

# Summary

Sweden has, through the national objective for disability policy, committed itself to achieving equality in living conditions and full participation in society for persons with disabilities.<sup>8</sup> The objective identifies the labour market and education as particularly prioritized areas. A focus on labour market participation is important because a large number of studies show that people who are outside the labour market often experience both poor health and the negative social and personal financial consequences that follow from exclusion (Waddell and Burton 2006). A high level of labour force participation is also important for the broader economy because it contributes to higher GDP and stronger public finances – something that will become especially important in the future as the number of people of working age is expected to decline.

It is, however, doubtful whether these ambitious goals are being achieved. The UN Committee on the Rights of Persons with Disabilities has recently criticized Sweden for failing to meet the Convention's requirements, and labour market statistics show large gaps in employment and labour income.<sup>9</sup> People with disabilities, who in 2024 made up about 12 percent of the population ages 16–65, have substantially lower employment and labour income, higher unemployment, and a higher likelihood of being outside the labour force. To better meet these stated objectives, reforms to current disability policy are needed, which in turn requires detailed knowledge of the labour market situation for people with disabilities.

---

<sup>8</sup> See Chapter 1 for the current national objective. Work is underway to develop a new national action plan for disability policy; see MFD (2025a). The national objective is based on the United Nations Convention on the Rights of Persons with Disabilities (CRPD), in which Article 27 addresses the labour market. See MFD (2024a) for a Swedish translation of the convention text.

<sup>9</sup> See, for example, MFD (2024b) and SCB (2025).

The purpose of this report is to contribute to such knowledge by describing the labour market situation for people with different types of disabilities and, together with current research and government reports, draw conclusions about the reforms needed to existing policy measures. The report is based on a unique linked individual level dataset (i) from several different data sources (the supplementary survey to the Labour Force Survey (LFS) on people with disabilities, together with other register data on labour market, educational, and health-related outcomes) and (ii) covering a long period of time (from 1996 onwards), which makes detailed analysis possible.

### **Disability, barriers related to disability, and reduced work capacity are relative concepts**

An important starting point for discussing the labour market situation for people with disabilities is the recognition that disability, barriers related to disability, and reduced work capacity are all relative concepts that should be interpreted in light of both the individual's functional capacity and employers' and society's broader capacity and willingness to be open, inclusive, and accommodating. In the UN Convention, persons with disabilities are defined as "those who have long term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others."<sup>10</sup> A person's disability thus interacts with social structures, attitudes, and physical environments, which can create barriers. In an open and inclusive society, a disability is therefore less likely to limit a person's participation.

The concept of reduced work capacity, which has no official definition, is also a relative one and should be understood as the result of an interaction between the individual's ability to meet the demands of a given work-related situation and employers' and society's broader capacity and willingness to take measures that give people with disabilities access to all parts of society on equal terms with the rest of the population. As discussed below, there is strong

---

<sup>10</sup> Article 1; see MFD (2024a).

reason to believe that such capacity and willingness are currently lacking.

## **People with disabilities have a weaker labour market position than the rest of the population**

The report begins with an overview of the labour market situation for people who self-report having a disability, with particular emphasis on those who also state that their work capacity is reduced. The overview shows:

- The share of the population with a disability is substantial. In 2024, just under 12 percent of the population ages 16–65 reported having a disability, and just over 8 percent reported a disability involving a reduced work capacity (SCB 2025). This corresponds to over half a million people.
- The employment gap relative to the rest of the population is large and fairly constant over time. In 2024, the employment gap between people with disabilities involving reduced work capacity and the rest of the population was just over 34 percentage points (46 percent versus 80 percent, respectively; SCB 2025).
- Unemployment is more than twice as high as in the rest of the population. In 2024, the unemployment rate among people with disabilities involving reduced work capacity was about 21 percent (SCB 2025). These individuals are also often long term unemployed and account for just over 30 percent of all long-term unemployed persons (more than 24 months of unemployment) (Arbetsförmedlingen 2025b).
- The difference in wage income – which reflects both hours worked and consumption opportunities/living standards – is also substantial and fairly constant over time. At the age when wage income in the population peaks (45–50 years), income for people with disabilities involving reduced work capacity is only about 40 percent of that of the rest of the population.
- A large fraction of those who have a disability involving reduced work capacity and are employed currently have

various forms of workplace accommodations and/or subsidized employment, such as adjusted working hours, work pace, and job tasks, or wage subsidies.

- A rough estimate suggests that the unused labour supply potential among people with disabilities is substantial and amounts to as many as 200,000 people who, in a more inclusive labour market, might potentially be able to work.

## People with disabilities are a heterogeneous group

People with disabilities are a highly heterogeneous group, and their labour market situation varies substantially by type of disability, degree of reduced work capacity, and age. It is therefore misleading, as sometimes happens in public debate, to view people with disabilities as a homogeneous group with similar circumstances, conditions, and needs.<sup>11</sup>

To illustrate this heterogeneity and make it possible to discuss the need for policy reform, the report therefore includes separate chapters with a detailed description of the labour market situation for five different categories of disability: mobility impairment, communication-related disability, mental disability (psychiatric and neurodevelopmental), disability resulting from chronic illness, and intellectual disability.

The heterogeneity is illustrated in Figure 1, which shows the age profile of real wage income for people with reduced work capacity in the different categories.<sup>12</sup>

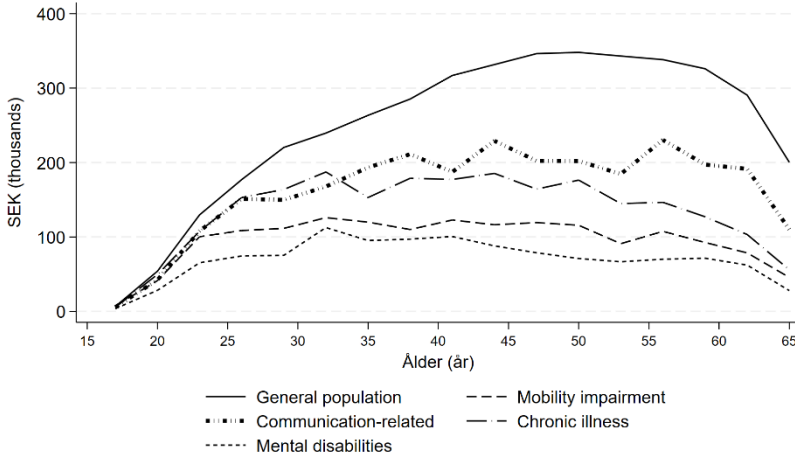
The figure shows that, at the age when wage income peaks (45–50 years), income as a share of that of the rest of the population is 22 percent for people with mental disabilities, 34 percent for people with mobility impairments, 49 percent for people with disabilities resulting from chronic illness, and 58 percent for people with communication-related disabilities. The corresponding share for all people with disabilities is, as noted above, about 40 percent.

---

<sup>11</sup> In the report, however, we sometimes present results for the group as a whole in order to provide a simple overall picture.

<sup>12</sup> The category of people with intellectual disabilities is not shown in the figure because this group is small in our dataset; see below and, in more detail, Chapter 8.

Figure 1 Real wage income, by age



Note: The figure shows real wage income (2019 price level) by age for people who reported having a disability involving reduced work capacity and for the rest of the population.

## People with mobility impairments

The analysis of people with mobility impairments shows:

- People with mobility impairments make up a substantial share of the population with a disability (34 percent in our dataset).<sup>13</sup> About 3 percent of the population had a mobility impairment in 2019 (the final year in our dataset). This share has declined over time.
- Most people with a mobility impairment (about 90 percent) also report reduced work capacity (either severe or partial).
- The share with a mobility impairment shows a clear age pattern, with prevalence increasing with age, reflecting the fact that this type of disability in many cases was likely caused by work-related injuries and age-related illnesses.
- The labour market situation for people with a mobility impairment but no reduced work capacity looks almost the

<sup>13</sup> A person may have reported more than one disability, and the shares across the five categories therefore do not sum to 100 percent.

same as that of the rest of the population, whereas people with partially or severely reduced work capacity have much lower employment and wage income (see Figure 1 above).

- People with a mobility impairment and partially or severely reduced work capacity have a high prevalence of sickness benefits, disability compensation, and poor health indicators (healthcare contacts and prescription drug use). They also often need various types of workplace accommodations.
- About 30 percent of the group with a mobility impairment and reduced work capacity report experiencing discrimination in the workplace.

## People with communication-related disabilities

The analysis of people with communication-related disabilities (e.g., visual impairment, hearing impairment, or dyslexia) shows:

- People with communication-related disabilities account for 23 percent of people with disabilities in our dataset. In 2019, about 2 percent of the population had such a disability. The share has declined somewhat over time, except for dyslexia, which has instead become more common.
- Most people with a communication-related disability report having either no reduced work capacity (about half) or only partially reduced work capacity (about one-third).
- The share with a communication-related disability does not show any clear age pattern.
- The labour market situation for people with a communication-related disability but no reduced work capacity, or only partially reduced work capacity, is similar to that of the rest of the population, whereas those with severely reduced work capacity are in a markedly worse position, with lower employment and wage income (see Figure 1 above).
- People with a communication-related disability and severely reduced work capacity have a high prevalence of sickness benefits and disability compensation and show high levels on

indicators of poor health. They also often need various types of workplace accommodations.

- Despite their relatively better labour market situation compared with other groups, about 30 percent of the group with a communication-related disability and reduced work capacity report experiencing discrimination in working life.

## People with mental disabilities

The analysis of people with mental (psychiatric or neurodevelopmental) disabilities shows:

- About 13 percent of people with disabilities in our dataset have a mental disability. The share has increased over time, especially with respect to neurodevelopmental disabilities. In 2019, about 3 percent of the population had a mental disability.
- Most people with a mental disability (about 80 percent) also report reduced work capacity (either severe or partial).
- The share with a mental disability does not show any clear age pattern.
- The labour market situation for people with a mental disability and reduced work capacity is substantially worse than that of the rest of the population in terms of employment and wage income (see Figure 1 above). This is especially true for those with psychiatric disabilities. However, even people with mental disabilities that do not involve reduced work capacity have worse labour market outcomes than the rest of the population, for example in terms of wage income.
- People with a mental disability and reduced work capacity have a high prevalence of sickness benefits and disability compensation and show high levels on indicators of poor health. They also often need various types of workplace accommodations.

- People with a mental disability and reduced work capacity are more likely than other groups to report experiencing discrimination (nearly 40 percent).

## **People with disabilities resulting from chronic illness**

The analysis of people with disabilities resulting from chronic illness (e.g., asthma/allergies, diabetes, or cardiovascular disease) shows:

- People with disabilities resulting from chronic illness make up the largest disability group in our dataset (about 42 percent). Just under 5 percent of the population had such a disability in 2019. The share has declined somewhat over time, but the trend is somewhat difficult to interpret and differs across groups with different chronic illnesses.
- Most people with a disability resulting from chronic illness (more than half) report that they do not have reduced work capacity.
- The share with a disability resulting from chronic illness shows a clear age pattern, reflecting the fact that such disabilities often arise later in life and are caused by aging itself or by lifestyle factors.
- The labour market situation for people with a disability resulting from chronic illness but no reduced work capacity, or only partially reduced work capacity, is similar to that of the rest of the population, whereas those with severely reduced work capacity are in a substantially worse position, with markedly lower employment and wage income (see Figure 1 above).
- People with a disability resulting from chronic illness and reduced work capacity have a high prevalence of sickness benefits and disability compensation and show high levels on indicators of poor health. They also often need various types of workplace accommodations.

- About 25 percent of the group with a disability resulting from chronic illness that involves reduced work capacity report experiencing discrimination in working life.

## People with intellectual disabilities

The analysis of people with intellectual disabilities shows:

- About 1 to 1.5 percent of the population has an intellectual disability. In our dataset, however, only about 0.1 percent of the population had such a disability in 2019.
- Most people with an intellectual disability also report reduced work capacity.
- The labour market situation for people with intellectual disabilities is substantially worse than that of the rest of the population in terms of employment and wage income. Many of these individuals have never entered the labour market and, after their schooling in adapted compulsory and upper secondary education, have participated in daily activity programs rather than work in the regular labour market. Disposable income is also very low in this group.
- People with intellectual disabilities have a high prevalence of disability compensation and show high levels on indicators of poor health.
- People with intellectual disabilities sometimes report experiencing discrimination.

## Explanations for the current labour market situation

Research on disability and the labour market often focuses on individual limitations, especially those related to the disability itself. There is, however, strong reason to believe that limitations and barriers related to the structure, demands, organization, and flexibility of working life are at least equally important in explaining the current labour market situation. Examples of existing structures that hinder rather than help include the following:

- *There are shortcomings in the use of return-to-work rehabilitation plans.* The fact that the share receiving disability compensation rises with age can be seen as reflecting worsening health, but it may also be due to insufficient accommodation of the work environment. Employers have a legal obligation to develop and implement a return-to-work rehabilitation plan when an employee is on long-term sick leave. This plan is supposed to include workplace accommodations that make it possible for the employee to return to work. According to Försäkringskassan (2025h), 30 percent of people on long-term sick leave report knowing that their employer has developed a return-to-work plan, while two-thirds report having received some form of accommodation. The Social Insurance Agency, which has responsibility for coordination and oversight, can require employers to submit rehabilitation plans. ISF (2021) shows that in only 5 percent of the 330,000 sickness absence cases analysed in the study was a rehabilitation plan registered with the Social Insurance Agency. Since then, the situation has improved, but in 2025 a rehabilitation plan is still registered in only about 40 percent of cases. These plans also vary in quality. Few cases were referred onward to the Work Environment Authority. This suggests that the Social Insurance Agency is not fully carrying out its coordination and oversight responsibilities.
- *There are shortcomings in the work on active measures.* The Discrimination Ombudsman (DO) works with the requirements in the anti-discrimination law regarding active measures, under which all employers are required to work actively to prevent discrimination in the workplace. If an employer's efforts in this regard are inadequate, the DO may submit a request for a penalty payment to the Board against Discrimination, but no such request has been submitted since 2017. In 2024, the government tasked the DO with strengthening employers' preventive work with respect to ethnicity and religion. As part of that assignment, the DO reviewed the preventive efforts of twelve publicly owned companies, and only two were found to meet the legal requirements for preventing discrimination. It appears

desirable for the government to direct the DO's work more clearly toward oversight (and to allocate resources accordingly), specifically oversight of compliance with the law as it relates to disability.

- *Poor coordination among authorities responsible for the labour market situation for people with disabilities.* An illustrative example is the Act on Financial Coordination of Rehabilitation Measures (Finsam), which makes it possible for the Public Employment Service, the Social Insurance Agency, regions, and municipalities to collaborate in supporting people in need of coordinated rehabilitation. The Swedish National Audit Office finds that this coordination often lacks effectiveness, with jobseekers with disabilities not always receiving appropriate support and at times falling through the cracks (Riksrevisionen 2025).
- *Weak steering of government agencies.* An illustrative example is “Praktik i staten” (Internships in Government Agencies), introduced in 2016 with the aim of creating internship placements within government agencies for newly arrived refugees and people with disabilities. In 2023, only 150 placements had been filled. In a study of the program, the Swedish Agency for Public Management writes that agencies had not prioritized the goal in their internal management (Statskontoret 2024).
- *Employers often have preconceived notions and limited knowledge about the work capacity of people with disabilities.* In the example above, it was difficult to secure internship placements, but where this succeeded the outcomes were good: just over four in ten of those who obtained an internship had a job 90 days after the internship ended. Campaigns that highlight the work capacity of people with disabilities change attitudes toward the group; for the Public Employment Service campaign “Gör plats” the share of employers with a positive view of the work capacity of people with disabilities increased from 10 to 40 percent. In addition, causal studies of recruitment processes show that employers often screen out applicants with disabilities despite their having relevant qualifications for the position. When

employers introduce measures aimed at addressing problems related to insufficient flexibility and accommodation in the work environment, employment among people with disabilities increases (see, for example, the next point).

- *Insufficient flexibility in employment arrangements.* The disability rights movement has for decades called for flexibility in such areas as working hours, which is also identified in our data as an important type of workplace accommodation. A clear example is the possibility of working remotely, which a recent study shows has led to a sharp increase in employment among people with disabilities in the United States (Rooth m. fl. 2025).
- *Lack of individualized accommodation and job environment matching.* When there is systematic individualized accommodation and job environment matching based on established methods such as supported employment and individual placement support (SIUS/IPS), employment increases markedly for people with disabilities (Fogelgren m. fl. 2023).
- *Long processing times.* The Public Employment Service's processing times for registering a disability code, and the long delays before appropriate assistive devices for work are provided by the Public Employment Service or the Social Insurance Agency, worsen the situation for many people with disabilities. A registered disability code is required in order to access special measures, yet on average it takes more than 500 days to receive a decision (Regeringens skrivelse 2025). There are also boundary problems between the Public Employment Service and the Social Insurance Agency with respect to access to assistive devices for work, which means that a person may have to wait up to a year for a decision (Akavia 2025). Long waiting times for assistive devices for work make it difficult to compete for available jobs.
- *Uncertainty about the quality of occupational health services.* Both the Social Insurance Agency and the Work Environment Authority state that occupational health services have an important role to play in improving workplace

accommodations. A recent dissertation from Örebro University shows that only one-third of all employees have access to well-functioning occupational health services (Mouazzen 2025). About four in ten have no access to occupational health services at all, and half of them are employed in smaller firms, where people with disabilities are often employed.

- *Reduced use of many support measures.* The number of approved support measures targeted at people with disabilities, of which wage subsidies are the most common, has declined in recent years (Regeringens skrivelse 2025).

Taken together, it is highly likely that disadvantageous structures such as these prevent people with disabilities from obtaining regular jobs. There are, however, also some bright spots, including the following:

- Rising rates of sickness absence, not least due to mental ill-health, have led to changes in work environment legislation in the direction of stronger requirements on employers to create an inclusive work environment. SAM (Systematic Work Environment Management) and OSA (Organizational and Social Work Environment) are central elements in creating a good work environment in which all employees can thrive and perform. Employers are required to work actively with SAM and OSA to create a workplace that works for everyone.
- There are also other initiatives moving in the same direction. The Social Insurance Agency is halfway through its three-year Momentum project, which brings together public and private actors around how to create a healthier and more sustainable working life. The project organizes discussions, workshops, and seminars to spread practical tools and successful methods. There is also ongoing work based on the concept of universal design of workplaces, in which several organizations and companies have collaborated since 2018 to create a more inclusive work environment.
- Samstart is a project aimed at increasing opportunities for young people with disabilities to make a successful transition

from school to working life. The model is based on continuous individualized support. The project, run by the Public Employment Service, initially operated as a pilot in 16 municipalities during 2019–23, and was expanded to around 140 municipalities during 2023–25. Since the beginning of 2025, the model has gradually been rolled out nationwide.

Now that processes such as these aimed at creating a better functioning work environment are underway, there are strong reasons for the government to reinforce them by ensuring that they lead to concrete measures that make individualized workplace accommodations possible.

### Starting points for an effective disability policy

There is a clear need for reforms to improve the current situation and better fulfil the goal of full participation in the labour market. To achieve this, the goals for people who currently have jobs in the regular labour market, are unemployed, or are outside the labour market should be the following:

- Measures for people with disabilities who are *employed* in the regular labour market should aim to ensure that they are given the best possible conditions for remaining in work and continuing to develop in their workplaces.
- Measures for people with disabilities who are *unemployed* should aim to improve the conditions for getting them into work, primarily into regular jobs.
- Measures for people with disabilities who are *outside the labour force* should aim to ensure that there are good opportunities to try work and other activities without risking the loss of entitlement to social insurance benefits, while at the same time maintaining a strong safety net for people with major health problems.

## A reform agenda

We conclude that no single measure can be expected to change the current situation. What is needed instead is a combination of measures, many of which involve reforming existing measures and expanding their scope. More generally, there is a clear need for increased investments targeted at people with disabilities, a group with a very weak position in the labour market.

It should be noted that most of the reforms described below are general rather than targeted to groups with specific disabilities. The reason is that most of the proposed reforms are directed at employers and/or public actors (such as the government or government agencies) rather than individuals. All interventions should, of course, be designed with the individual at the centre and adapted to each person's circumstances, capacities, and needs, which may differ depending on the type and degree of disability a person has.

Some of the reforms we propose can be implemented directly because there is already research evidence that they are effective. Other proposed reforms have more uncertain effects and are therefore suitable for implementation as pilot programs, which should be designed so that they can be evaluated by researchers. That requires pilot programs to be designed in consultation with researchers and participation in the measures to be randomized in an appropriate way.

Our reform proposals are presented below. They are grouped by content and are therefore not ranked in order of importance.

### *Measures to increase flexibility and individualized accommodation*

- *Expanded opportunities for flexibility.* This could include, for example, remote work, parttime work, and job sharing. The possibility of remote work appears to be especially beneficial for people with disabilities. Opportunities for parttime work without subsidies such as wage subsidies, as well as various forms of job sharing (combined with disability compensation for the remaining time), may also be suitable employment arrangements for people with disabilities involving reduced work capacity. This should be particularly feasible in sectors

where part-time work is common. At the same time, cooperation with the social partners is important here, since excessively widespread part-time work may create other problems.

- *Measures to increase inclusion and accessibility.* The government and government agencies should ensure that the work already being carried out to improve the work environment with respect to mental ill-health also leads to greater inclusion and accessibility for people with disabilities more generally (for example through SAM and OSA). Strict supervision is essential to ensure that both public and private employers comply with legal requirements.
- *Stricter inspection of rehabilitation plans and active measures.* The government and government agencies should ensure stricter inspection of employer responsibility with respect to rehabilitation plans, especially to make sure that necessary and relevant workplace accommodations are made in order to prevent or delay transition into disability compensation. The same applies to the anti-discrimination law's requirements for active measures against discrimination. The social partners also bear major responsibility here.
- *Expanded and improved individualized accommodation and job environment matching.* This could be done through greater investment in measures such as SIUS/IPS, in which a support person helps both the individual and the employer to find and retain work (that is, support both for the individual during the job search and for the employer and the individual during the initial period after a new hire), and/or through a personal assistant available in the workplace in cases where more lasting support is needed. This should help employers adapt the work environment, reduce employers' uncertainty about hiring people whose work capacity is seen as difficult to assess, and provide valuable support to individuals during the job search.
- *Examine whether occupational health services could play a larger role.* This applies both to meeting the need for individualized support and to making occupational health services more

available to advise employers on how the work environment can be made more flexible and inclusive.

*Measures to change attitudes and increase willingness to hire*

- *Greater investment in measures aimed at changing employers' attitudes toward hiring people with disabilities.* This could be done, for example, through campaigns by the Public Employment Service or the DO designed to change employer attitudes toward hiring people with disabilities (for example, campaigns similar to the earlier "Gör plats" campaign or the current "Få jobbet gjort!" campaign), and through more intensive work by the DO to inform employers about the anti-discrimination law's requirement that they implement active measures against discrimination. Clear requirements for this work (along with funding) should be included in the agencies' annual appropriation directions from the government.
- *Consider hiring quotas in government agencies.* It is important that employers in the public sector, especially government agencies, lead by example by employing people with disabilities themselves. Given the weak results of "Praktik i staten" (where few agencies created internship placements despite a clear mandate), quotas may be necessary to bring about change, with clear guidance provided in the agencies' annual appropriation directions from the government. Requirements for some form of inclusion certification could also be used to increase awareness among all agency employees of the importance of inclusion.
- *Consider inclusion requirements in public procurement.* The public sector has significant opportunities to impose requirements in public procurement of goods and services, and these requirements should also be able to include demands for an inclusive work environment.
- *Greater collaboration between government agencies and civil society.* There are several initiatives in which companies, interest organizations, and other parts of civil society are

working on measures to create a more inclusive labour market (for example Skoopi, Fremia, and the UUA Association). Public authorities should support this type of initiative and help ensure that successful methods are recognized and disseminated.

- *Expanded opportunities to try work and other activities without risking the loss of entitlement to disability compensation.* This is especially important for people with severely reduced work capacity, who should be given the opportunity to work to the full extent of their capacity. This requires specific measures tailored to the type and degree of disability involved.
- *Measures in which a public actor initially takes the employer responsibility.* This could help remove the uncertainty employers may feel about hiring a person with a disability and provide time to determine the extent of reduced work capacity. Over time, however, such employment should transition into regular employment in order to avoid lock-in effects or insecure employment conditions.

*Measures that have been proposed before and bear repeating*

- *Raise the ceiling on the wage subsidy (lönebidrag).* There is strong reason to believe that the current ceiling on the wage subsidy is too low to make it attractive. The ceiling should therefore be raised from the current SEK 20,000 to, for example, SEK 35,000. This would reduce employers' costs of hiring and should lead to wage subsidies also being used for more qualified jobs with career prospects. It is also important that the wage subsidy be long-term, since employers will only want to hire if they can be confident that the subsidy will continue to be paid as long as the reduction in work capacity remains.
- *Shorter processing times at the Public Employment Service.* It is important to identify people with disabilities quickly so that appropriate measures can be made available. Because work capacity is tied to the workplace and its ability to provide accommodations, it is appropriate for work capacity to be

assessed (directly) during an initial trial employment period. This would avoid the current situation in which jobseekers become long-term unemployed before receiving a disability code from the Public Employment Service.

- *Centralized provision of assistive devices for work.* The current system is characterized by lengthy and cumbersome processing involving several authorities. If employers and individuals could turn to a single authority, it would be clearer who is responsible and processing times could be minimized.
- *Strengthen support in the transition from education to the labour market.* It is important to ensure that young people with disabilities receive the support and assistance they need early on in the transition from education to working life. This could, for example, be done by further developing Samstart and providing it with more resources.

Finally, it should be emphasized that through the national disability policy objective and international commitments under Article 27 of the UN Convention, Sweden has set ambitious goals. Achieving these ambitions will require intensified efforts and more resources devoted to improving the labour market situation for people with disabilities. In recent years, if anything, these efforts appear to have declined rather than expanded. If no change occurs, the only remaining alternative will be to lower the level of ambition for a more inclusive labour market for people with disabilities, which would be highly undesirable.