on the employers' size
Alternative measures	No
Evasion rate³	78.60%

Compensation policies: selected examples		
Typology	Description	Beneficiaries
Incentive for the recruitment of WSNs	Wage subsidy	Employers hiring PWDs or long-term unemployed
Funding for training & guidance before recruitment	Grants for coaching, vocational training and counselling	Entities providing training for (young), PWDs, women and (long-term) unemployed
Funding for the adjustment of the workplace	Funding for workplace adaptation, job assistance and support for mobility	Employers integrating PWDs
Others	Micro-loan program	The program is used to start a business, for the continuation of a business or for an expansion, and also to take over an existing company.

Substitutive policies	
Sheltered workshops	<p>Sheltered employment is provided almost exclusively by private providers funded by regional governments. Sheltered employment includes temporary or permanently protected jobs that are close to the open labour market.</p> <p>Sheltered workshops offer permanently subsidized and protected special employment for PWDs and are funded by the federal state. The aim of sheltered workshops is – in contrast to sheltered employment – daily structuring. Approximately 24,000 people work in sheltered workshops.</p>

² WSNs are disadvantaged workers, severely disadvantaged workers and workers with disabilities following the B-WISE project

³ SMS (2020): Jahresbericht 2019. Available at [this link](#)



SECTION 3: MAPPING OF WISES

Typologies of WISEs and workers employed⁴

Typology of WISE	N. of WISEs	N. of WSNs ⁵ employed	Typology of WSNs employed	Min. % of WSNs required ⁶	Predominant model of integration	N. of ordinary workers employed	Main fields of activity ⁷
Socio-economic enterprise (SÖB)	5,752	19,657	Disadvantaged groups, in particular long-term unemployed, elderly, and PWDs	No	Transitional	n/a	C – Manufacturing (e.g., of metal, electronic, wood and food products) E – Water supply; sewerage; waste management and remediation activities (waste collection, treatment and disposal activities; materials recovery) N – Administrative and support service activities (cleaning activities; landscape activities; packaging activities)
Charitable employment project (GBP)	1,542	4,823	People furthest from the labour market, in particular elderly long-term unemployed	No	Transitional	n/a	
Agency for advisory and supervision (BBE)	58,251	167,326	Disadvantaged people	No	Transitional	n/a	

⁴ _ Anastasiadis, Maria (2019): Soziale Organisationen als Partizipationsräume – Zwischen Aktivierung, Ökonomisierung und Gestaltung: Perspektiven für die Soziale Arbeit. Weinheim Basel: Beltz Verlag.

- Arbeitplus (2018): Vollerhebung 2017. Auswertung. Vienna: Arbeitplus

- Bundesministerium für Arbeit (2020): Aktive Arbeitsmarktpolitik in Österreich 2014-2020. Available at [this link](#)

⁵ See the footnote number 2

⁶ There is no standard threshold of disadvantaged workers, severely disadvantaged workers and workers with disabilities required, but the Public Employment Service of Austria (AMS) agrees with WISEs on the quota to be met.

⁷ The codes of the main fields of activity presented in this fiche refer to the NACE code list. The NACE code is a statistical classification of economic activities in the European Community. Available at [this link](#)

