**A NON-DISCRIMINATORY WORKING LIFE - OPEN FOR ALL?**

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**HOW ARE PEOPLE WITH MEMORY DISEASES EXCLUDED**

**FROM WORKPLACE EQUALITY IN FINLAND?**



**WHERE ARE WE NOW?**

* **the Finnish Non-Discrimination act** (2015) forbids unequal treatment based on health and disability
* the current **equation** between working life and memory disease is **almost impossible**
* people with memory diseases are absent **in the political discussion aiming** to prolong careers and to better the labor market status of people with disabilities



**HOW DOES THE EXCLUSION HAPPEN?**

* **the lack of formal recognition** of people with cognitive disabilities in examined working life related policy documents indicates **internal exclusion** according to Iris Marion Young
* **the conception of disability** is connected to physical or sensory, not cognitive, disabilities
* **the conception of legal citizenship** may inadvertently exclude people with memory diseases from society



**WHAT CAN WE DO?**

* **raise awareness** of cognitive disabilities to actors responsible for working life policy
* **support** the people continuing work with memory disease to change the prevailing equation of memory diseases and working life

The results presented here are based on a master’s thesis study *People marginalized by the non-discriminatory working life. The processes of exclusion from working life of people with memory diseases* by Marjut Karlsson (2016), University of Helsinki, Faculty of Social Sciences, Department of Political and Economic Studies. Finnish original.