

# *Breaking the Barriers to Work*



## The Icelandic Organizational Model of Vocational Rehabilitation

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## The labor market and welfare issues



- 80% of workforce unionized
- Sick pay from employer
- Union Sickness Funds
- The Pension and Disability Funds
- Disability Pension from the State

# VR Fund

## Aim, Ideology and Means



- **Aim:** Fewer employees leave their jobs due to long-term illness
- **Ideology:** Early individualised intervention and cooperation with the labour market to maintain work relationship
- **Means:** Use infrastructure of the Unions and the Confederation of Employers

# VR Fund – Main Role

1. Plan, Supervise and Finance the work of VR consultants at the unions
2. Cooperate with Various VR Service Providers
3. New Knowledge and Transfer



# The Challenge

Marketing

Early intervention

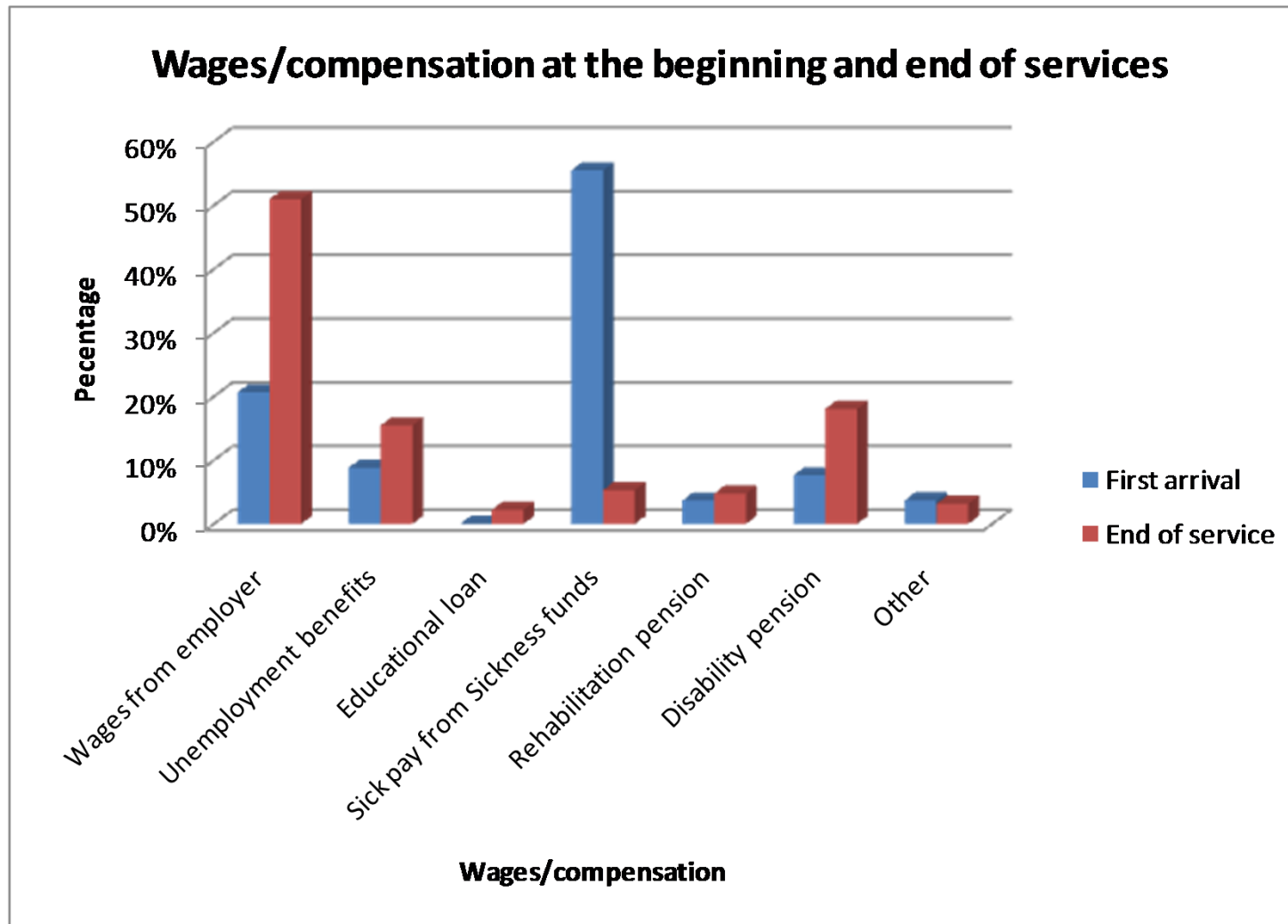
Effective interventions

System resistance

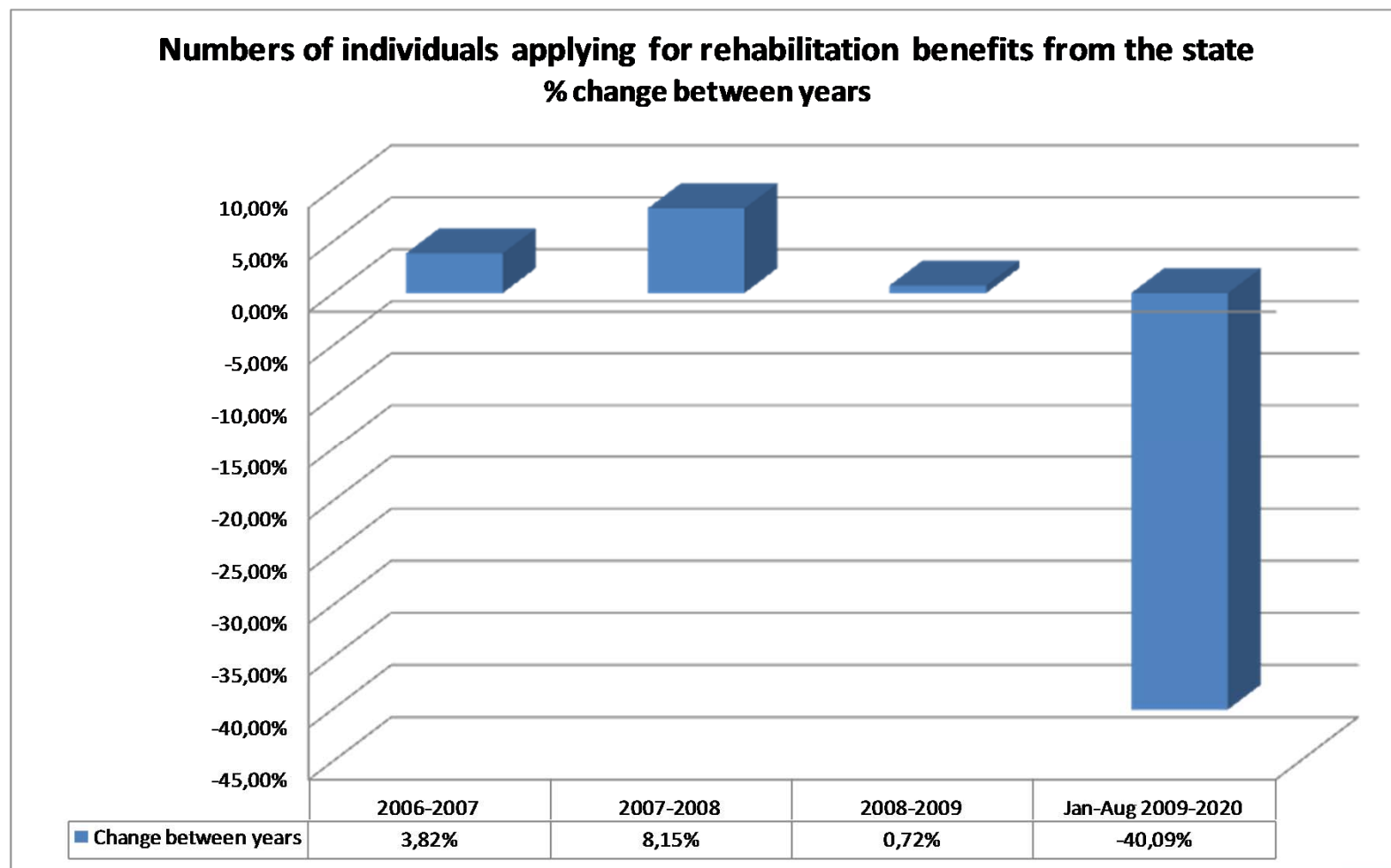
Cooperation of private and public entities



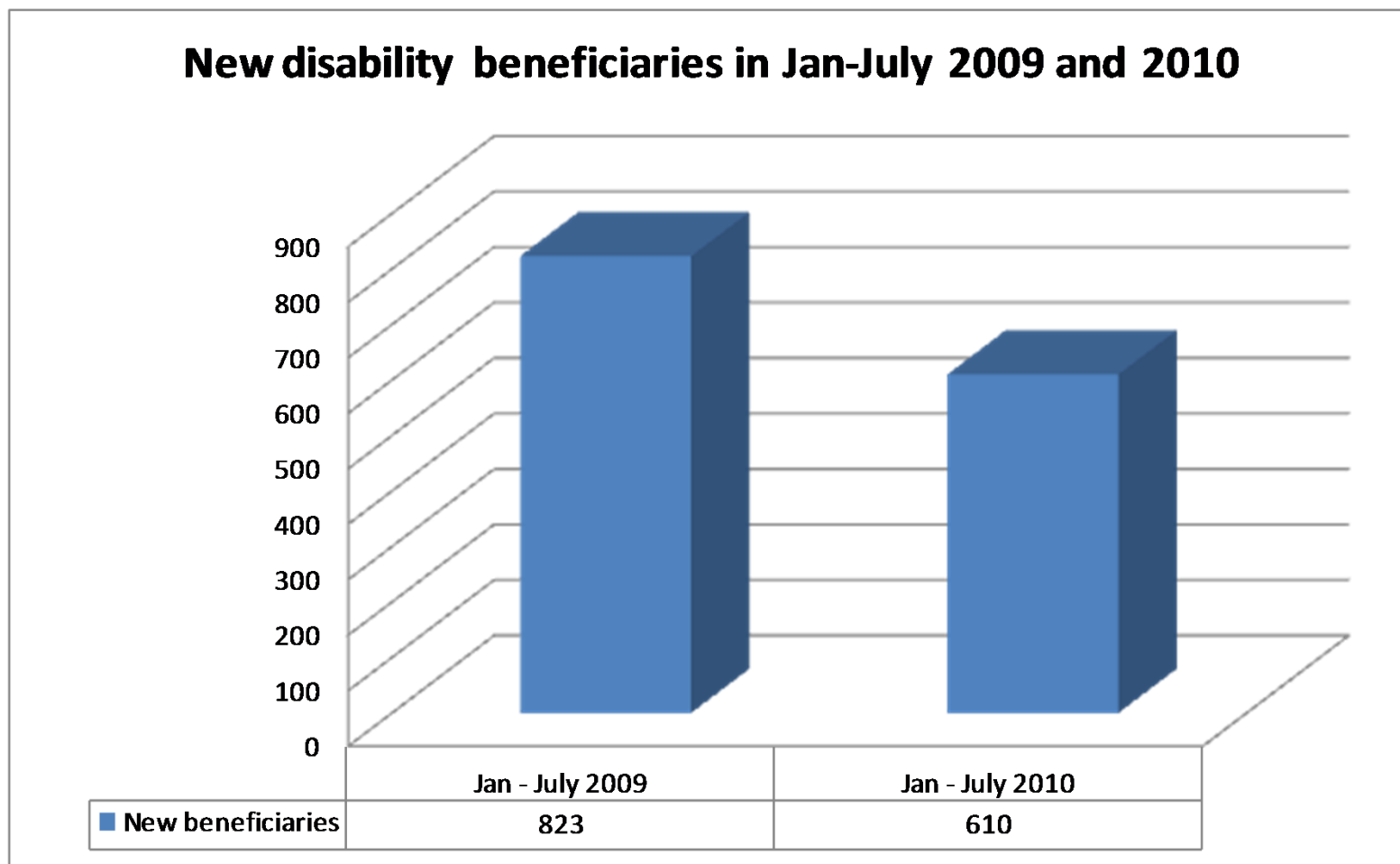
# An example of success



# Rehabilitation benefits



# Disability benefits



Thank you 



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