

Norwegian managers' attitudes towards job seekers with mental illness and immigrant background

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[Helse / Stress, helse og rehabilitering]

Aims of the study

- To map work life inclusion culture among Norwegian employees and managers
 - Survey (leaders and employees)
 - Interviews (leaders)
 - Case study (organization)
 - Experimental study (labour market)
- Time frame: 2015-2019

Preliminary results from manager survey

- Rating of cases, from most to least favoured.
- 1. Integrated minority
- 2. Newly arrived immigrant
- 3. Reduced hearing
- 4. Single mother
- 5. Hyperkinetic disorder
- 6. Depression
- 7. Wheelchair user (muscular disease)
- 8. Psychosomatic complaints
- 9. Schizophrenic symptoms
- 10. Blindness/visual impairment



Most reported barrier for each case

Case	Most reported barrier
Blindness/visual impairment	Work capacity
Schizophrenic symptoms	Cooperation with others/customers
Psychosomatic complaints	Increased work load for colleagues
Wheelchair user	Need for accomodation
Depression	Cooperation with others/customers
Hyperkinetic disorder	Cooperation with colleagues
Single mother	Increased work load for colleagues
Reduced hearing	Cooperation with others/customers
Recently arrived immigrant	Language
Integrated ethnic minority	Cooperation with colleagues

Recently arrived immigrant

- *"Language skills are crucial because of security issues"*
- *"I am doubting he has the right qualifications"*
- *"He will have big problems understanding trøndersk."*

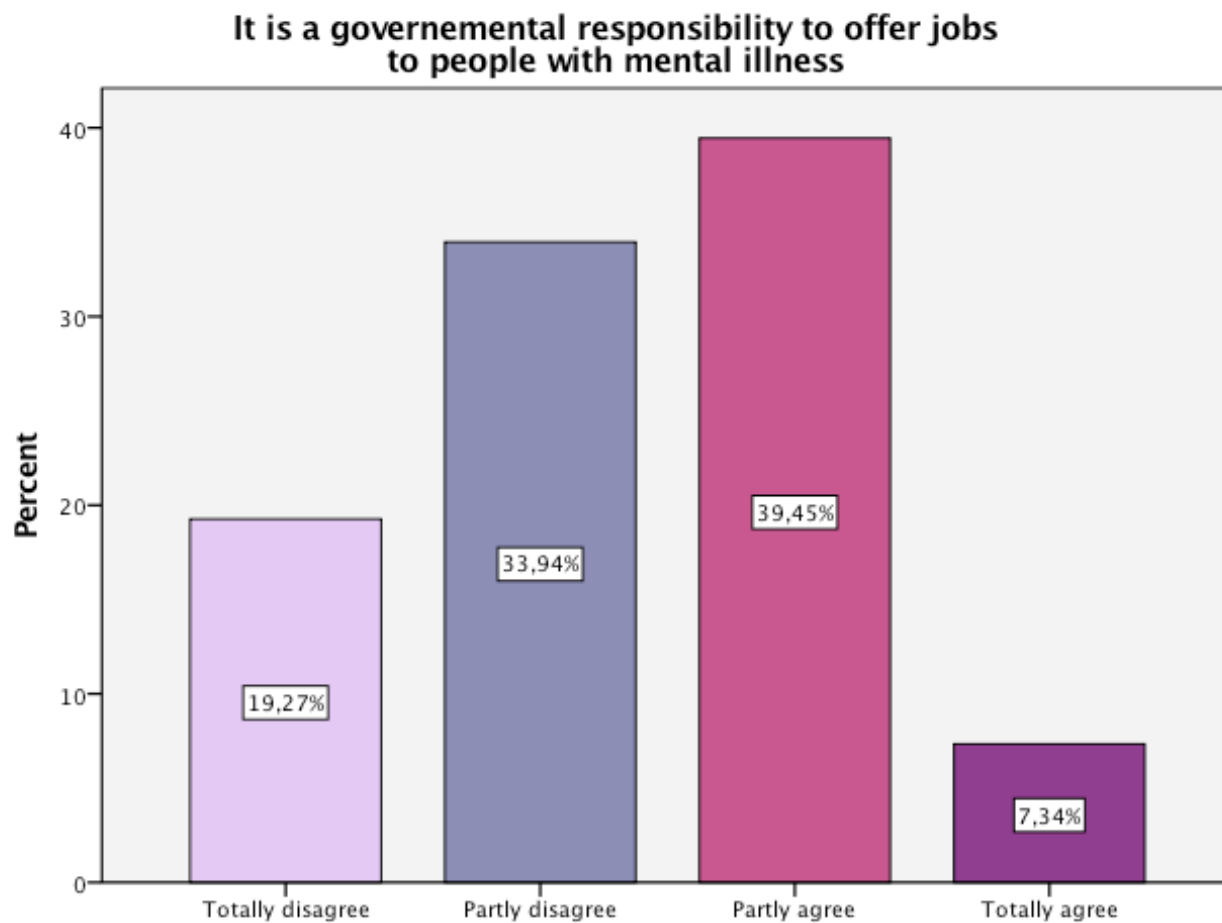
Schizophrenic symptoms

- *“All our employees work with customers. This will be difficult with such a diagnosis.”*
- *“Customers can be frightened by a person who suddenly starts talking with himself.”*
- *“When working with children it is not safe with people with mental illness, that can be unpredictable.”*

Depression

- *”She will be working with clients who have the same issues as her, that usually doesn’t go well.”*
- *”You have to be 100% present at all times, that will be hard if she has problems with sleep.”*

Whose responsibility?



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Nettside for prosjektet:

<https://mangfoldiarbeidslivet.wordpress.com>



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