

# INOVATIVNI UKREPI ZA OHRANJANJE ZAPOSLITVE INVALIDOV V GOSPODARSKI KRIZI



Inovative Measures to maintain the Employment  
of Disabled Persons in Economic Crisis

Zbornik mednarodne konference ZDIS in FIMITIC,  
Ljubljana 2009

# **INOVATIVNI UKREPI ZA OHRANJANJE ZAPOSLITVE INVALIDOV V GOSPODARSKI KRIZI**

**Inovative Measures to maintain the Employment  
of Disabled Persons in Economic Crisis**

**Zbornik mednarodne konference ZDIS in FIMITIC,  
Ljubljana 2009**

---

Naslov: Inovativni ukrepi za ohranjanje zaposlitve invalidov v gospodarski krizi / Innovative Measures to maintain the Employment of Disabled Persons in Economic Crisis

Prva izdaja: 2010

Izdala in založila: Zveza delovnih invalidov Slovenije, Dunajska cesta 101, 1000 Ljubljana

Za izdajatelja: Drago Novak

Uredila: Marjan Kroflič, mag. Tanja Hočevar

Lektor: Mateja Vovk

Prevodi: mag. Andreja Skarlovnik Ziherl

Oblikovanje: Birografika Bori d.o.o. Ljubljana

Priprava in tisk: Birografika Bori d.o.o. Ljubljana

Naklada: 300 izvodov

CIP - Kataložni zapis o publikaciji  
Narodna in univerzitetna knjižnica, Ljubljana

331.5-056.26  
338.124.4

MEDNARODNA konferenca ZDIS in FIMITIC (2009 ; Ljubljana)

Inovativni ukrepi za ohranjanje zaposlitve invalidov v gospodarski krizi = Innovative measures to maintain the employment of disabled persons in economic crisis : zbornik Mednarodne konference ZDIS in FIMITIC, Ljubljana, 2009 / [uredila Marjan Kroflič, Tanja Hočevar ; prevodi Andreja Skarlovnik Ziherl]. - 1. izd. - Ljubljana : Zveza delovnih invalidov Slovenije, 2010

ISBN 978-961-91060-7-5

1. Gl. stv. nasl. 2. Vzp. stv. nasl. 3. Kroflič, Marjan

253489408

---

# Kazalo

1. Predgovor urednikov: Marjan Kroflič, Tanja Hočevar, ..... 5/6
2. Uvodna beseda predsednika ZDIS: Drago Novak, predsednik ZDIS .... 7/9
3. Uvodna beseda: Marija Štiglic, Pozdravni nagovor udeležencem konference/Opening address at the International Conference ..... 11/13
4. Častni govor ob podelitvi Zlate medalje Cvetu Uršiču/Honouring speech and presenting the FIMITIC's Gold Medal to mag. Cveto Uršič 15/16
5. Ivan Svetlik: Podravni nagovor udeležencem konference/ Openingaddress at the International Conference ..... 17/19
6. Cveto Uršič: Zaposlovanje invalidov v času krize/Employment of people with Disabilities in Times of crisis ..... 21/25
7. Betka Škerlak: KNSS Akademija - znanje o socialnem dialogu kot orodju za reševanje problemov/KNSS Academy - knowledge as a tool for resolving problems through social dialogue ..... 29/32
8. Adrienne Vecsey: Zaposlovanje invalidov na Madžarskem/: Employment of people with Disabilities in Hungary ..... 35/39
9. Malgorzata Koter - Morgowska: Zapodlovanje invalidov na Poljskem/Employment of people with Disabilities in Poland ..... 43/48
10. Monika Vrablova: Primeri dobre prakse in inovativni ukrepi za ohranjanje zaposlenosti invalidov v trenutni gospodarski krizi na Slovaškem/Examples of good Praxis and inovative measurements to keep employability of persons with diaslability in a present Time of economic Crisis in Slovakia ..... 53/73
11. Maria Tussy: Zaposlovanje invalidov v obdobju gospodarske krize: primer Španije/Employment of people with Disabilities in Spain ..... 61/69
12. Hedi Schnitzer: Primeri dobre prakse in inovativni ukrepi za ohranjanje zaposlenosti invalidov v trenutni gospodarski krizi v Avstriji/Examples of good Praxis and inovative measurements to keep employability of persons with diaslability in a present Time of economic Crisis in Austria ..... 78/81
13. Mary Mulryan: Primeri dobre prakse in inovativni ukrepi za ohranjanje zaposlitve delovnih invalidov v trenutni gospodarski krizi na Irskem/ Examples of good practice and innovative measures to maintain employment of disabled workers in the present economic crises in Ireland. .... 84/86

14. Andrejka Fatur-Videtič: Povzetek in zaključki konference/  
Summary and the Conclusions of the Conference . . . . . 88/93
15. Tanja Hočevar: Predstavitev Zveze delovnih invalidov Slovenije/  
Presentation of the Federation of Disabled Workers of Slovenia . . . . . 98/107
1. Podatki o članih FIMITIC na spletni strani FIMITIC -  
<http://www.fimitic.org/> /Data on FIMITIC Membership published  
on <http://www.fimitic.org/> . . . . . 117/

## Predgovor urednikov

Zbornik z mednarodne konference »**Inovativni ukrepi za ohranjanje zaposlitve invalidov v gospodarski krizi** / Innovative Measures to maintain the Employment of Disabled Persons in Economic Crisis« iz leta 2009 je četrta publikacija Zveze delovnih invalidov Slovenije, namenjena počastitvi štiridesetletnice njenega delovanja. Konferenco sta skupaj organizirali Zveza delovnih invalidov Slovenije in Mednarodna zveza telesnih invalidov FIMITIC v Topolšici, 18. - 19. septembra 2009.

Temo konference je predlagala Zveza delovnih invalidov Slovenije glede na to, da je aktualna finančna in gospodarska kriza prizadela invalide bistveno bolj kot njihove »zdrave« državljanke ne le v Sloveniji, temveč tudi v drugih državah članicah FIMITIC.

Zveza je želela pridobiti vpogled v politiko in ukrepe, s katerimi so v posameznih državah prispevali k ohranjanju zaposlitve invalidov in k zmanjšanju socialnih tveganj za najbolj ranljivo skupino, kamor spadajo tudi invalidi. Primeren način je spoznavanje dobrih praks, ki jih imajo posamezne članice FIMITIC na tem področju.

Invalidske organizacije so v danih razmerah v svojih državah ponudile v premislek svojim pristojnim ministrstvom kot inovativne možne načine reševanja poslabšanja socio-ekonomskega položaja invalidov, kamor jih je pahnila gospodarska kriza in jim zmanjšala možnosti večje socialne vključenosti.

S tega vidika žal niso vsi prispevki imeli enake teže in uporabne vrednosti, kajti nekateri udeleženci so dajali prevelik poudarek sami predstavitvi svoje organizacije, kar pa je seveda bil tudi dragocen prispevek k vedenju o ciljih in nalogah, ki so si jih zastavile posamezne invalidske organizacije.

Mreža v FIMITIC organiziranih članic je dostojno prisotna ne le v Evropski uniji, temveč vključuje tudi članice izven nje, saj prihajajo iz dvajsetih držav: iz Albanije, Avstrije, Bolgarije, Bosne in Hercegovine, Hrvaške, grškega dela Cipra, Češke, Estonije, Irske, Liechtensteina, Litve, Madžarske, Makedonije, Poljske, Portugalske, Romunije, Slovaške, Slovenije, Španije in Švice, manjkali so le udeleženci iz Estonije, Litve in Portugalske. Žal pa je na konferenci predstavilo svojo organiziranost in primere dobrih praks le osem udeleženk konference. Zveza delovnih invalidov Slovenije in FIMITIC sta tako le deloma uresničili zastavljeni cilj, kar je razvidno tudi iz sprejetih zaključkov konference.

Urednika:  
Marjan Kroflič  
mag. Tanja Hočevar

## Editors' Foreword

The Proceedings of the International Conference on Innovative Measures to Maintain the Employment of Disabled Persons in the Economic Crisis is the fourth publication of the Federation of Disabled Workers of Slovenia (ZDIS) and marks the 40<sup>th</sup> anniversary of the Federation's existence. The conference was co-organised by ZDIS and the International Federation of Persons with Physical Disability (FIMITIC) in Topolšica on 18 and 19 September 2009.

The conference topic suggested by ZDIS was chosen for the reason that the present financial and economic crisis has had a significantly harder impact on people with disabilities than on »healthy« citizens – in both Slovenia and other FIMITIC member countries.

ZDIS wished to obtain an insight into the policies and measures that have helped maintain the employment of people with disabilities in different countries and reduce the social risks confronted by the most vulnerable groups of people, including people with disabilities. Sharing good practices with FIMITIC member states in this field has proven to be a suitable method for obtaining such an insight.

Disabled people's organisations have gathered positive practices that can be observed in individual countries in the current situation and passed them on to their competent ministers to reflect on possible innovative solutions to the deteriorated social and economic position of people with disabilities, which is a result of the economic crisis that has equally curtailed their possibilities of greater social inclusion.

From this perspective, not all the contributions were equally pertinent and applicable as some participants placed more emphasis on a presentation of their respective organisations, although this, too, made a valuable contribution to an improved awareness of the goals and tasks that disabled people's organisations are pursuing.

The FIMITIC network not only has a significant number of members from the European Union, but also includes members from outside EU borders. The conference was attended by 17 of its 20 members (Albania, Austria, Bulgaria, Bosnia and Herzegovina, Croatia, Cyprus, the Czech Republic, Estonia, Ireland, Liechtenstein, Lithuania, Hungary, Macedonia, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Switzerland), with only the representatives of Estonia, Lithuania and Portugal being unable to participate. Unfortunately, no more than seven of the participating countries in fact presented their organisation and examples of good practice at the conference, meaning the ZDIS and FIMITIC could only partly realise the conference goal, which is reflected in the conference conclusions.

Editors:  
Marjan Kroflič  
Tanja Hočevar, M. Sc.

---

## Drago Novak

Predsednik Zveze delovnih invalidov Slovenije  
President of Federation of Disabled Worker of Slovenia

# Uvodni pozdrav na mednarodni konferenci FIMITIC



Gospo in gospodje, spoštovane udeleženke in udeleženci današnje konference!

Veseli me, da vas lahko pozdravim v imenu Zveze delovnih invalidov Slovenije, ki je skupaj z Mednarodno organizacijo FIMITIC organizator današnjega dogodka. V zadovoljstvo mi je, da lahko v naši sredini pozdravim dr. Ivana Svetlika, ministra za delo, družino in socialne zadeve Republike Slovenije in mag. Cveta Uršiča, generalnega direktorja direktorata za invalide.

Pozdrave namenjam našim dragim prijateljem iz sorodnih invalidskih organizacij, s katerimi sodelujemo v mednarodni invalidski organizaciji FIMITIC in njenemu vodstvu. Pozdrav velja vsem referentom, predstavnikom institucij in medijev. In ne nazadnje izrekam toplo dobrodošlico delovnim invalidom v gospodarskih družbah in iskalcem zaposlitve, ki najbolj občutijo breme ekonomske krize.

Naše današnje srečanje nam veliko pomeni. Urejanje problematike invalidov je postalo ena bistvenih razsežnosti razumevanja in uresničevanja vseh človekovih pravic, ki jih navaja Konvencija OZN o pravicah invalidov.

Rad bi omenil, da je v teh prizadevanjih Zveza delovnih invalidov Slovenije že pred leti začela z vzpodbujanjem ustanavljanja aktivov še aktivnih delovnih invalidov v podjetjih oziroma pri društvih invalidov. To je oblika prostovoljno organizirane skupine invalidov, ki združuje, vključuje in povezuje zaposlene delovne in druge invalide v podjetju (ustanovi) oziroma zaposlene in brezposelne delovne invalide, ki čakajo na zaposlitev in se povezujejo pri društvih invalidov (DI). Žal mnogo aktivov ni preživelo tranzicijskih časov predvsem zaradi nerazumevanja delodajalcev, ki niso doumeli vloge aktivov kot povezovalca interesov socialnih partnerjev. Povsod tam, kjer pa so aktivni ostali, je med delodajalci in zaposlenimi invalidi stekel odnos, ki ima za posledico boljše medčloveške odnose. Predvsem pa je prisoten občutek, da se management želi pogovarjati z zaposlenimi, ki se odzivajo z večjo storilnostjo oziroma motivacijo za delo.

Ugotavljamo, da danes niso več časi, ko bi bilo mogoče take aktivne ponovno ustanavljati ali oživljati tam, kjer so že bili. Neugodnim razmeram za kaj takega botruje predvsem nenaklonjenost vodstev firm in strah zaposlenih pred morebitnim šikaniranjem ob



jasno izraženi želji po aktivih. In tako je potrebno poiskati drugo rešitev, ki gre v smeri ustanavljanja aktiva v matičnem društvu. Tu ni nobenih težav in ovir, le dobra volja in interes invalidov sta dejavnika, ki sama po sebi pripeljeta do optimalne odločitve.

Aktiv se prvenstveno zavzema, da se varstvo zaposlenih ali brezposelnih invalidov dosledno izvaja v praksi in po svojih predstavnikih pri reševanju invalidske problematike tesno sodeluje z vodstvom društva. Za uresničevanje svojih ciljev se dejavnost aktiva odraža zlasti v tem, da se zavzema za:

- ugotavljanje razmer na delovnem mestu invalida;
- spoštovanje pravil o ravnanju z invalidnostjo na delovnem mestu v skladu z veljavnimi predpisi in odločbami pristojnih organov;
- seznanjanje zaposlenih in brezposelnih invalidov z zakonodajo;
- poročanje o problematiki zaposlenih in brezposelnih invalidov vodstvu društva;
- uresničevanje pravice do pridobitve potrebnih informacij.

Aktiv se zavzema, da bi bilo njegovemu zastopniku omogočeno, da s predlogi sodeluje pri oblikovanju in sprejemanju splošnih aktov in da je kot delegat zastopan v organih upravljanja.

Nekaj ciljev je že doseženih, še veliko pa jih je pred nami.

Spoštovani! Želimo, da sklepne misli našega srečanja doprinesejo košček v mozaik sprememb razmer na boljše v smislu enakih možnosti in enake obravnave. Vsem želim uspešno delo in prijetno počutje. Hvala za pozornost.

## Opening address at the international FIMITIC conference

Ladies and gentlemen, distinguished participants in today's conference,

It gives me great pleasure to be able to welcome you on behalf of the Federation of Disabled Workers of Slovenia, which is co-organising today's event with FIMITIC, International Federation of Persons with Physical Disability.

I am delighted to be able to welcome in our midst Dr Ivan Svetlik, Minister of labour, family and social affairs of the Republic of Slovenia, and Mr Cveto Uršič, Director-General of the Disability Directorate. I would also like to extend a warm welcome to our dear friends from related disabled people's organisations, with which we have the pleasure of cooperating within FIMITIC, and to the FIMITIC leadership. Good morning also to all lecturers, representatives of various institutions and the media. And last but not least, may I greet all disabled workers – those who are employed and those who are presently job-seekers – who are equally bearing the brunt of the economic crisis.

Today's gathering is very important to us. Resolving disability issues has become an essential dimension of understanding and exercising all human rights that are stated in the UN Convention on the Rights of Persons with Disabilities. I would like to mention that as part of these efforts, the Slovenian Federation of Disabled Workers has for many years now been promoting disabled workers' task forces established within companies and disabled people's organisations.

Such task forces operate on a voluntary basis. They bring together and integrate persons with occupational and other types of disabilities within an enterprise, and establish closer ties between employed and unemployed disabled workers within disabled people's organisations. Unfortunately, many task forces were unable to endure transition, mostly due to the lack of understanding demonstrated by employers who failed to recognize their role in reconciling social partners' interests. In all the places where task forces have survived until today, they have led to improved interpersonal relationships between employers and disabled workers. Most importantly, the management of those companies appears to be willing to talk to the employees, who, in turn, respond with higher productivity and work motivation.

We find that today it is virtually impossible to establish such task forces anew or revive them in places where they used to exist. Unfavourable circumstances in this regard are primarily due to aversion on part of the managerial staff and due to the employees' fear that they might be harassed if they clearly expressed their desire to have them set up. Therefore, a different solution has to be found, which is to establish task forces within local disabled people's organisations. There exist no problems or barriers to that, the only incentives necessary for the optimum decision are that persons with disabilities may express their good will and interest.

The primary goal of task forces is consistently to ensure protection of employed and unemployed persons with disabilities. When resolving disability issues, task force representatives closely cooperate with the DPO leadership.

In attaining their goals, task forces will primarily endeavour to:

- assess the working conditions of each person with disability;
- ensure respect for the rules on managing disability in the workplace in accordance with the applicable regulations and competent bodies' decisions;
- inform both employed and unemployed persons with disability about the applicable legislation;
- report on problems experienced by employed and unemployed persons with disability to DPO leadership;
- enforce the right to obtaining necessary information.

Task forces endeavour to ensure that their members can bring forward proposals when general acts are being drafted and adopted, and that they are represented in management bodies. Some of these goals have already been attained, but there are many more that we must continue to strive for.

Ladies and gentlemen, may the conclusions of today's conference add a further piece to the mosaic of changing the situation for the better and achieving equal opportunities and equal treatment.

I wish you all successful work at the conference and a pleasant stay.

Thank you for your attention.

---

## Maria Lidija Štiglic

Častna predsednica Mednarodne zveze telesnih invalidov - FIMITIC  
Honorary President of International Federation of Persons with  
Physical Disability - FIMITIC

### Nagovor na otvoritvi mednarodne konference FIMITIC



Spoštovani g. minister za delo, družino in socialne zadeve, dr. Ivan Svetlik, spoštovani predsednik ZDIS, g. Drago Novak, cenjeni gostje, dragi prijatelji iz številnih držav članic FIMITIC, zbrani v Topolšici!

FIMITIC, ki je bil ustanovljen leta 1953, je mednarodna nevladna zveza, ki se zavzema za človekove pravice telesnih invalidov. Naše delo temelji na načelih in strukturah, določenih v Konvenciji ZN o pravicah invalidov, in stremi k učinkovitejšemu uresničevanju

človekovih pravic in temeljnih svoboščin invalidov.

FIMITIC se bori proti krčenju socialnih pravic invalidov in njihovi diskriminaciji ter si prizadeva za večjo enakost možnosti.

Ves svoj obstoj FIMITIC namenja veliko časa in energije doseganju ciljev invalidov, še zlasti na področju zaposljivosti. Tema današnje konference je bila še posebej dobro izbrana, saj živimo v času, ko je gospodarstvo globalno, tiči v krizi, obenem pa se zdi, da obstoječi instrumenti socialne politike – ki se odražajo v mednarodnih standardih dela – ne dobijo zadostne podpore, in morda niti legitimnosti.

S strokovnim znanjem oblikovan delovni program FIMITIC-a, poizvedbe in demonstracijski dogodki jasno kažejo, da so invalidi skupaj močnejši in da ob izmenjavi informacij in izkušenj organizacij iz razširjene Evrope lažje gradijo socialno Evropo. Združeni lažje pritegnemo pozornost vlad k vprašanju človekovih pravic in enakih možnosti na področju zaposlovanja in tako pomagamo graditi Evropo brez ovir, dokazujemo vrednost naložb v invalide ter opozarjamo vlade na potrebna finančna sredstva, s pomočjo katerih bodo sodelujoče organizacije mogle nadaljevati svoje delo. FIMITIC uspešno širi dobre prakse in se je uveljavil kot gonilna sila pozitivnih sprememb na državni in mednarodni ravni.

Z našim programom, ki upošteva različen razvoj gospodarskih politik v raznolikih sistemih socialne varnosti, izboljšujemo socialne, strokovne in družbene pogoje ter skušamo razviti v prihodnost usmerjeno aktivno socialno politiko, ki bo v prid invalidom.

Socialne zaščite ni preprosto opredeliti na način, ki bi veljal za vse države. Sistemi socialne zaščite so odigrali temeljno vlogo v boju proti izključenosti, trenutno pa so pod precejšnjim političnim in finančnim pritiskom in njihove strukture se občutno spreminjajo, kot se spreminja tudi vloga države.

FIMITIC s svojimi članicami v posameznih državah pozorno spremlja posledice teh sprememb. Tako skušamo pridobiti informacije, s katerimi bi lahko vladam pomagali motivirati delodajalce za zaposlovanje invalidov, sooblikujemo smernice za dobro prakso na evropski ravni, iščemo ustrezne načine sodelovanja s sindikati, da bi ti zastopali interese invalidnih delavcev, in določamo dejavnosti na področju zaposlovanja invalidov, kot so prilagoditve, boljši dostop, prevoz itd.

Cilj naših naporov je, da bi se ob vseh velikih spremembah, ki jih doživljamo, invalidska vprašanja ne reševala le z občasnimi odločitvami, temveč na podlagi merodajnih argumentov v interesu družbe ter splošno sprejetih načel.

Informacije, izkušnje in argumente bi bilo treba zbrati in o njih ozavestiti širšo javnost, da bi spoznala, da pozornost, stroški in čas, ki se namenjajo invalidskim vprašanjem, niso v nemar in ne predstavljajo bremena za tržno gospodarstvo, temveč so naložba, ki se izplača in je bistvena za ohranjanje socialnega ravnovesja.

Verjamemo, da lahko dosežemo večjo ozaveščenost, dobre rezultate pri oblikovanju državnih akcijskih načrtov za zaposlovanje, zmanjšamo razlike med izjemno različnimi izkušnjami ter oblikujemo bolj homogeno politiko zaposlovanja invalidov v Evropi.

Glede na številna skupna prepričanja in zamisli je sodelovanje s slovensko člansko organizacijo ZDIS že prineslo mnoge izjemne rezultate. Če prispevamo k skupnim interesom, so naše naloge bistveno lažje. Prispevek in izkušnje ZDIS so bili dragoceni tako na državni kot mednarodni ravni.

Zveza delovnih invalidov Slovenije je v letih svojega delovanja veliko naredila za invalide. Razvila in izpeljala je številne programe, ki se odzivajo na potrebe invalidov, tako na področju zdravstva, trajnega izobraževanja odraslih, zaposlovanja, bivalnih pogojev kot tudi socialne varnosti. Slednje je pomembno zlasti danes, ko se število brezposelnih delovnih invalidov zaradi gospodarske krize veča.

Hvaležna sem vam za vašo podporo. FIMITIC pa hkrati obljublja, da se bo dialog v smeri družbe z vključujočim trgom dela nadaljeval in bo ostal ena od prednostnih nalog mednarodne zveze in članskih organizacij!

## Opening address at the international FIMITIC conference

Dear Minister of Labour, Family and Social Affairs, Dr. Ivan Svetlik, dear President of ZDIS, Mr. Drago Novak, honoured guests, dear friends from the numerous FIMITIC member countries, assembled in Topolsica,

Created in 1953 FIMITIC regards itself as International Non-Governmental Human Rights Federation of Persons with Physical Disability. Its work is based on the principles and structures laid down in the United Nations Convention on the Rights of Persons with Disabilities towards improving the effective enjoyment of human rights and fundamental freedoms for people with disabilities.

FIMITIC is fighting against reduction of social rights of disabled people, promoting the equalization of opportunities and against their discrimination.

Since its existence FIMITIC devoted much time and energy to the cause of disabled people especially related to the employability of disabled people. The theme of this conference is particularly well chosen, as it does, at a time when the economy goes global and is in a crisis and the existing social policy instruments – as embodied in international labour standards – appear to lack supporting authority, if not legitimacy.

The FIMITIC working programme, done by expertise, enquiry research and demonstrated events have clearly shown that disabled people are stronger together to build a social Europe, the importance of exchanging information and building experience of organisations throughout an enlarged Europe, drawing the attention of governments regarding human rights and equal opportunities in the field of employment, helping to create a barrier-free Europe, demonstrate how good an investment in disabled people is and to show the governments that participating organisations need financial support to continue the work, establishing FIMITIC as disseminator of good practices and as an engine of positive changes on national and international level.

The improvement of social, professional and societal conditions takes place in a framework of a programme which – taking into account different developments in economic policies and different social security systems varying from country to country – wants to develop a future oriented active social policy in favour of disabled people.

There is no simple definition of social protection, common to all countries. The social protection systems have played a fundamental role in combating exclusion, they are in the meantime under political and financial pressure and their structures are undergoing considerable changes, not to forget the changing role of the state.

The outcomes are carefully watched by FIMITIC and followed by its members in the individual countries. The expectations are to obtain information to help governments to motivate employers into employing disabled people, to help to create guidelines for good

practice at European level, to establish in what way we can work with trade unions so that they represent the interest of disabled workers and to specify activities related to the employment of disabled workers are taken up (adaptations, access issues, transport, etc.).

The aim is that in course of the considerable changes underway resolving the disability questions would not be just an occasional decision but carried out on the base of authentically argues interests of the society and on the common principles accepted by everybody.

Information, experience and arguments should be collected and made widely known providing that attention, expenditures and time spent on disability issues is not a waste of money, not a burden for the market economy, but a remunerative investment essential to keep social balance.

The expectations are consciousness-raising, approach to good results of the set up national employability action plans, cessation of the extremely different experiences and building up a more homogeneous employability policy for disabled people in Europe.

The concept of co-operation with the Slovene member association ZDIS on the basis of so many common convictions and ideas has been extremely fruitful. The tasks are made considerably easier by contributing to support common interest. The contribution and experience of ZDIS have been effective on a national and international level.

The Federation of Disabled Workers of Slovenia has done a lot of work for disabled people in the many years of its activity. It has developed and put into action many programmes to satisfy the needs of disabled people in the areas of health care, permanent adult education, employment, living conditions and social security; the latter especially nowadays when the number of unemployed disabled workers has been increasing facing the difficulties of the economic crisis!

Thank you for the support. This is FIMITIC's promise: The dialogue for an inclusive employability oriented society for all shall continue and be further-on the priority issue of FIMITIC and its member associations!

---

## Marija Lidija Štiglic

# Šlavnostni govor ge. Marije Lidije Štiglic ob podelitvi zlate medalje FIMITIC-a mag. Cvetu Uršiču



Gospe in gospodje,

v posebno veselje in zadovoljstvo mi je, da smem danes v imenu izvršnega odbora FIMITIC-a izkazati čast eni najbolj dejavnih oseb v naši družbi, generalnemu direktorju Direktorata za invalide na Ministrstvu za delo, družino in socialne zadeve Republike Slovenije, mag. Cvetu Uršiču, in mu predati zlato medaljo FIMITIC-a.

V spremljajočem dokumentu je zapisano:

“V priznanje izjemnega osebnega prispevka k pospeševanju državljanskih pravic invalidov, nenehnih prizadevanj na državni in mednarodni ravni za vključevanje invalidov v zaposlovanje, poklicno usposabljanje in družbo ter naporov za izboljšanje socialne zakonodaje. Njegovo delo zgledno ponazarja cilje FIMITIC-a ter tako pospešuje nadaljnji razvoj področja rehabilitacije.”

Iz te značilne kratke uradne utemeljitve je moč razbrati, da g. Cvetu Uršič vse svoje življenje zagovarja pravice invalidov. Na strokovnem področju deluje kot znanstvenik in pedagoški delavec ter je dejaven v mnogih invalidskih organizacijah, civilnih družbah in vladnem sektorju.

Dovolite, da navedem nekaj primerov:

- G. Cvetu Uršiču gre največ zaslug za dejavno vlogo pri prizadevanjih za spremembo Ustave Republike Slovenije, s katero se je med nediskriminatorna načela dodala “invalidnost”. Tako 14. člen predstavlja zgodovinski trenutek simbolnega značaja za invalide v Sloveniji
- Poleg tega je bil g. Cvetu Uršič v ospredju prizadevanj za sprejem Konvencije OZN o pravicah invalidov. Je član Odbora OZN za pravice invalidov.
- G. Cvetu Uršič je na številnih tematskih dogodkih FIMITIC-a pomagal mednarodne izkušnje prevesti v državno okolje in obratno.

Besede zahvale so postale puhla fraza in z njimi ni več mogoče v celoti izraziti čustev: Res iskrena hvala! Spoštovani Cvetu Uršič, dovolite, da vam izročim zlato medaljo FIMITIC-a.



## Honouring speech of Ms. Marija Lidija Štiglic

Ladies and gentlemen,

on behalf of the FIMITIC Executive Board I am especially pleased and glad to pay honour today to one most active person here present, the General director of the Directorate for Persons with Disabilities at the Ministry of Labour, Family and Social Affairs of Republic of Slovenia, mag. Cveto Uršič, presenting to him the Gold Medal of FIMITIC.

The attendant document reads as follows: “In recognition of his extraordinary personal contribution for promotion of civil rights of persons with disabilities and continuous efforts to integrate persons with disabilities in work, vocational training and society on national and international level as well as for its fight for improvements in the legislation of the socio-political field.

His work reflects in an exemplary way the FIMITIC goals and is thus promoting the progressing development in the field of rehabilitation.”

This for documents characteristic brief formula indicates that Cveto Uršič has been a lifelong advocate for the rights of the disabled. As a professional he worked as a scientist as well as a pedagogical worker and was active in many disability organisations, in the civil society sphere and in the government sector.

A few examples:

Cveto Uršič deserves most credit for his active involvement in the campaign for the amendment of the Slovenian Constitution by inserting the supplement of “disability” as a non discriminatory principle, thus the article 14 was a historic moment with symbolic character for people with disabilities in Slovenia.

Further, Cveto Uršič was on the forefront of the fight to achieve the United Nations Convention on the Rights of Persons with Disabilities. He is member of the UN Committee on the Rights for Persons with Disabilities.

A many thematic FIMITIC events the translation of international experience into national area and vice versa with help of Cveto Uršič was made possible.

The words of thanks have become clichés; they can no longer express one’s feelings: Thank you very much indeed!

Dear Cveto Uršič, please let me present to you the Gold Medal of FIMITIC.

---

## Dr. Ivan Svetlik

Minister za delo, družino in socialne zadeve Republike Slovenije  
Minister of Labour, Family and Social Affairs - Republic of Slovenia

# Pozdravni nagovor ministra na konferenci



Spoštovane gospe in gospodje, dragi udeleženci te mednarodne konference, lepo pozdravljeni. Poseben pozdrav velja obema organizatorjema konference – Zvezi delovnih invalidov Slovenije in mednarodni organizaciji FIMITIC. Čestitke in priznanje za izbrano zelo aktualno tematiko.

Brezposelnost v Sloveniji, tako kot v drugih evropskih državah, v zadnjem letu narašča, prav tako brezposelnost invalidov. Tega se dobro zavedamo na Ministrstvu za delo, družino in socialne zadeve in s sprejemanjem vrste ukrepov poskušamo po eni strani odpravljati ali vsaj zmanjševati razloge za rast brezposelnosti, po drugi pa zmanjševati negativne posledice izgub zaposlitve za delavce, tako invalide kot neinvalidne. Pri tem se zavedamo, da so invalidi bolj ranljiva skupina, tudi na trgu dela, in da je treba ohranjanju zaposlitve invalidov posvetiti posebno pozornost.

Ministrstvo za delo, družino in socialne zadeve pri urejanju invalidskega varstva izhaja iz gospodarskih danosti naše države in domačih in mednarodnih dokumentov, ki določajo položaj in pravice državljanov, tudi invalidov. Dovolite mi, da v uvodu svojega razmišljanja predstavim nekatere ključne aktivnosti ministrstva na področju zaposlovanja invalidov.

Najprej velja poudariti, da je Slovenija med prvimi državami na svetu lani aprila ratificirala **Konvencijo OZN o pravicah invalidov**. Konvencija je **zgodovinsko pomemben dokument**, saj je **prvi pravno zavezujoč dokument Združenih narodov s področja invalidskega varstva**, ki zagotavlja **uvajanje človekovih pravic oziroma načela enakih možnosti in enake obravnave ter preprečevanja diskriminacije**, ki jo doživljajo invalidi na različnih področjih življenja. S tem, ko je Konvencija dobila status zakona, smo v Sloveniji nadgradili temelje, na katerih smo oziroma bomo razvijali tudi področje zaposlovanja invalidov.

Drug pomemben temelj je leta 2004 sprejeti **Zakon o zaposlitveni rehabilitaciji in zaposlovanju invalidov**. Zakon je postavil v sredino vseh ukrepov zaposlitveno rehabilitacijo. Javnosti najbolj prepoznan ukrep pa je kvotni sistem zaposlovanja invalidov, ki je v preteklih treh letih veliko pripomogel k večji zaposlenosti invalidov, v času gospodarske

krize pa k ohranjanju zaposlitev. Zakon je doživel že nekaj sprememb, prihodnje leto ga bomo morali ponovno dopolniti predvsem zaradi uskladitve s predpisi Evropske unije, ki določajo pogoje dodeljevanja državnih pomoči.

Tretji dokument, ki ga zaradi pomembnega vpliva na področju zaposlovanja invalidov tudi moram omeniti, je **Akcijski program za invalide za obdobje 2007–2013**, ki je usklajen program ukrepov za invalide na vseh področjih, ki pomembno vplivajo na življenje invalidov, tj. zaposlovanje, izobraževanje, zdravje, kultura, dostopnost, samoorganiziranje in zagotavljanje socialne varnosti. Vlada spremlja njegovo izvajanje, letna poročila so dostopna na spletnih straneh ministrstva.

Zaradi zaostrenih gospodarskih razmer je Vlada RS v zvezi z zaposlovanjem nasploh in s tem tudi v zvezi z zaposlovanjem invalidov po hitrem postopku letos spomladi sprejela dva interventna zakona: **Zakon o delnem povračilu nadomestila plače** in **Zakon o delnem subvencioniranju polnega delovnega časa**. Po dosedanjih podatkih sta oba zakona pomembno prispevala k ohranjanju zaposlitve oziroma manjši rasti brezposelnosti tako invalidov kot neinvalidov.

Letos jeseni pa bomo začeli z aktivnostmi za modernizacijo sistema pokojninskega in invalidskega zavarovanja. Pri posegu v invalidsko zavarovanje bomo sledili temeljnemu ciljem sprememb iz leta 2000. Najpomembnejše spremembe bodo usmerjene v spodbujanje in povečevanje zaposlenosti delovnih invalidov in zagotavljanju dostojnih oziroma primernih prejemkov. Seveda pa se ne bo moč, enako kot pri modernizaciji pokojninskega sistema, izogniti problemu zagotavljanja dolgoročne javnofinančne vzdržnosti sistema ...

Naj povzamem:

Strategija Evropske Unije na področju invalidskega varstva izhaja iz treh temeljev:

- zakonodaja in ukrepi, ki zagotavljajo dostop do posameznih pravic brez diskriminacije,
- odstranjevanje ovir, ki invalidom onemogočajo, da bi uporabljali svoje sposobnosti, in
- uveljavljanje vprašanja invalidnosti v politiki države tako, da v čim večji meri omogoča aktivno vključevanje invalidov.

Ministrstvo za delo, družino in socialne zadeve Republike Slovenije že vrsto let, zadnja leta pa še posebej, s pripravo in izvajanjem ukrepov deluje v smeri čim boljšega in uspešnega vključevanja invalidov v družbo, vključno z ustreznim zaposlovanjem invalidov.

Spoštovane gospe in gospodje, veseli me, da ste danes tukaj zbrani predstavniki vrste držav z različnimi izkušnjami na področju zaposlovanja invalidov in da boste drug drugega seznanili z različnimi možnostmi rešitev na tem področju. Želim vsem, da na podlagi informacij, izkušenj in primerov dobre prakse, ki jih boste pridobili na konferenci, uspešno razvijate področje zaposlovanja invalidov, da bo zaposlovanje invalidov uspešen del politike zaposlovanja tudi v teh zaostrenih razmerah. Da se bomo vsi približali uresničenju znane misli, da je le invalid, ki je vključen v družbo tudi tako, da ima svojim sposobnostim ustrezno zaposlitev, zadovoljen invalid.

## Opening address at the International Conference

Ladies and gentlemen, distinguished participants in the International Conference, good morning. May I first extend a warm greeting to both organisers of the conference: the Federation of Disabled Workers of Slovenia and the International Federation FIMITIC. Both deserve congratulations and acknowledgment for the very topical theme selected for the debate.

In the last year, Slovenia, just as other European countries, has been witnessing rising unemployment levels, also among persons with disabilities. Our Ministry of Labour, Family and Social Affairs is well aware of this and has responded with a series of measures, on the one hand, to abolish or at least alleviate the reasons for this growth, and on the other hand, to reduce the negative consequences of the loss of employment both among the disabled and non-disabled population. We understand that persons with disabilities are more vulnerable, also on the labour market, and that for this reason maintaining the employment of disabled workers needs to be given special attention.

The starting point for the Ministry of Labour, Family and Social Affairs, when designing disability policy is the economic reality of our country as well as national and international documents determining the status and rights of citizens, including persons with disabilities. May I begin my address with some key activities the Ministry is pursuing with regard to the employment of persons with disabilities.

First, Slovenia was among the first countries in the world to have ratified the **UN Convention on the Rights of Persons with Disabilities** in April 2008. The Convention is a historically important document, as it is the first legally binding UN document on disability policy guaranteeing the implementation of human rights, the principles of equal opportunities and equal treatment and prevention of discrimination experienced by persons with disabilities in various spheres of life. As the Convention was accorded the status of a law, we have succeeded in Slovenia to reinforce the foundations on which also the area of the employment of persons with disabilities can be further developed.

Another important foundation is the **Vocational Rehabilitation and Employment of Disabled Persons Act** of 2004. With this act, vocational rehabilitation was placed at the centre of all measures. The general public is most familiar with the measure of employment quotas for persons with disabilities, which has in the past three years significantly contributed to the higher employment of persons with disabilities, and has been instrumental in maintaining employment at the times of economic crisis. The act has already been subject to some amendments, and next year we will have to supplement it again to bring it in line with the European Union regulations governing conditions for granting state aid.

The third document deserving a mention for its considerable impact on the employment of persons with disabilities is the **Action Programme for Persons with Disabilities**

**2007–2013**, which is a coordinated programme of measures developed for persons with disabilities in all spheres that importantly influence their lives: employment, education, health, culture, accessibility, self-organisation and social security. The Government is monitoring the programme's implementation, and annual reports are available on the Ministry's website.

Due to the worsened economic circumstances, the Government of the Republic of Slovenia adopted two urgency acts on employment in general, thus covering also the employment of persons with disabilities: the **Partial Reimbursement of Payment Compensation Act** and the **Partial Subsidising of Full-Time Work Act**. According to our data so far, both acts have significantly helped to maintain the employment level and to stem the unemployment growth of both disabled and non-disabled workers.

Moreover, this autumn we will start implementing activities to modernise the pension and disability insurance system. When modifying the disability insurance scheme, we will follow the fundamental goals of changes laid down in 2000. The most important modifications will thus be geared towards promoting and increasing employment of disabled workers and towards ensuring proper and appropriate benefits. But similarly to the pension system reform, it is of course evident that we will not be able to circumvent the problem of guaranteeing long-term sustainability of public finances.

Let me sum up:

The European Union strategy in the field of disability policy is built on three foundations:

- the legislation and measures guaranteeing access to individual rights without any discrimination;
- the elimination of barriers preventing persons with disabilities from using their capabilities; and
- mainstreaming disability issues in state policies in a manner that facilitates broadest possible active inclusion of persons with disabilities.

The Ministry of Labour, Family and Social Affairs of the Republic of Slovenia has for a number of years been preparing and implementing measures aimed towards the best and most successful integration of persons with disabilities into society, also through suitable employment. In the last few years, these efforts have been further intensified.

Ladies and gentlemen, I am glad to be able to see among you representatives from a number of countries that have different experiences with the employment of persons with disabilities, which means that you will be able to share with each other various possible solutions in the field. I wish you all to use the information, experiences and examples of good practice that you will learn about, in order to further develop the area so that the employment of persons with disabilities may become a successful part of employment policy in today's difficult circumstances. May we all come closer to applying the well-known thought in practice that only those persons with disabilities who are integrated into society also through employment suited to their abilities, can enjoy satisfied lives.

---

## Mag. Cveto Uršič

Generalni direktor Direktorata za invalide na Ministrstvu za delo,  
družino in socialne zadeve (2005-2010)

e-mail: cveto.ursic@gov.si in član Odbora OZN za pravice invalidov

Director-General of the Disability Directorate within the Ministry of  
Labour, Family and Social Affairs (2005-2010)

e-mail: cveto.ursic@gov.si and member of the UN Committee on the Rights of  
Persons with Disabilities

# Zaposlovanje invalidov v času krize



## Uvod

Dejstvo je, da se svet sooča z največjo finančno in gospodarsko krizo v zadnjih desetletjih in da ta kriza pomembno vpliva na delovanje socialne države. Kriza, kot je poudaril minister Svetlik na konferenci julija letos ob predstavitvi poročila OECD 'Ekonomski pregled Slovenije 2009', je pa tudi »test človečnosti in medgeneracijske solidarnosti zlasti v družbah, ki se

starajo. [...] Kriza je priložnost, da na novo pretehtamo vrednote in nadaljujemo že začeto modernizacijo sistema socialne varnosti in sistema zaposlovanja [...], ki bodo prinesle pozitivne učinke na dolgi rok, obenem pa s kratkoročnimi ukrepi ublažiti posledice gospodarske in finančne krize, ki so najbolj prizadele socialno najšibkejši sloj«. V nadaljevanju bo – seveda skozi prizmo finančne in gospodarske krize – predstavljena Konvencija OZN o pravicah invalidov. Nato pa bodo predstavljeni še ukrepi, ki jih je Slovenija sprejela za vzpodbujanje zaposlovanja invalidov.

## Konvencija o pravicah invalidov

Konvencija je zgodovinsko pomemben dokument, saj je prvi pravno zavezujoč akt Združenih narodov s področja invalidskega varstva. Konvencija na eni strani zavezuje države pogodbenice, da sprejmejo »ustrezne ukrepe za odpravo diskriminacije zaradi invalidnosti« (4. člen, 1. odstavek), ob tem pa se države pogodbenice tudi zavezujejo, da bodo glede ekonomskih, socialnih in kulturnih pravic sprejele »največ možnih ukrepov v okviru razpoložljivih sredstev in po potrebi mednarodnega sodelovanja, da se postopno dosega popolno uresničevanje teh pravic« (4. člen, 2. odstavek). Odbor OZN za pravice invalidov je zato v svoji prvi Deklaraciji posebej poudaril, da morajo države pogodbenice posebno pozornost v obdobju gospodarske in finančne nestabilnosti namenjati invalidom.

Kljub temu, da ni moč deliti posamezna določila Konvencije na bolj ali manj pomembna, pa vendarle velja izpostaviti tista, katerih uresničevanje je v obdobju finančne in gospodarske krize še toliko bolj pomembno:

- 9. člen, ki omogoča invalidom enak dostop do fizičnega okolja, prevoza, informacij in komunikacij;
- 19. člen, ki priznava enako pravico vsem invalidom, da živijo v skupnosti;
- 20. člen, ki zagotavlja invalidom največjo mogočo samostojno osebno mobilnost;
- 24. člen, ki zagotavlja pravico do izobraževanja;
- 25. člen, ki priznava invalidom pravico do najvišjega dosegljivega zdravstvenega standarda brez diskriminacije zaradi invalidnosti;
- 26. člen, ki zavezuje države, da organizirajo celovite storitve habilitacije in rehabilitacije;
- 27. člen, ki zagotavlja invalidom pravico do dela;
- 28. člen, ki zavezuje države, da priznavajo invalidom in njihovim družinam pravico do ustrezne življenjske ravni;
- 32. člen, ki poudarja pomembnost mednarodnega sodelovanja.

Seveda pa ne smemo pozabiti na 18. člen Standardnih pravil OZN za izenačevanje možnosti invalidov, ki zavezuje države, da se o vseh pomembnih zadevah posvetujejo s predstavniki invalidov oziroma z njihovimi organizacijami.

Odbor OZN za pravice invalidov bo zato ob obravnavi poročil držav pogodbenic o uresničevanju Konvencije posebno pozornost namenil prav tem določilom, s poudarkom na njihovem uresničevanju v času krize.

## EU - Slovenija

Globalna kriza je prizadela tudi države članice EU, tudi Slovenijo. EASPD je v informaciji za HLG on Disability v Bruslju junija letos poudaril, da je imela kriza številne posledice za invalide in izvajalce programov oziroma storitev. EASPD je v svoji analizi opozoril posebej na pet dejstev:

- zmanjšanje možnosti za zaposlitev, tako na področju zaščitnega zaposlovanja kot na odprtem trgu dela;
- zmanjševanje števila zaposlenih pri izvajalcih storitev in programov za invalide;
- zmanjševanje višine sredstev, namenjenih za programe in storitve (na državni in lokalni ravni) – število ljudi, ki potrebujejo storitve in programe pa se tudi zaradi učinkov krize povečuje;
- zmanjšanje obsega bančnih posojil, ki bi jih lahko uporabili izvajalci za izboljšanje infrastrukture;
- zaustavitev modernizacije programov socialnega varstva, predvsem v novih državah članicah EU.

Tudi Slovenija se sooča z največjo krizo po osamosvojitvi. Pri tem pa se zavedamo, da trenutne gospodarske in finančne razmere ne morejo in ne smejo biti izgovor za



odlaganje potrebnih reform. V nadaljevanju bom predstavil najprej nekaj splošnih ukrepov, ki jih je Slovenija sprejela na področju zaposlovanja, nato pa bom posebno pozornost namenil še zaposlovanju invalidov.

Veliko pozornosti in sredstev smo namenili za programe aktivne politike zaposlovanja. Sredstva v ta namen smo v letošnjem letu povečali z 0,3 % na 0,8 % BDP. Z namenom ohranjanja socialne varnosti zaposlenih je bil sprejet tudi Zakon o delnem povračilu nadomestila plač. Do 10. septembra je k temu ukrepu pristopilo že 288 podjetij ali približno 11.500 zaposlenih. Sprejet je bil tudi Zakon o delnem subvencioniranju polnega delovnega časa. Ukrej delavcem omogoča polno socialno varnost, pri tem pa zmanjšuje delodajalcem stroške plač v času krize in ščiti socialno blagajno. Pogodbe za skrajšani delovni čas je že sklenilo približno 650 delodajalcev.

Podatki o zaposlovanju invalidov v letu 2009 na prvi pogled ne potrjujejo teze, da se je položaj invalidov v Sloveniji v času krize bistveno poslabšal. Tako se je število vseh brezposelnih v Sloveniji v obdobju od avgusta 2008 do avgusta 2009 povečalo za 45,2 %, število brezposelnih invalidov pa za 16 %. V primerjavi z januarjem letos pa se je brezposelnost povečala za 33 %, brezposelnost invalidov pa za 8 %. Zanimiv je tudi podatek, da se je v prvih osmih mesecih letos zaposlilo skupaj 1162 brezposelnih invalidov – praktično povsem enako število kot v letih 2006, 2007 ali 2008. Končno, po podatkih Sklada za vzpodbujanje zaposlovanja invalidov, ostaja delež zaposlenih invalidov med vsemi zaposlenimi stabilen tudi letos in se giblje med 3,9 in 4 %, kar je enako kot pretekla leta. Za realno oceno pa je k tem podatkom treba dodati tudi število vlog poslanih Komisiji za ugotovitev podlage za odpoved pogodbe o zaposlitvi. Število teh predlogov se je letos, v primerjavi s preteklimi leti močno povečalo, kar za dobro polovico (indeks 155). Tudi podatki Zavoda invalidskih podjetij Slovenije potrjujejo hipotezo, da kriza ni zaobšla Slovenije. Na seji Sveta Vlade za invalide je zavod pojasnil, da se je zaradi posledic finančne in gospodarske krize v zadnjih mesecih leta 2008 in v prvih mesecih leta 2009 poslovanje invalidskih podjetij poslabšalo. V invalidskih podjetjih je prišlo do zmanjšanja naročil povprečno za 20–30 %. Večje število invalidskih podjetij je prešlo na subvencioniran skrajšani delovni čas. V nekaterih invalidskih podjetjih pa je bil že uveden stečajni postopek oziroma je bil zaključen postopek likvidacije. Da se stanje v Sloveniji ni bistveno poslabšalo, prispevajo, poleg splošnih protikriznih ukrepov, tudi ukrepi, ki so bili sprejeti leta 2004 in dopolnjeni v letih 2005 in 2007:

- kvotni sistem zaposlovanja invalidov,
- subvencija plač za najtežje invalide,
- storitve zaposlitvene rehabilitacije,
- zaščitna zaposlitev,
- podporna zaposlitev,
- vzpodbude za delodajalce, ki zaposlujejo invalide na odprtem trgu dela,
- vzpodbude za invalidska podjetja,
- možnost odpovedi pogodbe o zaposlitvi.

Država je s 'paletom' ukrepov na področju zaposlovanja invalidov sledila temeljnim usmeritvam, zapisanim v dokumentu Strategija razvoja Slovenije iz leta 2005 – vzpostaviti



primerno razmerje med ekonomsko učinkovitostjo trga in socialno odgovornostjo posameznikov in partnerske države. Ministrstvo sicer pripravlja spremembe Zakona o zaposlitveni rehabilitaciji in zaposlovanju invalidov, ki naj bi jih Vlada obravnavala še letos, vendar z njimi ne bo bistveno spreminjala ključnih vsebin ukrepov, razen v primeru, da ne bi le-ti bili skladni z EU regulativo.

## Sklep

Finančna in gospodarska kriza je prizadela tudi invalide, v nekaterih primerih bistveno bolj kot njihove 'zdrave' vrstnike. Država, če govorimo o socialni državi, je zato dolžna sprejeti take politike in ukrepe, s katerimi zmanjša možnost socialnih tveganj za najbolj ranljive skupine oziroma poveča možnost socialne vključenosti. Čas krize je lahko tudi priložnost, da se analizirajo kratkoročni in dolgoročni ukrepi – tudi kot odgovor na izzive, ki jih je pred nas postavila kriza. Seveda pa je ta čas tudi priložnost in izziv, da v življenje prenesemo usmeritve in zaveze iz Konvencije o pravicah invalidov.

# Employment of People with disabilities in Times of Crisis

## Introduction

The world is facing the worst financial and economic crisis seen for decades and it is clearly having a tremendous impact on how the welfare state is functioning. Still, while presenting the OECD “Economic Survey of Slovenia 2009” last July, Minister Svetlik stressed that a crisis can also serve as a “test for humanity and solidarity between generations, particularly in ageing societies. [...] The crisis is presenting us with the opportunity to re-evaluate our values and continue with the already ongoing modernisation of the social security and employment systems [...] so as to achieve long-term effects, whilst adopting short-term measures to mitigate the consequences of the economic and financial crisis, which has hurt the socially weakest population the most.” In this paper, I shall try to present the UN Convention on the Rights of Persons with Disabilities, naturally through the prism of the current financial and economic crisis. This will be followed by a description of measures Slovenia has adopted to promote the employment of people with disabilities.

## Convention on the Rights of Persons with Disabilities

This Convention is a historic document as it is the first legally binding United Nations act in the field of disability protection. On one hand, it obliges States Parties to the Convention to take all appropriate measures to abolish discrimination against persons with disabilities (Article 4 (1)), and each State Party undertakes that with regard to economic, social and cultural rights, it shall “take measures to the maximum of its available resources and, where needed, within the framework of international cooperation, with a view to achieving progressively the full realization of these rights” (Article 4 (2)). Therefore, the UN Committee on the Rights of Persons with Disabilities especially underlines in its first Declaration that at the times of economic and financial instability States Parties to the Convention need to pay special attention to people with disabilities.

While individual provisions of the Convention cannot be divided into those of bigger or lesser importance, it is still worthwhile pointing out those whose implementation is particularly vital during a financial and economic crisis:

- Article 9, granting persons with disabilities equal access to the physical environment, transportation, information and communications;
- Article 19, recognising the equal right of all persons with disabilities to live in the community;

- Article 20, ensuring personal mobility with the greatest possible independence for persons with disabilities;
- Article 24, recognising the right of persons with disabilities to education;
- Article 25, recognising that persons with disabilities have the right to the enjoyment of the highest attainable standard of health without discrimination on the basis of disability;
- Article 26 obliging States Parties to organise comprehensive habilitation and rehabilitation services;
- Article 27, recognising the right of persons with disabilities to work;
- Article 28, obliging States Parties to recognise the right of persons with disabilities to an adequate standard of living for themselves and their families;
- Article 32, stressing the importance of international co-operation.

Moreover, we should not forget to mention Article 18 of the Standard Rules on the Equalisation of Opportunities for Persons with Disabilities, which obliges states to consult with representatives of persons with disabilities and their organisations about all relevant matters.

When analysing the reports to be received from States Parties on implementation of the Convention, the UN Committee for the Rights of Persons with Disabilities will thus pay special attention to the above provisions and focus on their implementation during the present crisis.

## EU - Slovenia

The global crisis is clearly affecting EU member states, including Slovenia. In the information prepared for the HLG on Disability in Brussels last June, the EASPD emphasised that the crisis has brought about numerous consequences for people with disabilities and programme or service providers. In its analysis, the EASPD specifically noted five facts:

- a decrease in employment opportunities for people with disabilities, both in sheltered workshops and especially in open labour markets;
- staff reductions in social service centres providing care for people with disabilities;
- a decrease in budgets available for programmes and social services (at the state and local levels), while the number of people requiring such services and programmes is growing, also due to effects of the crisis;
- the unavailability of loans from banks for service providers to be able to improve infrastructure; and
- a freeze of modernisation programmes within social protection systems, mainly in new EU member states.

Slovenia, too, is facing the worst crisis since its independence. We are aware, however, that the present economic and financial situation may not serve as an excuse for

postponing dire reform. I shall now therefore turn to some measures Slovenia has adopted that are aimed to employment in general, and then focus on the employment of people with disabilities.

We have invested great effort and resources into active employment policy programmes. This year, funds earmarked for this purpose increased from 0.3% to 0.8% of GDP. To maintain the social security of workers, we have adopted the Partial Reimbursement of Payment Compensation Act. By 10 September, this measure had been made use of by up to 288 companies with approximately 11,500 workers. In addition, we adopted the Partial Subsidising of Full-Time Work Act, which ensures the full social security of workers while reducing the wage costs of employers during the crisis and protecting the public purse. Some 650 employers have already concluded part-time employment contracts under this act.

At first glance, data on the employment of persons with disabilities in 2009 do not corroborate the thesis that, due to the crisis, the situation of such people has dramatically deteriorated. In the period from August 2008 to August 2009, the total number of the unemployed in Slovenia grew by 45.2%, while the number of unemployed people with disabilities rose by 16%. Compared to figures for January 2009, total unemployment rose by 33%, while the unemployment of persons with disabilities went up by 8%. It is interesting to note that in the first eight months of 2009 a total of 1,162 unemployed people with disabilities found a job, with the number being practically the same for 2006, 2007 and 2008. Finally, according to data from the Fund for the Promotion of Employment of Persons with Disabilities, the share of disabled workers among the total number of employees remains stable and revolves around 3.9% to 4%, which is the same as in previous years. However, to enable a realistic assessment of the situation we also have to consider the number of applications submitted to the Commission establishing the grounds for termination of an employment contract. Compared to 2008, their number significantly increased this year, namely by more than 50%. Similarly, data from the Alliance of Companies Employing Disabled People of Slovenia confirm the thesis that the crisis has not spared Slovenia. During the Government Council for Persons with Disabilities session, the Alliance explained that due to the consequences of the financial and economic crisis observed in the final months of 2008 and in early 2009 the performance of sheltered workshops had worsened. Their orders had been cut by an average of 20–30%. A high number of sheltered workshops requested the subsidy available to companies cutting their working week, and some of them have already initiated bankruptcy procedures or gone into liquidation.

In addition to the general anti-crisis measures, some other measures adopted in 2004 and complemented in 2005 and 2007 have helped curtail the effects of the financial crisis:

- the quota system for the employment of people with disabilities
- a wage subsidy for people in the highest disability categories
- employment rehabilitation services
- protected employment
- supported employment

- incentives for employers creating jobs for people with disabilities in the open labour market
- incentives for companies/firms for persons with disabilities
- the possibility of terminating an employment contract.

With this “array” of measures in the field of employing people with disabilities, the government followed the basic orientations set out in Slovenia’s Development Strategy of 2005: to establish an appropriate balance between the economic efficiency of the market and the social responsibility of individuals and the state acting as their partner. The Ministry is preparing amendments to the Vocational Rehabilitation and Employment of Disabled Persons Act which are expected to be presented to the Government before the end of this year, although the essential content of the measures will not change substantially unless they prove not to be in conformity with the EU regulations.

## Conclusion

The financial and economic crisis has also affected people with disabilities. In some cases more than their “healthy” peers. A welfare state must therefore adopt such policies and measures to reduce the social risks of the most vulnerable groups and strengthen their social inclusion. Times of crisis can also be used to analyse short- as well as long-term measures with which we aim to respond to the challenges we are facing. But, of course, the crisis should also be seen as an opportunity and a challenge to bring to life orientations and undertakings contained in the Convention on the Rights of Persons with Disabilities.

---

# Betka Škerlak

Konfederacije novih sindikatov Slovenije - Neodvisnost  
(KNSS Nedvisnost)  
Confederation of New Unions of Slovenia (KNSS Neodvisnost)

## Projekt »Akademija KNSS« - Spodbujanje razvoja nevladnih organizacij, civilnega in socialnega dialoga



Zasnovali smo projekt,<sup>1</sup> ki bo v prvi vrsti omogočil širokemu krogu sindikalnih zaupnikov poti do uporabnih znanj. Izbrali smo vsebine, za katere smo prepričani, da so najosnovnejše obvezno znanje posameznega sindikalista in bodo zato tudi uporabljene kot **orodje za socialni dialog**, torej za reševanje problemov, ki nastajajo med delodajalci in njihovimi zaposlenimi. Opravili smo analizo potreb in rezultati so pokazali ključ do temeljnega cilja – z znanjem in učinkovito

mrežno podporo je potrebno okrepiti vse udeležene v socialnem dialogu, predvsem tiste na najnižji – podjetniški ravni, torej tam, kjer problemi nastajajo, kjer je nujno iskati takojšnje rešitve in tudi vzdrževati dobre medsebojne odnose. Na ta način lahko pričakujemo krepitev socialnega dialoga, ki ga bo vredno še naprej promovirati med ljudmi, med državljani Evropske unije.

KNSS Neodvisnost bo tako v okviru tega projekta izvedla vsaj šest specifičnih učnih delavnic na področjih:

- koncepti in veščine komuniciranja, poslovno pogajanje;
- osnove finančnega poslovanja in ekonomije, plačni modeli;
- računalniško opismenjevanje – internet in e-pošta ter uporaba odprtih kod za potrebe sindikalnih zaupnikov;
- delovnopravna zakonodaja, delavsko soupravljanje, principi kolektivnih pogodb;
- psihično nasilje na delovnem mestu oziroma mobing;
- ravnaje z invalidi v delovnem okolju.

---

<sup>1</sup> Projekt **Akademija KNSS** je projekt, ki ga delno financira Evropska unija iz Evropskega socialnega sklada ter se izvaja v okviru Operativnega programa razvoja človeških virov, razvojne prioritete Institucionalna in administrativna usposobljenost; prednostne usmeritve Spodbujanje razvoja nevladnih organizacij, civilnega in socialnega dialoga. Predsednik KNSS je Drago Lombar.

Vsaka od izvedenih delavnic bi naj prinesla tudi trajnejšo uporabno vrednost v obliki tematske publikacije oziroma zbornika, ki bo zajel teoretični del predavanja in predstavljene praktične izkušnje prekaljenih sindikalistov ter primere dobrih praks pri delodajalcih, v kolikor jih bomo našli.

Vzporedno tem aktivnostim smo si zadali izgraditi tudi t. i. spletno-socialno skupnost. S tem sodobnim (v resnici res marketinškim) pristopom želimo vzpostaviti **učinkovito podporno okolje** za vse, ki se v imenu sindikata udeležujejo socialnega dialoga. Danes nič ni bolj hitro in bolj priročno kot svetovni splet in zato smo ga tudi prisiljeni uporabljati, če ne želimo zaostajati za družbenimi dogodki.

Akademija KNSS je že zdaj stična točka regijskih sindikatov, ki so člani KNSS Neodvisnost. Bistveno je, da obstoječo mrežo odpiramo tudi za druge organizacije in združenja (drugi sindikati, delodajalske organizacije, nevladne organizacije in združenja, javne institucije ...) kljub temu, da sindikat praviloma deluje le za svoje člane. V okviru projekta bo tako prvič dejansko zaživelo povezovanje in informiranje o aktualnem socialnem dogovarjanju na vseh nivojih. Tako podporno okolje je predvsem nujnost za vsakogar, ki vstopa v proces socialnega dogovarjanja – ne le za sindikaliste, tudi za predstavnike invalidskih organizacij oziroma za vse tiste posameznike, ki so se pripravljene izpostaviti za posamezno skupnost. Za uresničevanje takih zastavljenih ciljev bo dobrodošla cela mreža praktičnih izkušenj in teoretskega znanja, doma in v tujini, kot smo to zastavili.

V tem kontekstu torej KNSS Neodvisnost in Zveza delovnih invalidov Slovenije iščeta stične točke in skupne interese. Institucionalna in administrativna usposobljenost akterjev socialnega dialoga kot temeljni namen projekta torej posredno prispevata celo k implementaciji ciljev Lizbonske strategije. V kolikor je razumeti prioritete aktualnega programskega dokumenta **Evropskega socialnega sklada (OPRČV 2007–2013)** kot vlaganje v usposobljenost socialnih partnerjev za funkcioniranje socialnega dialoga, potem je Akademija KNSS v tem procesu temelj, na katerem bo KNSS Neodvisnost v prihodnje postavljala svoje cilje – le sposobnim in povezanim sindikalnim zaupnikom je smiselno zaupati razvoj in krepitev socialnega dialoga ter istočasno promocijo pomena in vloge ter osveščanje javnosti o implementiranju skupnih evropskih ciljev. Projekt torej nesporno prispeva k uravnoteženosti ekonomske in socialne politike v državi in to ne več le na načelni ravni, kot smo to storili že leta 2003 s pristopom k **Smernicam za delovanje sindikatov v zvezi z zaposlenimi invalidi**. Smernicam je potrebno dati zagon tudi v praksi. Ali je ta zaveza doslej prinesla pričakovane rezultate, je težko reči. Še posebej danes, ko so splošne delavske pravice že močno načete in ni nobena skrivnost, da zaposleni, še posebej invalidni delavci, plačujejo največjo ceno aktualne gospodarske in finančne krize. Zdaj moramo najbolj strniti vrste, da bi se mogli sploh upreti vse bolj pohlepnemu neoliberalizmu in kapitalizmu.

Tukaj, prav v segmentu o mreženju in sodelovanju, je naša vizija usmerjena v prakso, v konkretna delovna okolja:

- Opažamo, da invalidi v praksi izgubljajo pri načelu enakih možnosti za zaposlitev, za njeno ohranitev ali vrnitev nazaj na delo.

- Pogosto invalidi tudi niso člani nobenega sindikata in tako ostajajo pasivni.
- Pre pogosto se zato opušta zastopanje njihovih interesov in uveljavljanje pravic iz delovnopravne zakonodaje.
- Prvo področje, kjer so delodajalci opustili dolžno ravnanje, je zagotovo zagotavljanje varnega in zdravega delovnega okolja, saj je državni sistem nadzora izkazano neučinkovit.
- Zmeraj bolj zgroženi opazujemo, da se v praksi odpušta najprej starejše delavce in invalide ter da se za to uporabljajo grde in krute metode. Sindikalisti smo se dolžni takemu početju delodajalcev odločno upreti in z vsemi možnimi sredstvi pomagati pri uresničevanju pravic pozitivne zakonodaje.

Škoda, da na tej konferenci ni predstavnika delodajalskih organizacij, ki so tudi pristopile k določenim smernicam, da bi odgovoril na vprašanje o uresničevanju načel **Kodeksa ravnanja z invalidnostjo na delovnem mestu**. Strpnost, razumevanje in medsebojno spoštovanje med nami so stvarni, ne samo načelni. Torej bo tudi prav, če na kodeks in sprejete smernice znova in znova skupaj opozarjamo ter jih dejansko približamo ljudem, evropskim državljanom, v praksi.



## The KNSS Academy project - Promotion of the development of NGOs, of civil and social dialogue

The designed project<sup>2</sup> will open up possibilities for a broader circle of trade union representatives to obtain useful knowledge. We have selected contents we believe should form part of every trade union representative's basic knowledge and will thus be used as a **tool for social dialogue** and facilitate the resolution of problems that arise between employers and their employees. Existing training needs were analysed and the results reveal that empowering all participants in social dialogue through knowledge and an effective and supporting network is key to achieving the underlying goal. Most attention should be devoted to the entrepreneurial level since it is there where problems arise and, consequently, where immediate solutions should be sought and good personal relations maintained. We can expect that in this way social dialogue will be strengthened and further promoted among European Union citizens.

As part of this project, the Confederation of New Unions of Slovenia (KNSS Neodvisnost) will hold a minimum of 6 specific workshops in the following areas:

- communication concepts and skills, business negotiation;
- basic aspects of financial management and the economy, wage model;
- computer literacy – use of the Internet, e-mail and open-source software for the needs of trade union representatives;
- labour law, workers' participation, principles of collective agreements;
- psychological violence at work and mobbing;
- treatment of disabled persons in the work environment.

Each workshop is expected to create long-term value as its results will be disseminated in the form of a thematic publication or proceedings that will consist of a theoretical part containing all the lectures given and present practical experience of accomplished union representatives and possible examples of good practice on the part of employers.

Parallel to this, a so-called online social community will be set up. With this modern (and, truth be told, marketing-oriented) approach we wish to create an **effective support environment** for all participants in social dialogue representing the interests of trade unions. No modern tool is faster or handier than the World Wide Web and we are all forced to use it unless we want to lag behind.

The KNSS Academy already acts as a juncture for regional trade unions that are mem-

---

2 The KNSS Academy project is co-financed by the European Social Fund and is being implemented under the Operational Programme for Human Resources Development, priority axis Institutional and Administrative Capacity, main type of activity: Promotion of the development of NGOs, of civil and social dialogue. President of the KNSS is Drago Lombar.

bers of KNSS Neodvisnost. It is essential that the existing network be now opened up to include other organisations and associations (other trade unions, employers' organisations, NGOs and societies, public institutions) even though, as a rule, trade unions only carry out activities on behalf of their members. This project will thus for the first time build strong links between all stakeholders and facilitate the exchange of information on topical social dialogue issues among them. Such a supportive environment will prove its worth to everybody entering the social agreement process – not only union representatives, but also disability organisations' representatives and all individuals who are ready to speak up on behalf of a certain community. In order to attain these goals, one will need to tap into the network of practical experience and theoretical knowledge that is available both within and beyond national borders.

In this context, KNSS Neodvisnost and the Federation of Disabled Workers of Slovenia seek to define common points and interests. The greater institutional and administrative capacity of participants in social dialogue, which is the main aim of the project, also represents an indirect way of implementing the Lisbon Strategy goals. A priority of the European Social Fund's Operational Programme for Human Resources Development in the Period from 2007 to 2013 is investing in the capacity of social partners to foster the functioning of social dialogue. In this sense, the KNSS Academy will serve as a basis for determining future goals KNSS Neodvisnost may wish to pursue: it is our belief that the development and strengthening of social dialogue is best left to competent union representatives who work in close interaction and, simultaneously, can best promote its purpose and role while raising public awareness about the implementation of common European goals. The project therefore clearly contributes to a balance between economic and social policies in Slovenia. Our work in this direction was demonstrated in principle in 2003 when we acceded to the **Guidelines for Trade Union Activities Concerning Disabled Workers**. The effect of these guidelines should also be visible in practice. It is difficult to assess whether this commitment has already yielded the expected results. This is especially so today when general workers' rights are being significantly encroached upon and it is no secret that employees, especially disabled workers, are paying the highest price for the present economic and financial crisis. It is now that we must close our ranks so as to be able to resist the ever greedier neoliberalism and capitalism.

In this area of networking and co-operation, our vision focuses on practice, on specific work environments:

- We are noticing that in practice persons with disabilities are finding it harder to assert the principle of equal opportunities when seeking, maintaining or returning to employment.
- Frequently, persons with disabilities are not members of any trade unions and thus remain passive.
- For this reason their interests are all too often not represented and their rights under labour law are not exercised.
- The first area where employers ignore the appropriate action is clearly that of guaranteeing a safe and healthy work environment as the national system of

controls is demonstrably ineffective.

- We are particularly displeased with the ever more common practice of employers first dismissing older employees and disabled workers, using ugly and cruel methods to that effect. Trade unionists have an obligation to oppose such behaviour with all their determination and to use all means available to assert the rights granted by positive legislation.

It is unfortunate that no representative of employers' organisations is attending this conference as they, too, have committed themselves to following certain guidelines and we would be interested in hearing how they are implementing the principles of the Code of Practice on Managing Disability in the Workplace.

Our tolerance, understanding and mutual respect are genuine and do not only exist only in principle. It is only right and proper to stress the importance of the code and the adopted guidelines and to truly bring them closer to people, to European citizens, so that they can also be felt in real life.

---

## Adrienne Vécsey, menadžerka/ Manager

Civilno neprofitno javno podjetje, Nacionalna zveza invalidskih organizacij Madžarske - ME0SZ  
Civil Non Profit Public Company, National Federation of Disabled Persons' Associations Hungary ME0SZ

# Zaposlovanje invalidov na Madžarskem



Naj se predstavim: ime mi je Adrienne Vécsey in sem direktorica družbe Civil Nonprofit Ltd., ki je madžarsko invalidsko podjetje s sedežem v kraju Úllő, 20 km od Budimpešte. V svoji predstavitvi bom govorila o zaposlovanju invalidnih oseb na Madžarskem, za kar bom uporabila zgled našega podjetja.

Dovolite, da začnem z nekaj osnovnimi informacijami, da bi razložila položaj na Madžarskem. Zaposlovanje invalidnih oseb sega v pozna 80. leta prejšnjega stole-

tja, ko se je v naši državi kot posledica tržnega gospodarstva pojavila brezposelnost. Takrat so se vsi, ki so postali brezposelni in so imeli zdravniško spričevalo o invalidnosti, upokojili kot invalidi. V 90. letih pa so bili sprejeti zakoni o brezposelnosti in ustanovljen je bil državni zavod za zaposlovanje. Odtlej se lahko invalidi vključijo v sistem varstva brezposelnih oseb.

Trenutno so možnosti zaposlitve za invalide veliko slabše kot za ostalo prebivalstvo. Razlog za to je njihova slaba usposobljenost. 70 % brezposelnih invalidov ima le osnovnošolsko izobrazbo, med neinvalidi pa je takih 50 % brezposelnih oseb. Število zaposlenih invalidov se giblje med 40.000 in 50.000, kar predstavlja 8-odstotno stopnjo zaposlenosti. To je močno pod povprečjem EU, kjer nekatere države dosegajo celo 50-odstotno stopnjo zaposlenosti invalidov.

Madžarska poslovna združenja, ki zaposlujejo nad 20 delavcev, morajo imeti med zaposlenimi 5 % invalidov. Podjetja, ki te zahteve ne izpolnjujejo, so za vsakega invalida, ki bi ga morala zaposliti, državi dolžna plačevati rehabilitacijsko nadomestilo v višini 178.000 HUF (kar ustreza približno 680 EUR) in ta sredstva služijo podpori zaposlitvene rehabilitacije. Večina podjetij se raje odloči za plačilo nadomestila kot za zaposlitev invalidne osebe. Vlada namerava v letu 2010 ta prispevek drastično zvišati, kar bi lahko utrla pot k integriranemu zaposlovanju.

Podjetja, ki zaposlujejo več kot predpisanih 5 % invalidov, so upravičena do subvencij.

Država na ta način podpira odpiranje novih delovnih mest za invalide, vključene v zaposlitveno rehabilitacijo, čeprav je izvajanje tega ukrepa trenutno zadržano. Taka podjetja so upravičena do davčnih in drugih olajšav in lahko prejmejo državno subvencijo, če so pridobila potrdilo o akreditaciji.

Akreditacijo izvaja Državni zavod za zaposlovanje. Eden od ciljev akreditacije je zagotoviti, da so za zaposlitev na razpolago ustrezni človeški in finančni viri in da delovni pogoji ustrezajo delavčevim fizičnim in umskim sposobnostim. Nadaljnji pomembni vidik je, da naj bi invalidi opravljali najvišjo možno raven dela glede na svoje stanje. To pomeni, da bi morali ne le imeti dostop do takih delovnih mest, za katera je potrebno usposabljanje, temveč tudi do tistih, ki zahtevajo več strokovnega znanja. Strokovnjak za akreditacijo preveri na kraju samem, ali so ti pogoji izpolnjeni.

Na Madžarskem poznamo tri ravni akreditacije. Osnovna raven omogoča delodajalcu, da prejme državno subvencijo, četudi zaposluje zgolj enega invalida. Subvencija lahko znaša 60–100 % plače in nadomestil invalidnega delavca. V drugo raven se uvrščajo organizacije za izvajanje rehabilitacije, ki zaposlujejo vsaj 20 in ne več kot 50 invalidnih oseb. Pri teh delodajalcih mora delovati vsaj en strokovnjak za rehabilitacijo. Subvencija znaša toliko kot na osnovni ravni. Najvišjo raven predstavljajo invalidska podjetja. Ta morajo zaposlovati vsaj 50 invalidov. V teh organizacijah delajo zlasti tisti, ki na prostem trgu dela niso uspeli najti zaposlitve. Te organizacije lahko poleg davčnih in drugih olajšav zaprosijo tudi za podporo za osnovna sredstva in povrnitev stroškov za mentorje.

Madžarske invalidske pokojnine in druga nadomestila so na splošno zelo nizka. Višina pokojnine je odvisna od starosti in delovne dobe, zato se večina invalidov želi delati. V zadnjih letih je bil dohodek, ki ga je dovoljeno zaslužiti ob pokojnini in drugih dodatkih, omejen, in sicer lahko zaslužek prejemnikov invalidske pokojnine znaša toliko kot minimalna plača, kar je približno 275 EUR na mesec.

## Civil nonprofit LTD

Logotip naše družbe Civil Nonprofit Ltd. prikazuje ljudi, ki si pomagajo in se objemajo. Vsakdo, ki ga vidi, lahko razume, da je naš namen pomagati ljudem in jih podpreti. Naše podjetje je leta 2000 ustanovila krajevna Zveza telesnih invalidov. Poglavitni cilj je bil odpirati delovna mesta za zaposlitveno rehabilitacijo za člane zveze in druge invalide. Od leta 2007 delujemo kot invalidsko podjetje v skladu s sporazumom, sklenjenim z ministrstvom za socialne zadeve in delo.

Sodelujemo z državnim zavodom za zaposlovanje, lokalnimi oblastmi, nacionalnimi in regionalnimi invalidskimi organizacijami, kot so zveze telesnih invalidov, duševnih invalidov, oseb z okvaro sluha ali vida. To je nadvse pomembno, saj našim invalidnim delavcem omogoča neposreden stik z njihovim interesnim združenjem. Skupaj organiziramo programe, usposabljanja in konference. Zelo smo zadovoljni, da veliko študentov višje- in visokošolskih programov za opravljanje delovne prakse izbira naše podjetje in na podlagi svojih izkušenj pri nas piše diplomske naloge.

Družba Civil Nonprofit Ltd. zaposluje približno 410 do 420 ljudi, od katerih je 92 % invalidov. Naš sedež je v kraju Úllő, 20 km od prestolnice, vendar imamo dodatnih šest izpostav. Naši delavci so zaposleni za krajši delovni čas v obsegu 4 do 7 ur, odvisno od njihovega telesnega ali duševnega stanja.

Prve delavce smo zaposlili leta 2000, in sicer 20 v šiviljskem oddelku in 30 v pakirnici. Število zaposlenih je v preteklih letih ves čas naraščalo in z novimi naročili smo zaposlovali nove invalide. Lokalne oblasti ali zveze so nas večkrat nagovarjale k odprtju novega obrata v njihovem okolju, da bi za prebivalce ustvarili delovna mesta. Leta 2005 pa je država število ljudi, ki smejo prejemati podporo, omejila, zaradi česar smo morali odpustiti več kot sto zaposlenih. Odtlej je število naših delavcev zlagoma rastle in preseгло 400.

Več kot polovica naših delavcev je starejših od 50 let in če omenim še, da je 76 % žensk, lahko razumemo, v kolikšni meri so prikrajšane na trgu dela. Večina jih želi pri nas ostati do 62. oz. 65. leta, da bi jim bilo prihranjeno iskanje drugega delovnega mesta. Zato jih je težko integrirati.

Nad 80 % naših zaposlenih je del delovne sposobnosti izgubilo zaradi bolezni. So nizko usposobljeni, kar je nasploh značilnost tega sektorja. 44 % jih ima zgolj osnovnošolsko izobrazbo.

Med našim osebjem je 8 % neinvalidnih delavcev, ki delujejo kot mentorji in pomagajo pri delu invalidnim in nekaterim pisarniškim delavcem. 69 % naših zaposlenih ima vsaj 50-odstotno okvaro zdravja in pri iskanju zaposlitve v drugih segmentih trga dela niso bili uspešni.

Med zaposlitveno rehabilitacijo izvajamo naslednje dejavnosti:

V mestu Úllő delujemo v štirih zgradbah, ki se raztezajo na površini 2000 m<sup>2</sup>. Tam izvajamo ročno in strojno pakiranje. Pakiramo in označujemo predpakirana živila, kozmetične, higienske, pisarniške izdelke in revije. Nato jih zapakiramo v velike škatle in na paletah odpeljemo nazaj k naročniku. Zaposleni izdelke označujejo in pakirajo sede. Delo bi bilo monotono, če se blago, ki ga moramo zapakirati, ne bi iz dneva v dan spreminjalo. Pri delu sledimo načelom sistema HACCP, naši naročniki pa so velike multinacionalke, kot so Unilever, Sara-Lee in SPAR. Delo naših invalidnih delavcev izpolnjuje najvišje kakovostne in higienske zahteve.

Na vsaki od naših izpostav omogočamo zaposlitev pod posebnimi pogoji, v okviru katere lahko naši delavci z veliko oviranostjo opravljajo koristno in produktivno delo.

Naši prostori na sedežu FIMITIC v Vácu so blizu dnevnega centra za invalidne osebe. Stanovalci centra se prav tako zaposlujejo v tamkajšnjem obratu, kjer 50 ljudi proizvaja elektronske rezervne dele za cestne svetilke. Prav tako smo zelo ponosni na izredno kakovostne ribiške plovce (ki jih izdelujemo v Vácu), s katerimi je madžarska ribiška reprezentanca pred nekaj leti zmagala na svetovnem prvenstvu. Proizvodnja ribiške opreme in elektronskih rezervnih delov je razdeljena v številne manjše delovne procese, tako da lahko delavcem najdemo tisto delo, ki jim najbolj ustreza. V Vácu

so med zaposlenimi tudi mlade osebe z motnjo v duševnem razvoju, ki v terapevtske namene delajo po 4 ure na dan, pri tem pa sodelujemo z dnevnim centrom za duševno prizadete osebe.

Imamo dva šiviljska oddelka: v enem je zaposlenih 15, v drugem pa 80 delavcev. Šivamo delovna in vojaška oblačila. Izvajamo veliko del, ki se jih da zlahka priučiti in se opravljajo ročno in sede: izdelovanje darilnih vrečk iz papirja, izdelovanje zaščite iz plastične folije za gradbene površine, izdelava svilnatega cvetja.

Zaposlitveno rehabilitacijo vodijo naši strokovnjaki na podlagi triletnega strokovnega programa. Ustvarjamo delovno okolje brez ovir ter v skladu s programom zaposluje mentorje. Naši strokovnjaki s področja sociale pripravijo osebni rehabilitacijski načrt za vsakega posameznega invalidnega delavca. Na tej podlagi izvajamo storitve, ki spodbujajo rehabilitacijo, karierni napredek ali nadaljnje usposabljanje. Po ustreznem usposabljanju in pripravi primerni zaposleni našega podjetja vstopijo na trg dela.

Našim invalidnim delavcem nudimo brezplačne storitve, kot jih navaja pravilnik. Na področju socialnih storitev vključujejo pomoč pri usmerjanju življenja, pravno svetovanje, pomoč pri socialnem vključevanju, družinsko svetovanje. Pri storitvah trga dela nudijo informacije o trgu dela, poklicno svetovanje, poklicno usmerjanje, usmerjanje rehabilitacije, psihološko svetovanje. Te storitve deloma izvajajo naši strokovnjaki v skladu s sporazumom, deloma pa strokovnjaki naše ustanoviteljice, Zveze telesnih invalidov. Nudimo tudi storitve, ki v pravilniku niso navedene, npr. prevoz na delo in domov, izposoja pripomočkov, terapevtske vaje, zdravstveno in prehransko svetovanje. Prepričani smo, da je življenje, ki ni posvečeno delu, prav tako del rehabilitacije, zato za zaposlene organiziramo številne skupne dejavnosti, kot so ekskurzije, plesi, kuharska tekmovanja in športni dnevi invalidov.

## Employment of People with Disability in Hungary

Let me introduce myself, my name is Adrienne Vécsey and I am the managing director of the Civil Nonprofit Ltd, which is a Hungarian sheltered employer situated in Üllő, 20 kms from Budapest. During my presentation, I will be talking about the employment of people with disability in Hungary through the example of our own company.

Let me start with some background information to explain the situation in Hungary. The employment of disabled people emerged in the late 1980's when unemployment appeared as a consequence of market economy in our country. At that time, everybody who became unemployed and got a medical record of his/her disability became a disability pensioner.

In the 1990's laws handling unemployment were enacted and the national employment office was established. Since then disabled people have had the opportunity to get into the system of unemployed provision.

At present, the chances of getting work for the people with disability is much worse than for the whole population. The reason for this is their low qualifications. 70% of the disabled people have only primary education, while this rate is 50% for the non-disabled. The number of employed disabled people is between 40,000 and 50,000, which is equivalent to 8% employment rate. This is well behind the EU rate, which can be even 50%.

In Hungary business associations employing more than 20 people are obliged to employ 5% disabled people. Companies which fail to fulfil this requirement are bound to pay 178.000 HUF per capita (about 680 €) rehabilitation contribution to the state. Most companies prefer to choose paying this sum rather than employing disabled people. The government plans to rise the contribution drastically from 2010, which can clear the way to integrated employment. Rehabilitation employment is supported by this money.

The companies which employ more than the prescribed 5% can be subsidized. In this way the state supports the creation of new rehabilitation jobs - this is suspended at the moment. Such companies can claim tax and other allowances. They can also get a state subsidy on condition they have acquired an accreditation certificate.

Accreditation is performed by the Public Employment Service. One aim of this is to make sure that the proper human and financial resources are available for the employment and that the working conditions suit the worker's physical and mental state. The other important thing is that the disabled workers should do the highest possible level of work according to their state. So they should be provided with not only jobs requiring training but also jobs requiring more professional knowledge. The accreditation expert checks personally on the spot whether these conditions are fulfilled or not.



In Hungary there exist three accreditation levels. The basic level enables the employer to get the state subsidy even if they only employ one disabled person. This subsidy can be 60–100% of the disabled person's salary and its benefits. The second level is the rehabilitation organisation, the condition of which is to employ at least 20, but not more than 50 disabled people. These rehabilitation employers have to have at least one rehabilitation expert. The subsidy is the same as at the basic level. The highest level is sheltered employment. Companies are obliged to employ at least 50 disabled people. The people working for these organisations are especially those who could not get a job in the open labour market. These organisations can apply for support of assets and costs of personal conductors besides tax and other benefits.

In Hungary the amount of disability pension and other allowance is generally very low. The amount of pension depends on age and employment history. So most disabled people want to work. In the past years income beside pension and other benefits has been limited. Disability pensioners can earn as much as the minimum wage, that is about 275 € a month.

## Civil Nonprofit LTD.

The logo of the Civil Nonprofit Ltd. shows people helping and embracing each other. Anybody who looks at this can see that our purpose is to help and support people. Our company was established in 2000 by the Association of People with Physical Disability of Üllő. Its main goal was to create jobs for its members and other disabled people. That is rehabilitation employment. Since 2007 we have been operating as a sheltered employer in accordance with the agreement with the Ministry of Social Affairs and Labour.

We cooperate with the public employment service, local authorities, national and regional organisations of the disabled such as the associations of people with physical disability, intellectual disability, hearing disability and visual disability. This is very important because our disabled employees can get in direct connection with their association of interest. We organise programmes, trainings and conferences together. We are very happy that a lot of university and college students choose our company as a placement and write their theses based on the experience gained here.

The Civil Nonprofit Ltd. employs about 410–420 people, 92% of them are disabled. Our head office is in Üllő, 20 kms from the capital and we have 6 more premises. Our employees work part-time, i. e. from 4 to 7 hours, depending on their physical or mental state.

In 2000 we started employment with a sewing section of 20 and a packaging section of 30. The number of our employees has increased continuously in the past years, getting new orders we took on new disabled people immediately. Several times we have been asked by local authorities or associations to open a new facility in their settlements to create jobs for the inhabitants. In 2005 the state limited the number of people to be supported, so we had to dismiss more than 100 employees. Since then the number of our employees has steadily increased to over 400.

More than half of our employees are over 50 and if I add that 76% of them are women, then we can see how disadvantaged they are on labour market. Most of our employees aim to work for us until they reach 62 or 65 years so that they would not have to look for another place of work. Therefore, it is difficult for us to integrate them.

More than 80% of our employees lost part of their abilities of work owing to a disease. Their qualifications are low, which is a characteristic feature of this sector. 44% of them only have primary education.

Our staff includes 8% non-disabled employees, they are the personal conductors, who help the disabled and some office workers with their work. 69% of our employees have at least 50% health detriment. They could not get a job in other segments of the labour market.

During rehabilitation employment we perform the following activities.

In Üllő we have a facility consisting of 4 buildings with an area of 2.000 square metres. Here we do manual and mechanical packaging work. We pack and label pre-packed food, cosmetics, hygienic products, stationery, magazines and package them. Then they are put into big boxes and transported on pallets back to the customer. Our employees do packing and labelling in a sitting position. Work would be monotonous if goods to be packed did not change day by day. We operate with HACCP system and work for big multinational companies such as Unilever, Sara-Lee, SPAR. Work done by our disabled employees meets the highest quality and hygienic requirements.

In our every facility we have therapeutic employment, where our employees with considerable handicaps can do worthy productive work.

Our facilities at the headquarters of FIMITIC in Vác are near the day-centre for the disabled. People living in the centre are also employed in our facility in Vác where 50 people manufacture electronic spare parts for street lights. We are very proud of our excellent quality fishing floats made in Vác, with which the Hungarian anglers team won the world championship some years ago. Both, manufacturing fishing items and electronic spare parts consist of a lot of smaller working processes so we stand a chance of finding the best fitting job for each of our workers. In Vác young people with intellectual disability work 4 hours a day with therapeutic aim in cooperation with the day-centre for the mentally handicapped.

We have two sewing sections, one of them operates with 15 people and the other with 80. We sew work clothes and army clothes. We have many jobs that can be easily learned and done manually and in the sitting position: making gift bags out of paper, making covers out of plastic films to be used in building sites, assembling silk flowers.

Employment rehabilitation is performed by our experts based on our three-year professional programme. We create obstacle-free working environment and employ conductors in accordance with the programme. Our social experts work out a personal rehabilitation plan for every disabled employee. On the basis of this plan we provide services which promote rehabilitation, professional progress or further training. After

proper training and preparation our suitable employees are sent to the labour market.

Our disabled employees are provided with free services ensured by regulations. These are the following human services: life-leading guidance, legal advice service, social administration, family counselling. Labour market services include: providing information concerning the labour market, occupational counselling, vocational guidance, rehabilitation guidance, psychological counselling. These are provided partly by our own experts and partly by the experts of our founder, i. e. the Association of People with Physical Disability. We also provide services not stated in the regulations such as transport to work and back home, lending aids, therapeutic exercises, medical and dietician counselling. According to our conviction that life outside the working time is also part of rehabilitation we organise a lot of common programmes for our workers. These are excursions, balls, cooking competitions, and para-sport days.

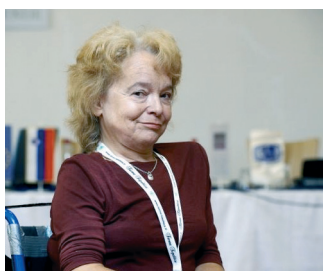
---

## Malgorzata Koter-Morgowska, sekretarka/secretary

Poljska zveza organizacij telesnih invalidov  
Ogólnopolska Federacja Organizacji Osób Niepełnych  
Ruchowo - OFOONR

Polish Federation of Organizations of Persons with Physical Disability

# Zaposlovanje invalidov na Poljskem



Zaposlovanje invalidov na Poljskem spodbujata zlasti sistem kvot in sistem delnega subvencioniranja njihovih prejemkov. Obstajajo tudi druge zakonodajne rešitve, ki naj bi ohranile in povečale zaposlenost invalidov na Poljskem.

Nekateri od zakonov, ki so pomembni za zaposlitveni položaj invalidov na Poljskem, imajo splošen značaj (npr. Kodeks dela in Zakon o spodbujanju zaposlovanja), nekateri pa so specifični in urejajo položaj invalidov. Kodeks dela določa pravice in obveznosti delodajalcev in delavcev ter opredeljuje obvezna pravila, ki ščitijo interese zaposlenih. Zakon o spodbujanju zaposlovanja in o ustanovah na trgu dela določa obveznosti države na področju spodbujanja zaposlovanja, lajšanja brezposelnosti in osredotočanja na poklicno aktivacijo. Ta zakon je predpis splošnega značaja in velja za vse državljane, ob tem pa predvideva tudi posebne dejavnosti za nekatere določene kategorije brezposelnih, med drugim invalide, ki so na zavodih za delo registrirani kot brezposelne osebe ali "iskalci zaposlitve" (in so torej upravičeni do invalidske pokojnine, vendar nimajo službe).

Poleg tega obstajajo na Poljskem druge posebne rešitve, katerih namen je pospeševanje zaposlovanja brezposelnih in so namenjene le tej socialni skupini. Te dejavnosti ureja Zakon o poklicni in socialni rehabilitaciji ter zaposlovanju invalidnih oseb. V skladu s tem zakonom imajo delodajalci z vsaj 25 delavci zakonsko obveznost, da zaposlujejo invalide. Zahtevani delež invalidov med zaposlenimi je običajno 6 %, neizpolnjevanje te zahteve pa se kaznuje s plačilom globe, ki jo morajo delodajalci plačati na račun Državnega sklada za rehabilitacijo invalidov (PFRON). Dodatni kvotni sistem se uporablja v izobraževalnih enotah, kot so šole in univerze. Te morajo dosežati 2-odstotno kvoto, vendar smejo vanjo šteti bodisi invalidne delavce ali podvojiti skupno število invalidnih dijakov oz. študentov.

Zaposleni invalidi imajo z vidika delovnega časa posebne pravice. Nihče od njih ne sme biti dolžan delati več kot osem ur na dan in 40 ur na teden. Od zaposlenih zmerno ali težko prizadetih oseb se ne sme zahtevati, da bi delale več kot sedem ur na dan in 35

ur na teden. Prav tako ne smejo opravljati nadur ali nočnega dela. Odmori med delom so za invalidne delavce 15 minut daljši kot za ostale. Zaposlene zmerno ali težko prizadete osebe so upravičene do dodatnih 10 dni dopusta. Prav tako imajo pravico, da zaradi zdravstvenega pregleda ali zdravljenja, nakupa ali popravila ortopedske opreme zapustijo delovno mesto, ne da bi to vplivalo na njihov prihodek. Upravičene so tudi do 21 dni dodatnega dopusta zaradi potrebe po rehabilitaciji.

Poljski delodajalci, ki izpolnjujejo zahtevano kvoto invalidnih delavcev, prejemajo v zameno finančne spodbude. Upravičeni so do sredstev za prilagoditev delovnega mesta v skladu s potrebami invalidne osebe. Stroški prilagoditve delovnega mesta se lahko povrnejo iz javnih virov do višine 20 povprečnih mesečnih plač. Delodajalec lahko zniža stroške prispevkov za socialno zavarovanje, ki ga plačuje za invalidnega delavca, saj se glavnina teh prispevkov povrne iz javnih virov. Poleg tega lahko delodajalec, ki izpolnjuje zahtevano kvoto invalidnih delavcev, iz Državnega sklada za rehabilitacijo invalidov prejme mesečno povračilo plače za invalidne osebe.

Zakon o poklicni in socialni rehabilitaciji ter zaposlovanju invalidnih oseb predvideva tudi več dodatnih možnosti zaščitenih delovnih mest. Na Poljskem obstajata dve obliki za zaposlovanje na zaščitenem trgu dela: invalidska podjetja in dnevni delovni centri. Invalidska podjetja se ustanovijo na podlagi pogodbe med državo in delodajalci, ki se zavežejo k izpolnjevanju določenih obveznosti in meril. V zameno prejmejo vrsto davčnih olajšav in subvencij ter podporo za financiranje plač invalidnih delavcev. Delodajalec lahko za status invalidskega podjetja zaprosi, če zaposluje vsaj 25 ljudi. Med zaposlenimi mora imeti vsaj 40 % invalidnih oseb ali vsaj 30 % slepih ali oseb z motnjami v intelektualnem ali duševnem razvoju. Ta podjetja morajo biti v celoti prilagojena posebnim potrebam invalidov in morajo nuditi mentorstvo in rehabilitacijo.

Dnevni delovni centri nudijo zaposlitev težjim invalidom (in od julija 2007 tudi zmerno prizadetim osebam z avtizmom in osebam z intelektualnimi ovirami). Take osebe morajo predstavljati vsaj 70 % vseh zaposlenih v podjetju. Namen teh podjetij je pripraviti težko prizadete osebe na življenje v odprtem okolju s pomočjo socialne in poklicne rehabilitacije in podpore, da bi živele polno, neodvisno in dejavno življenje. Vendar pa je na Poljskem takih podjetij precej malo.

V zadnjih nekaj letih smo na Poljskem sprejeli nekaj pomembnih zakonodajnih sprememb, ki vplivajo na položaj zaposlenih invalidov. Nedavne spremembe in dopolnitve Zakona o rehabilitaciji zmanjšujejo razliko med prejemki, povezanimi z zaposlovanjem invalidnih oseb, do katerih so upravičena invalidska podjetja na eni in delodajalci z odprtega trga dela na drugi strani. Od leta 2004 veljajo za subvencionirano zaposlitev nova pravila in z njimi koncept »sredstva se vežejo na osebo« (ang. »funds follow the person«). Delodajalec, ki daje delo invalidni osebi, je upravičen do mesečne subvencije Državnega sklada za rehabilitacijo za delno financiranje plač invalidov. Stopnja financiranja je odvisna od stopnje invalidnosti in je znatnejša za osebe s priznanim statusom invalida višje kategorije. Vendar pa je delodajalec odprtega trga dela upravičen do nižjih zneskov kot invalidska podjetja, pri čemer so prejšnja pravila veljala le za

invalidska podjetja. Z letom 2010 bo to razlikovanje med povračili za plače invalidov v »običajnih« in invalidskih podjetjih odpravljeno.

Od leta 2004 lahko Državni sklad za rehabilitacijo delodajalcu, ki zaposluje invalida, povrne stroške zaposlitve za osebo, ki invalidu pomaga pri delu. Ta pomoč se lahko nudi v obliki lajšanja komunikacije ali izvajanja operacij, ki jih invalidni delavec ne more ali zmore opravljati. Število ur, ki so potrebne za pomoč invalidu, ne sme preseči 20 % števila ur, ki jih opravi invalidni delavec. Vendar pa se ta ureditev v praksi ne izvaja pogosto.

Spremembe in dopolnitve Kodeksa dela in Zakona o spodbujanju zaposlovanja so okrepile zaščito invalidov pred diskriminacijo pri zaposlovanju, dostopu do poklicnega usposabljanja in svetovanja. Spremembe, ki jih uvajata Zakon o spodbujanju zaposlovanja in Zakon o rehabilitaciji, omogočajo invalidom, ki so registrirani na okrajnih zavodih za zaposlovanje kot iskanci zaposlitve, da izkoristijo nekatere instrumente trga dela in programe, ki so bili doslej namenjeni le tistim invalidom, ki so registrirani kot brezposelni. To so zelo pomembne spremembe, saj so prejšnja pravila tistim invalidom, ki so upravičeni do pokojnine zaradi nezmožnosti za delo ali do socialne pokojnine, omejevala dostop do programov in instrumentov trga dela (ker se ne morejo registrirati kot brezposelni).

Obstoječe spodbude niso vedno uspešne pri večanju števila zaposlenih invalidov, zlasti težko prizadetih oseb. Delodajalci pogosto raje plačajo globo, ki je zagrožena v primeru njihovega nezaposlovanja. Negativen odnos delodajalcev in včasih tudi sodelavcev predstavlja dodatno oviro pri zagotavljanju dostopa invalidov do zaposlitve.

Konec 90. let prejšnjega stoletja in na začetku tega desetletja je brezposelnost na Poljskem skokovito naraščala. Čeprav se je trend obrnil in je stopnja brezposelnosti med splošnim prebivalstvom sistematično padala, se je gospodarska dejavnost invalidov do leta 2007 kljub vsemu manjšala. Nasploh je na Poljskem pri invalidih stopnja zaposlenosti veliko nižja kot pri neinvalidih. Stopnja gospodarske dejavnosti invalidov je v 4. četrtletju 2008 znašala 16,1 % (v primerjavi s 54,2 % vseh oseb nad 15 let). Stopnja zaposlenosti je nizka zlasti pri osebah s statusom težje prizadete osebe (5,1 % v letu 2008). Čeprav stopnja brezposelnosti med invalidi ni veliko višja kot med splošnim prebivalstvom (10,7 % v primerjavi s 7,1 %), je ta zavajajoča, saj se ljudje, ki so upravičeni do pokojnine, ne morejo registrirati kot brezposelni in zato niso všteti v skupno število brezposelnih oseb. Večina invalidov je gospodarsko nedejavnih. Dodatno jih pri tem ovira pravilo, da se izplačevanje socialne pokojnine začasno ustavi, če oseba prejema mesečni dohodek iz zaposlitve, ki presega 30 % povprečne mesečne plače in 130 % v primeru pokojnine zaradi nezmožnosti za delo (če upokojenec prejema mesečni dohodek iz zaposlitve, ki presega 70 % povprečne mesečne plače, se začasno ustavi le izplačevanje pokojnine zaradi nezmožnosti za delo).

Na prostem trgu dela je zaposlena le peščica težko prizadetih oseb. Velika večina invalidov je zaposlena v kmetijstvu (40 %) in na zaščitenem trgu dela (40 %). Na Poljskem obstaja več kot 2.000 invalidskih podjetij, vendar pa večino zaposlenih predstavljajo malo ali zmerno prizadete osebe. Poleg tega obstaja približno 40 podjetij za poklicno dejavnost, ki zaposlujejo okoli 1.500 invalidov.

Del politike dela, ki jo izvaja poljska vlada, je Državna strategija zaposlovanja za obdobje od 2007 do 2013, ki je del Državnega razvojnega načrta za to obdobje. Glavni cilj te strategije z vidika invalidnih oseb je zmanjševanje stopnje invalidov, ki niso naklonjeni iskanju zaposlitve. Dosegli naj bi ga s štirimi metodami:

- a. z razvojem spodbud za delodajalce, da zaposlujejo invalidne osebe;
- b. z lajšanjem samozaposlitve;
- c. s spodbujanjem novih oblik zaposlovanja (npr. delo na daljavo);
- d. z izvajanjem individualnih aktivacijskih načrtov, kot so vključevanje v poklicno usposabljanje, klubi za iskanje zaposlitve, delavnice in drugo.

Večina aktivacijskih projektov poteka v okviru Državnega sklada za rehabilitacijo invalidov. Tovrstni projekti so pogosto sofinancirani iz skladov EU (npr. iz Operativnega programa razvoja človeških virov). Projekte, katerih cilj je spodbujati aktivnost invalidov, lahko izvajajo najrazličnejše ustanove. Te vključujejo lokalne in državne agencije, javno upravo, organe, javne zavode za zaposlovanje in nevladne organizacije (vključno z verskimi). NVO pogosto zagotavljajo poklicno usposabljanje v nejavnih ustanovah in organizirajo agencije za zaposlovanje, ki se osredotočajo na invalidne iskalce zaposlitve in delodajalce, ki iščejo invalidne delavce. Hkrati poteka več medijskih kampanj, ki med delodajalci promovirajo prednosti, ki jih prinaša zaposlovanje invalidov. Te kampanje poudarjajo potencial invalidov, ki se jih običajno obravnava kot homogeno socialno skupino in ne kot posameznike. Zlasti za težko prizadete osebe pogosto velja stereotip, da ne zmorejo izpolnjevati vloge zaposlenega ter da so stranke sistema socialne varnosti, prejemniki miloščine in ne osebe z enakimi pravicami. Medijske kampanje odpravljajo te stereotipe. Na spletni strani Državnega sklada za rehabilitacijo invalidov lahko npr. poiščete projekt z naslovom »Strokovno učinkoviti invalidi« (ang. »Disabled persons professionally efficient« <http://www.sprawnizawodowo.pl/index.php?p=23>), kjer so objavljeni trije spoti o invalidih: o učiteljici brez rok, slepem poslovnežu in gluhem frizerju, ki delujejo na prostem trgu delovne sile. Z omenjenimi medijskimi kampanjami se med drugim pospešuje samozaposlitev invalidnih oseb (tudi Zakon o rehabilitaciji opredeljuje določeno podporo pri odpiranju lastne poslovne dejavnosti).

Na koncu mi dovolite še nekaj besed o novi obliki samozaposlovanja, ki je bila nedavno vključena v poljsko zakonodajo: o družbeni zadrugi. Zadrugno gibanje ima na Poljskem dolgo tradicijo in je prisotno vse od konca druge svetovne vojne, ko so zadruge zaposlovale invalide (čeprav je bila med komunizmom ta tradicija do neke mere prekinjena). Natančni predpisi za družbene zadruge so bili zasnovani leta 2006 z Zakonom o družbenih zadrugah. Uvedba družbenih zadrug na Poljskem je rezultat sodelovanja med poljskim ministrstvom za delo in nevladnimi organizacijami. Družbene zadruge so element vladnih politik, s katerimi želimo ustvarjati delovna mesta in omejiti socialno izključenost in marginalizacijo. Cilj dejavnosti družbene zadruge je voditi skupno podjetje na podlagi vnosa njenih članov in tako podpirati poklicno in socialno vključevanje. Po poljski zakonodaji lahko družbeno zadrugo odprejo le posamezniki iz odrinjenih družbenih skupin, vključno z invalidi (druge skupine so brezposelni, socialno izključene osebe, ki so nezmožne samostojno zadovoljevati osnovne življenjske potrebe, ter osebe, ki živijo v revščini, kar jih izključuje iz družbenega,

poklicnega in družinskega življenja). Na začetku leta 2008 je bilo v podatkovni bazi državnega sodnega registra registriranih približno 120 družbenih zadrug. Večina (80 %) jih deluje v storitvenem sektorju (npr. na področju popravil, gradbenih storitev, gastronomije in storitev oskrbe), le 12 % se jih ukvarja s proizvodnjo (npr. predelavo sadja in zelenjave, svečarstvom in dekoracijo za vrtove). Glavne skupine udeležencev so brezposelni, brezdomci, invalidi, alkoholiki, odvisniki od drog, nekdanji zaporniki, ki se niso zmožni integrirati v skupnost, ter begunci, ki so vključeni v osebni program vključevanja.



## Employment of People with Disabilities in Poland

In Poland employment of people with disabilities is encouraged above all through the quota system and the system of partial subsidising of disabled persons' remunerations. There are also other legislative solutions aiming at maintaining and enhancing the employment of people with disabilities in Poland.

Some of the laws which are relevant to the employment situation of people with disabilities in Poland are of general character (for instance the Labour Code and the Act on Promotions of Employment), some are in the form of disability-specific legislation. The Labour Code describes the rights and duties of employers and employees and provides compulsory rules to protect the employees' interests. The Act on Promotion of Employment and Institutions of the Labour Market specifies the State's obligations to promote employment, mitigate unemployment, and focus on vocational activation. This Act is a regulation of general character applying to all citizens, however, it provides also special actions towards some defined categories of the unemployed, among others towards people with disabilities registered in the labour offices as unemployed or "job-seekers" (entitled to disability pension but without job).

There are also other solutions in Poland of a specific character aiming at promotion of employment of people with disabilities and directed only at this social group. These activities are regulated by the Act on Vocational and Social Rehabilitation and Employment of Persons with Disabilities. According to this Act, employers hiring at least 25 employees have a legal duty to employ people with disabilities. The required percentage of disabled employees is usually 6 percent, and if employers do not meet this obligation, they have to pay a fine to the State Fund for Rehabilitation of Disabled People (PFRON). Another quota system is used in educational units like schools and universities. They are obliged to fulfill a 2 percent quota, but they are permitted to count not only employees with disabilities, but also to double the total number of students with disabilities.

Employees with disabilities have specific rights concerning working hours. All employees with disabilities must not be obliged to work more than eight hours per day and 40 hours per week. Employees with moderate and severe disabilities must not be obliged to work more than seven hours per day and 35 hours per week. They also cannot work overtime or night shifts. Work breaks for employees with disabilities are 15 minutes longer than for others. Employees with moderate and severe disabilities have 10 days of vacation time more than other employees. They have a right of release from work for medical examinations and treatments, and to purchase or repair orthopedic equipment, without losing income. They also have a right to 21 days per year for rehabilitation leave.

In Poland, employers who fulfill the required quota of employees with a disability receive financial incentives in return for the employment for persons with disabilities. Employers can receive resources for workplace adaptation according to the needs of the person with disabilities. Costs of workplace adaptation can be refunded from public resources up to the value of 20 average monthly salaries. The employer can also diminish the cost of social insurance fees paid for an employee with disability because a major part of it is refunded from public resources. Additionally, the employers who fulfill the required quota of employees with disabilities may receive monthly reimbursement for the remuneration of an employee with disability from the State Fund for Rehabilitation of Disabled People.

The Act on Vocational and Social Rehabilitation and Employment of Persons with Disabilities provides also several additional facilities for sheltered labour market. There are two forms of sheltered employment in Poland: sheltered enterprises and occupational activity enterprises. Sheltered enterprises are created on the basis of a contract that the State makes with employers who commit themselves to fulfill certain obligations and criteria. In return, employers receive a set of tax releases and subsidies as well as support for financing the salaries of employees with disabilities. An employer can apply for the status of a sheltered enterprise if he employs at least 25 people. The employer must maintain at least 40% of employees with disabilities, or at least 30 % of which are blind, have intellectual disabilities or mental health disabilities. These enterprises must be fully adapted to special needs of people with disabilities and have to offer guidance and rehabilitation.

Occupational activity enterprises offer employment for people with significant disabilities (and from July 2007 also with moderate disabilities with autism and intellectual disabilities). Such persons must constitute at least 70% of all employees of occupational activity enterprise. The purpose of these enterprises is to prepare people with severe disabilities for life in an open environment, through social and vocational rehabilitation and support for a complete, independent and active life. However, in Poland the number of such enterprises is rather small.

In the last years some important changes were introduced to the legislation relevant to the situation of people with disabilities in employment. Recent changes in the Act on Rehabilitation are minimizing the difference between the benefits connected with employment of people with disabilities for the owner of sheltered enterprises and the employers from the open labour market. Since 2004 new rules concerning subsidised employment are in force and hence the new concept of »funds follow the person«. An employer employing persons with disabilities is entitled to a monthly subsidy from the State Fund for the Rehabilitation to partially finance their salaries. The level of financing depends on the degree of disability and is more profitable for people with a legal disability status of a significant degree. However an open market employer is entitled to smaller amounts than a sheltered market employer, previous rules referred only to employers managing a sheltered workplace. In 2010 this difference in reimbursements of disabled employees' salaries in »regular« and sheltered enterprises will be cancelled.

Since 2004 the State Fund for Rehabilitation can reimburse an employer employing a person with disabilities the costs of employing someone to assist an employee with disabilities at work. This assistance could be provided in the form of facilitating communication or carrying out operations impossible, or too difficult, for the employee with disabilities to perform. The number of hours that are used solely to help the employee with disabilities cannot exceed 20% of the number of hours the employee works. However, this regulation is not commonly used in practice.

The amendments to the Labour Code and the Act on Promotion of Employment have strengthened protection against discrimination in employment, or in access to vocational training and counselling, for people with disabilities. Changes introduced to the Act on Promotion of Employment and Act on Rehabilitation allow people with disabilities, registered in county labour offices as job-seekers, to make use of some labour market instruments and programmes so far reserved only for people with disabilities registered as unemployed. These are important changes because previous rules limited access to labour market programmes and instruments for people with disabilities who have the right to inability to work pension or to social pension (as they cannot register as unemployed).

The existing incentives are not always successful in increasing the number of employed people with disabilities, esp. people with severe disabilities. The employers frequently prefer to pay fines for not hiring them. Negative attitudes of employers and sometimes also co-workers constitute for people of disabilities additional barriers in the access to employment.

The end of the 1990's and the beginning of the current decade witnessed a rapid growth of unemployment in Poland. Although the trend turned positive and the unemployment rate among the general population has been systematically going down, the economic activity of people with disabilities was still decreasing up to 2007. In general, people with disabilities in Poland have much lower rate of employment than people without disabilities. The economic activity rate was 16.1% in the 4th quarter of 2008 (compared with 54.2% of all persons aged 15 years and more). The employment rate is particularly low among people with a disability status of a significant degree (5.1% in 2008). Although the unemployment rate among people with disabilities is not much higher than in the general population (10.7% compared to 7.1%), it is misleading because people who are entitled to pensions cannot register as unemployed and thus are not included in the total number of unemployed people. Most people with disabilities are just economically passive. An additional disincentive provides the regulation in accordance with the social pension has to be suspended when the pensioner receives a monthly income from employment that is higher than 30% of the average monthly wage and 130% in case of inability to work pension (when the pensioner receives a monthly income from employment higher than 70% of the average monthly wage only the part of inability to work pension is suspended).

Very few people with severe disabilities are employed on the open labour market. The overwhelming majority of people with disabilities are employed in agriculture (40%)

and on the sheltered labour market (40%). There are more than 2.000 sheltered enterprises in Poland, however most employees there have a low or moderate degree of disability. Besides that, there are about 40 occupational activity enterprises employing about 1.500 persons with disabilities.

In the labour policy of the Polish government we can find the National Employment Strategy for the years 2007–2013, which is part of the new National Development Plan for 2007–2013. The main goal of this strategy directed towards persons with disabilities is to reduce the rate of people with disabilities who are reluctant to seek employment. There are four main methods to reach this goal:

- a. developing incentives for employers to hire people with disabilities;
- b. facilitation of self-employment;
- c. promotion of new forms of employment (eg. tele-work);
- d. implementation of individual activation plans such as joining vocational trainings, job clubs, workshops, and others.

The majority of activation projects are established in the State Fund for the Rehabilitation of Disabled People. Frequently such projects are co-financed by EU funds (e.g. from Operational Programme Human Capital). Many kinds of institutions are able to implement various projects aiming to make people with disabilities more active. Such institutions include local and state agencies, public administration, authorities, public employment services and non-governmental organizations (including religious ones). NGOs often provide vocational training in non-public institutions and organise employment agencies directed to people with disabilities seeking jobs and to employers who are looking for employees with disabilities. There are also several media campaigns aiming at promotion of benefits for employers connected with hiring workers with disabilities. These campaigns are emphasizing the potential of people with disabilities, stereotypically perceived as a homogeneous social group and not as individuals with a variety of possibilities and talents. Especially people with severe disabilities are often stereotyped as persons who cannot fulfil the role of employee and are above all considered as clients of social welfare system and objects of charity and not people with equal rights. Media campaigns tend to break these stereotypes. For example, on the website of the State Fund for the Rehabilitation of Disabled People there is a project »Disabled persons professionally efficient«

(<http://www.sprawnizawodowo.pl/index.php?p=23>),

where one can see three short films about persons with disabilities: teacher without hands, blind businessman and deaf hairdresser, working on open labour market. These media campaigns are promoting, among others, the self-employment of people with disabilities (also the Act on Rehabilitation provides some support in starting with one's own business activity).

Finally, I would like to say some words about a new form of self-employment added recently to Polish law: the notion of social cooperative. The cooperative movement in Poland has a long tradition and since the end of the Second World War there were

cooperatives that provided employment for people with disabilities (although tradition was to some extent destroyed during the communist period). Detailed regulations for social cooperatives were outlined in 2006 with the Act on Social Cooperatives. The introduction of the social cooperatives in Poland is the result of cooperation between the Polish Ministry of Labour and non-governmental organisations. Social cooperatives are an element of the government's policies aiming to create work places and limit social exclusion and marginalisation. The objective of social cooperative activity is to run a common enterprise based on personal inputs from its members with the goal of supporting the occupational and social integration. According to the Polish law, social cooperatives can be established only by individuals from the marginalised social groups including people with disabilities (the other groups are: unemployed people, people who are socially excluded and unable to satisfy their basic life needs by themselves and people living in poverty, which excludes them from social, occupational and family life). At the beginning of 2008 in the database of the National Court Registry there were approximately 120 social cooperatives. Most of the social cooperatives (80%) are involved in service sector (for instance repair and building services, gastronomy services and care services), and only 12% are involved in production (eg. fruit and vegetables processing, production of candles and gardens decorations). The main groups involved are: the unemployed, homeless, disabled, alcohol/drug addicts, ex-inmates released from penitentiaries and unable to integrate into their community, as well as refugees taking part in a personal integration program.

---

Ing. Monika Vrablova,  
predsednica/President

Slovaška zveza telesnih invalidov  
Slovak Union of Physically Disabled People

## Program in projekti za ohranjanje zaposlenosti invalidov v trenutni gospodarski krizi v Republiki Slovaški



### Kdo je Slovaška zveza telesnih invalidov?

Smo civilno vseslovaško združenje. Naši člani so telesni in težki telesni invalidi, poleg njih pa še starši telesno prizadetih otrok, družinski člani telesnih invalidov in zagovorniki invalidnih državljanov.

### Naši cilji so:

- zagotavljanje socialno svetovanja,
- programi socialne rehabilitacije,
- odprava grajenih ovir,
- pomoč na trgu dela z zaposlovanjem,
- dejavnosti objavljanja,
- izobraževalne dejavnosti,
- pripomočki,
- skrb za otroke in mladostnike,
- kulturno-družbene dejavnosti.

Posvečamo se **izobraževalnim dejavnostim** (npr. usposabljanju na področju informacij-ske in komunikacijske tehnologije, informativnim seminarjem o veljavni zakonodaji, seminarjem na specifične teme, delavnicam) **in prostočasnim dejavnostim** (npr. organiziramo dobrodelne koncerte, razstave obrti, razstave izdelkov vizualne umetnosti, pevska tekmovanja, recitale poezije in proze v slovaščini, madžarščini, ukrajinščini, rusinščini in poljščini). Naše dejavnosti potekajo tudi na področju podpore zaposlo-

vanju invalidov. Želela bi vam predstaviti eno izmed tovrstnih dejavnosti, pri kateri Slovaška zveza telesnih invalidov sodeluje od januarja 2008.

Naslov projekta je **Program za invalide – invalidsko podjetje AV Mobility d.o.o.**; sporazum št. 8/§56/2009/NP II-2. Vsebina projekta je naslednja: izgradnja celovitih storitev za voznike, klicni center za celotno ozemlje Slovaške, izbirno nadomestilo.

Poslanstvo tega projekta je spodbuditi vključevanje invalidov v družbo prek celovitega programa invalidskega podjetja AV Mobility. Program se osredotoča na skrb za invalide (ki bodisi so ali niso vozniki), na izboljševanje njihovih pogojev in večanje mobilnosti, tako da se v njegovem okviru vzpostavljajo pogodbeni centri, ki zagotavljajo storitve počitka, servis motornih vozil ter svetovanje (telesnim) invalidom.

Invalidsko podjetje AV Mobility, ki je začelo delovati 16. septembra 2009, je kot prvo želelo nuditi celovite storitve za invalidne voznike s celotne Slovaške. V prodajnem in predstavitvenem salonu nudi podjetje obširne prodajne storitve in storitve za potrošnike, prodaja prilagojena vozila, nudi prvo pomoč na cestah, svetuje o zakonodaji in postavlja na ogled stalno razstavo.

Namen projekta ni le izboljšati storitve za invalidne voznike, temveč obenem ustvariti nove možnosti za zaposlitev invalidov. Projekt pomembno podpira interese in potrebe invalidov in poudariti gre, da so bili doslej tovrstni projekti redkost, zato smo se odločili, da bomo v njem sodelovali kot projektni partner. Širjenje primerov dobre prakse na področju ustvarjanja in ohranjanja delovnih mest, ki so primerna tudi za invalide, je eden on načinov večanja zaposljivosti invalidov in ustvarjanja priložnosti za njihovo zaposlitev na bolj raznovrstnih in bolj plačanih prostih delovnih mestih. Za projekt se zanimamo zlasti zaradi njegovega vidika vključevanja invalidov, saj spoštuje potrebe invalidov na področju prevoza (z motornim vozilom) kot tudi na področju zaposlovanja, pristočasnih dejavnosti, rehabilitacije in izobraževanja. Omogoča vključevanje invalidov v številna področja družbenega življenja.

V drugem delu predstavitve bi želela orisati ključna dejstva, povezana s projektom.

## Namen in cilji projekta so:

- zagotavljanje celovitih storitev – boljše vključevanje invalidov v družbo;
- skrb za slovaške (telesne) invalide voznike, podpiranje njihove samostojnosti;
- izboljšanje pogojev v smislu časa, mobilnosti in cene za skrbnike oz. pomočnike invalidov;
- vzpostavitev mreže pogodbenih centrov, ki nudijo storitve prodaje in servisa motornih vozil in svetovanja invalidom; povezana je s klicnim centrom in mnogimi cenovnimi ugodnostmi (AV Mobility + uvozna, servisna mreža );
- brezplačen klicni center, ki deluje 24 ur na dan – centralizacija pomoči po telefonu 24 ur na dan (storitev prek mobilnega telefona, storitev ob okvari, zavarovani dogodki), izvedba, svetovanje – kontaktna oseba, neposredno komuniciranje s težko prizadeto osebo, (povratne informacije);



- agencija za prodajo novih motornih vozil s cenovnimi ugodnostmi;
- servis motornih vozil;
- montaža – prilagoditev motornih vozil z garancijo proizvajalca;
- sodelovanje z drugimi invalidskimi podjetji – zagotavljanje storitev, izbirna nadomestila za podjetja v skladu z zakonom št. 5/2004 o storitvah zaposlovanja;
- organizacija in izvedba družabnih dogodkov za invalide;
- prilagojena motorna vozila za avtošolo in prevoz težko prizadetih oseb;
- program usposabljanja za težko prizadete osebe, poslovni inkubator, podpora za invalidne poslovneže;
- ustvarjanje priložnosti za spoznavanje (portal za navezovanje stikov »coo«, ki je del spletne strani);
- kompleks enot za varovano nastanitev;
- posamezniku prilagojeno kurativno bivanje;
- rehabilitacijski centri.

Namen projekta ni le, da bi zasnovali obsežne storitve za invalidne voznike, temveč želimo z njim hkrati ustvariti več možnosti za zaposlitev invalidov.

## Izbirno nadomestilo za AV Mobility

1. spletna stran AV Mobility (stran se še preoblikuje);
2. e-trgovina;
3. stalna predstavitev v salonu motornih vozil in v prostorih sedeža invalidskega podjetja AV Mobility (dokumenti, tiskovine, video posnetki ...);
4. stalna razstava izdelkov invalidskih podjetij (razstavs se posodablja);
5. predstavitev gospodarskega in državnega značaja (sejem NON HANDICAP 24.-26. 9. 2009, razstavišče Incheba, Bratislava),
6. spremljanje zadovoljstva strank (prek telefona);
7. priložnost za uporabo storitev invalidskega podjetja – izbirno nadomestilo.

## Projektne partnerji so:

### KOMPLEMENTAR

1. Kia Motors Sales Slovakia, ki je priskrbel prilagojen avtomobil, simulator in vpeljal nižje cene za invalide – posredovanje klica na klicni center

### PARTNERJI

1. T-COM: brezplačna zelena linija 0800-102-103, internet in tehnologija;
2. Allianz – slovaška zavarovalnica: tehnično ozadje in program za invalide;
3. Auto Valušek: avtomobilski salon, oprema osebja;
4. VB Leasing Slovaška: podpora pri zasnovi programa in spletne strani;



5. VOLKSBANK Slovaška: oprema za stranke;
6. Satur –slovaška turistična agencija: posamezniku prilagojeno kurativno bivanje;
7. razvijalec projekta;
8. restavracija ORIM, kjer bodo potekala srečanja;
9. rehabilitacijski in kurativni centri glede na interes.

## PARTNERSKI MEDIJI

1. Slovenka – slovaška revija, ki pokriva celotno območje države,
2. Metropola – krajevni bratislavski časopis,
3. avtomobilistična revija New Motor – revija, ki pokriva celotno območje države,
4. mediji partnerskih zvez in organizacij.

## Partnerske zveze, organizacije in ustanove, ki sodelujejo v projektu, so:

- e. Slovaška zveza telesnih invalidov,
- f. Slovaška zveza telesnih invalidov športnikov,
- g. Združenje telesno prizadetih motoristov,
- h. Združenje invalidskih organizacij,
- i. Slovaški nacionalni svet,
- j. Urad za delo,
- k. regionalni urad v bratislavskem okrožju Lamač – ga. Olga Keltošová
- l. državni organi, regionalni uradi, fundacije,
- m. invalidske organizacije in njihovi izdelki na stalni razstavi v predstavitvenem salonu AV Mobility, d.o.o.

## KONTAKT – AV MOBILITY d.o.o.

0800 102 103 – brezplačna telefonska linija; stacionarni telefon – tedensko

**Internet: [info@avmobilita.sk](mailto:info@avmobilita.sk); [www.valusek.sk](http://www.valusek.sk)**

V drugi fazi izgradnje centra bomo glede na pripravljala pogajanja sodelovali pri mega projektu, ki predstavlja gradnjo bolnišnice, stanovanj, trgovin, zabaviščnih centrov in invalidskega centra v bratislavskem okrožju Lamač. Pričakujemo skorajšnjo ratifikacijo Konvencije o pravicah invalidov, ki jo je 13. decembra 2006 sprejela Organizacija Združenih narodov.

# Program and Projects to Maintain Employment of Disabled Workers in the Present Economic Crisis in Slovak Republik

## Who is Slovak Union of Physically Disabled People?

We are a civic Slovak-wide association. Our members are people with physical and severe physical disability, as well as parents of physically disabled children, family members of disabled citizens, and favourers of disabled citizens.

Our objectives are:

- providing of social counselling,
- programmes of social rehabilitation,
- removal of architectonic barriers,
- help on labour market with employment,
- publication activities,
- educational activities,
- assistive devices,
- care for children and youth,
- sociocultural activities.

We devote to **educational activities** (e.g. training in IC Technologies, information seminars on valid legislation, special seminars, workshops.) **and free time activities** ( e.g. we organise beneficiary concerts, exhibitions of handicrafts, exhibitions of works in visual art, contest in singing, reciting of poetry and prose in Slovak, Hungarian, Ukraine, Ruthenian and Polish languages.

Our activities are also in the field of support of employability of disabled people. I would like to inform you about one of such activity in which Slovak Union of Physically Disabled people has been involved since January 2008.

The title of project is **The Programme for Disabled People – Sheltered Workshop »AV Mobility, Ltd.«**; Agreement No.8/\$56/2009/NP II-2. This project contains: building of complex services for motorists, call centre on the whole territory of Slovakia, facultative compensation.

The mission of this project is to comfort integration of people with disabilities into society through the complex programme of sheltered workshop AV Mobility. This programme focuses on the care for the disabled (motorist and non-motorists), improvement

of their time and mobile conditions via establishing agreement centres which provide services such as rest service, motor vehicle service, and counselling for (physically) disabled citizens.

Sheltered workshop AV Mobility, Ltd., which was opened on September 16<sup>th</sup> 2009 as the first of this kind is aimed at providing comprehensive motorist services for handicapped citizens within the whole territory of Slovakia. Sale and show room AV Mobility provides for the visitors comprehensive sale and consumer service, sells adapted vehicles, offers first aid on the roads, gives legislative counselling and puts on a permanent exposition.

Purpose of this project is not only to improve services for disabled motorists, but also to create new job opportunities for people with disabilities. This project significantly supports the interests and needs of people with disabilities and I have to emphasize that up till now such projects have been singular – rare, so we decided that our organisation would involve in it as a partner. Spreading of examples of good praxis in the field of creating and maintaining of jobs suitable also for people with disabilities is one of the ways how to improve employability of persons with disabilities and provide them with job opportunity on the more sophisticated and better paid working posts. We are interested in this project especially for its integration aspect, which respects disabled people's needs in the field of transport (with motor vehicles) as well as in the field of employment, leisure activities, rehabilitation and education. It enables integration of disabled people into society in many fields of social life.

In the second part of my presentation I would like to briefly inform you about key facts regarding this project.

## The purpose and the objectives of this project are:

- providing comprehensive services – better integration of disabled people into society;
- care of (physically) disabled citizens/motorists in Slovakia; support of their independence;
- improvement of time, mobility and price conditions for the carers and assistants of disabled people;
- creation of network of contract centres providing services in the field of sale and services of motor vehicles and counselling for disabled and physically disabled citizens; the network is connected with call centre with lucrative price benefits (AV Mobility + import; service network );
- free of charge non-stop call centre – centralization of call non stop help (mobile phone service, breakdown service, insured events ), realization, counselling – contact person, direct communication with a person with severe disability (feedback);
- agency for sale of new motor vehicles with price advantages;
- motor vehicle service;

- assembly – adaptation of motor vehicles with warranty from the producer;
- co-operation with other sheltered workshops – providing of services, facultative compensation for companies according to the Act No. 5/2004 Collection of Law, on employment services;
- adapted motor vehicles for the driving school and transport of the persons with severe disability;
- training programme for the persons with severe disability, business »incubation«, support for disabled businessmen;
- organizing of social meetings and events for the disabled people;
- creating opportunities for mutual acquaintance (acquaintance portal »COO« – a part of website);
- complex of sheltered accommodation units;
- tailored curative stays;
- rehabilitation centres.

The purpose of this project is not only to build comprehensive services for disabled motorists but also to create several job opportunities for people with disabilities.

## Facultative compensation of AV Mobility

1. website AV Mobility (under reconstruction!);
2. e-shop;
3. permanent presentation in the motorcar salon and in the headquarter premises of the sheltered workshop AV Mobility (papers, printed matters, video-shots, etc.);
4. permanent exposition of the products of sheltered workshops (under updating!);
5. exhibitions of economic and state characters (fair NON HANDICAP 24.-26. 9. 2009, exhibition grounds Incheba, Bratislava);
6. monitoring of client satisfaction (via phone);
7. opportunity of using services of a sheltered workshop – facultative compensation.

## The project partners are:

### THE GENERAL PARTNER

1. Kia Motors Sales Slovakia, which provided an adapted car, a simulator and reduction of prices for disabled people – mediatisation of the call centre

### THE PARTNERS

1. T-COM: free of charge green line 0800 102 103, internet and technology;
2. Allianz – Slovak insurance company: technical background and the programme for disabled people;
3. Auto Valušek: motor-car salon, personnel equipment;

4. VB Leasing SK: support at creation of programme and website;
5. VOLKSBANK Slovakia: equipment for clients;
6. Satur Slovakia – travel agency: tailored curative stays;
7. developer;
8. restaurant ORIM, where meetings will take place
9. rehabilitation and curative centres according to interest.

## THE MEDIAL PARTNERS

1. Slovenka – Slovak-wide magazine,
2. Metropola – local newspaper, Bratislava,
3. New Motor – Slovak-wide car magazine,
4. Media of partner unions and organizations.

## Partner unions, organizations and institutions of this project are:

- a. Slovak Union of Physically Disabled People
- b. Slovak Union of Physically Disabled Sportsmen,
- c. Association of Physically Disabled Motorists,
- d. Association of Organisations of Disabled People,
- e. Slovak National Council,
- f. Labour Office,
- g. regional office Bratislava Lamač – Mgr. Olga Keltošová,
- h. state bodies, regional offices, foundations,
- i. sheltered workshops and their products in permanent exposition in the show-room AV Mobility, Ltd.

## CONTACTS – AV MOBILITY, Ltd.

0800 102 103 – free of charge phone line ; classic phone line – weekly

Internet: [info@avmobilita.sk](mailto:info@avmobilita.sk); [www.valusek.sk](http://www.valusek.sk)

According to preparatory negotiations, in the 2nd stage of building of the centre we will participate in the mega-project, i. e. in building of a hospital, flats, shops, entertainment centres, and the centre for disabled people in the regional district Bratislava Lamač. The ratification of the Convention on the Rights of Persons with Disabilities, which was approved by United Nations Organisation on December 13th 2006, is soon expected.

---

## Maria Tussy

Vodja enote za evropski program pri fundaciji ONCE -  
Predstavnica invalidov Španije  
Head of European Programme Unit of Fundacion ONCE -  
Spanish Representative of People with Disabilities

# Zaposlovanje invalidov v obdobju gospodrske krize: primer Španije



## Uvod

Glede resnosti in posebnosti trenutne gospodarske krize obstaja splošno soglasje. Velikanske spremembe, ki jih kriza prinaša, pomenijo, da je treba načrte, ki so bili zasnovani pred njenim izbruhom, znova preučiti, saj morda ukrepi, ki so bili pripravljene v odziv na razmere pred dobrim letom, ne ustrežajo potrebam, ki se pojavljajo zdaj.

Nekatere od teh potreb lahko opredelimo kvantitativno: revščino in brezposelnost (bodisi invalidne osebe ali nekoga v njeni družini); nižanje pomoči, ki jo finančne ustanove namenjajo organizacijam v tem sektorju; krčenje specifičnih sredstev, ko se zaradi brezposelnosti in revščine soočamo z novimi družbenimi potrebami itd. Druge potrebe ostajajo v domeni subjektivnega in jih je težje številočno opredeliti, čeprav zato niso nič manj pomembne: strah zaradi nove situacije, ki se običajno prikazuje v negativni luči, pri čemer nihče ne ve, kako se bo razvijala in kako dolgo bo trajala; pomanjkanje spretnosti in znanja, da bi se zmogli spoprijeti z vprašanji, ki se porajajo itd.

V tem kontekstu vsesplošne krize so invalidi skupina prebivalstva, ki ji grozi, da jo bodo posledice neugodnega gospodarskega položaja prizadele hitreje in močneje. V tem prispevku skušam predstaviti položaj v Španiji in korake, ki so bili narejeni, da bi ohranili zaposlenost invalidov v tem kriznem obdobju. V prvem delu bom preučila splošne značilnosti trenutne krize, zatem orisala, kako kriza vpliva na invalide, in nazadnje pojasnila ukrepe, redne in izredne, ki jih v odziv na razmere sprejemamo v Španiji.

## Splošne značilnosti krize

Mnogi ekonomisti pravijo, da natančne strokovne opredelitve za pojem »krize« ni. Vendarle pa se strinjajo, da je koncept povezan z gospodarsko recesijo.

Medtem ko je bila najvidnejša značilnost gospodarskih kriz v 1970. letih neučinkovitost tradicionalnih gospodarskih politik, ki so temeljile na polni zaposlenosti in oblikovanju obsežnih sistemov distribucije in socialnih pravic, se trenutna kriza odvija v zelo drugačnem kontekstu. Njena glavna značilnost je nedvomno, da se dogaja v obdobju globalizacije kapitala. To je povzročilo njeno hitro širjenje in resne posledice praktično po vsem svetu. Drugi pomemben dejavnik je, da je finančno krizo sprožila kriza, nastala zaradi drugorazrednih hipotekarnih posojil.

Številni strokovnjaki vidijo podobnosti v vzrokih in obsegu med to krizo in krizo iz leta 1929. Vendar pa je današnja kriza zaradi globalne narave zelo zapletena in polna negotovosti, zlasti pri iskanju rešitev.

Glavne posledice trenutne finančne krize so svetovna gospodarska recesija, pospešene bančne krize, padajoče borze, dolg in nesolvetnost, recesija v panogah, ki so motor svetovnega gospodarstva, nižja potrošnja in vse večja brezposelnost.

V Španiji so najznačilnejši dejavnik, ki je povečal učinek svetovne krize, špekulacije z nepremičninami. Največkrat omenjene posledice gospodarske krize v Španiji so zaradi nižje pričakovane gospodarske rasti med drugim zamrznitev kreditiranja posameznikov in podjetij, zastoj v sektorju stanovanjskih gradenj in v povpraševanju po stanovanjih, rastoča brezposelnost in padec potrošnje. V tem kontekstu so najhuje prizadeti vidiki španskega gospodarstva: razpoložljiva delovna mesta, potrošnja, kupna moč gospodinjstev in javne finance.

Čeprav večina študij in dokumentov, ki obravnavajo skupine, ki jih je kriza najmočneje prizadela, kaže na priseljence, tudi invalidi, ki so ranljivi z vidika izključenosti, občutijo njene negativne posledice.

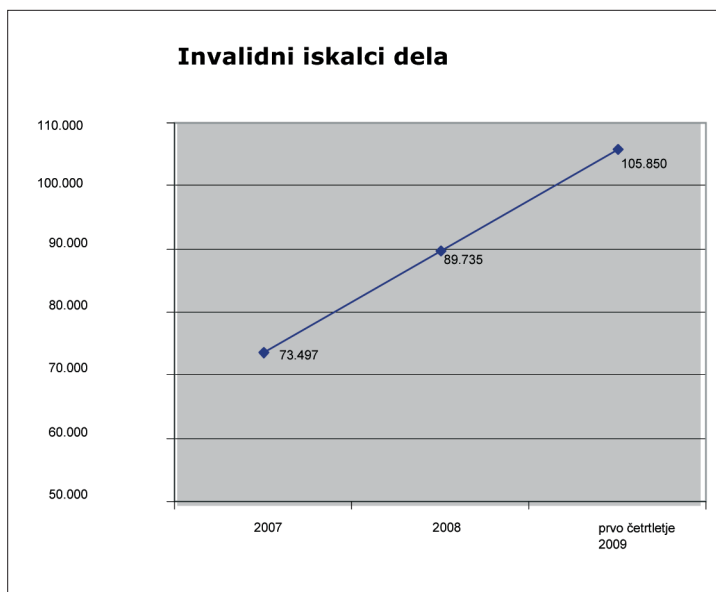
## Invalidi v Španiji in gospodarska kriza: vprašanje zaposlenosti

Problem brezposelnosti zadeva vsakogar v Španiji. Stopnja brezposelnosti je zelo visoka (18 % po zadnji raziskavi aktivnega prebivalstva – **Encuesta de Población Activa** ali EPA) in trend naj bi se nadaljeval: strokovnjaki pravijo, da bi lahko dosegla 20,5 %. Število gospodinjstev, v katerih so brezposelni vsi člani, prav tako raste, podjetja si vse bolj prizadevajo za prilagoditev delovne sile (z odpuščanjem) in vse pogostejše so razprave o tem, ali naj bi delovne pogodbe postale prožnejše, čeprav organizacije delodalajcev in sindikati glede tega še niso soglasni.

Tudi stanje javnih financ je čedalje slabše, presežek se je močno skrčil – z 9,5 milijona EUR leta 2008 na 5,3 milijona leta 2009 – medtem ko je javnofinančni primanjkljaj ob koncu leta 2008 znašal 3,8 % BDP. Kar se tiče zaposlenosti, so prvi, ki jih izrinejo s trga dela, prav ljudje, ki jim grozi izključenost. To dejstvo kaže, da vsesplošno slabšanje razmer na trgu dela neposredno vpliva na invalide.

S kvantitativnega vidika je število invalidnih iskalcev zaposlitve, ki so registrirani v

državnih agencijah za zaposlovanje, v prvem četrtnem letu 2009 strmo naraslo, pri čemer je rast v absolutnih številkah praktično enaka kot v celotnem letu 2008, kot je razvidno s spodnjega grafa:



To bi lahko nakazovalo na dva pojavi, ki sta povezana z gospodarsko krizo in poslabšanjem na trgu dela:

- izrazito povečanje števila invalidov, ki so izgubili delo;
- v manjši meri, pa vendar, opažamo 'aktivacijo' invalidov, ki so začeli iskati zaposlitev, ker je delo izgubil kdo od družinskih članov (ali pa obstaja bojazen, da ga bo).

Zaposlovanje invalidov se razvija, kot kaže spodnja tabela:

	OBIČAJNA PODJETJA	POSEBNA ZAPOSILITEV	SKUPAJ
2008 do junija	14.843	15.019	29.862
2009 do junija	11.012	13.820	24.832
	OBIČAJNA PODJETJA	POSEBNA ZAPOSILITEV	SKUPAJ
2008 do junija	100 %	100 %	100 %
2009 do junija	-25,81 %	-7,98 %	-16,84 %



Raven zaposlovanja invalidov se je v obdobju od januarja do junija 2009 znižala za 16,84 % v primerjavi z enakim obdobjem leta poprej, padec v običajnih podjetjih pa je bil še večji (25,8 %). Te številke potrjujejo dve dejstvi:

- kljub trenutnemu gospodarskemu vzdušju in čeprav so ravni zaposlovanja padle, si centri za posebne oblike zaposlovanja izjemno močno prizadevajo ohranjati zavezo glede ustvarjanja delovnih mest;
- če bi vzeli le padec v zaposlovanju invalidov v običajnih podjetjih in ga primerjali s splošnim znižanjem zaposlovanja v obdobju do junija 2009 (potem ko bi od celotnega podatka odšteli invalide, ki so se zaposlili), se je zaposlenost invalidov skrčila bolj (25,8 %) kot velja za ostale delavce (22,7 %). Skratka: trenutni položaj z gospodarsko krizo in slabšanjem trga dela še zlasti močno vpliva na zaposlovanje invalidov.

**S kvalitativnega vidika** smo priča zanimivemu pojavu, ki se poraja ob skokoviti rasti brezposelnosti, tj. hitremu večanju števila invalidnih iskalcev zaposlitve, ki prej še niso iskali dela, kar gre pripisati težkemu položaju, v katerem se znajdejo številne družine, ko delo izgubijo vsi njihovi člani.

Gospodarska kriza vpliva tudi na posebne centre za zaposlovanje in socialna podjetja, ki sta dve strateški enklavi za vključevanje invalidov na trg zaposlovanja. Številčni podatki kažejo na nižjo raven zaposlovanja, še zlasti v običajnih podjetjih, medtem ko število invalidov, ki iščejo zaposlitev, občutno raste. Eden od najbolj nenavadnih pojavov te gospodarske krize je, da se zaradi težkega položaja številnih povsem brezposelnih gospodinjev večja število invalidov, ki iščejo zaposlitev, med katerimi so tudi invalidi, ki še niso nikoli iskali dela. Zaradi te situacije gibanje invalidskih organizacij predlaga raznolike ukrepe vladi, da bi se učinki krize vsaj omilili, če se jim ne da povsem izogniti.

## Predlagani in sprejeti ukrepi za izboljšanje in ohranjanje zaposlenosti invalidov

Razlikujemo lahko med ukrepi za spodbujanje zaposlenosti invalidov, ki so bili sprejeti že pred izbruhom krize in ki jih lahko poimenujemo »redni ukrepi«, in nujnimi oziroma izrednimi ukrepi, ki so bili predlagani nedavno.

### 1. Redni ukrepi

**Izvajanje Akcijskega načrta za leti 2009 in 2010 znotraj Globalne strategije zaposlovanja invalidov v obdobju 2008–2012**

Globalna strategija ukrepanja za zaposlovanje invalidov (**Estrategia Global de Acción para el Empleo de Personas con Discapacidad**), ki jo je 26. septembra 2008 sprejela vlada skupaj z organizacijami delodajalcev, sindikati in predstavniki invalidskih organizacij,

je odziv na mednarodne zaveze, ki jih je Španija sprejela z ratifikacijo Konvencije Združenih narodov z dne 13. decembra 2006 o pravicah invalidov, in na dejstvo, da je od uzakonitve Zakona o socialnem vključevanju invalidov (**Ley de Integración Social del Minusválido, LISMI**) iz leta 1982 preteklo že veliko časa, zaradi česar je bilo nujno sprejeti nove pobude.

Strategija uvaja nov pristop k oblikovanju in uvajanju politik zaposlovanja za invalide. Kot je mogoče razbrati iz njenega naslova, gre za globalno strategijo. Ima sedem operativnih ciljev in 93 področij ukrepov, ki obsegajo vsa področja, kjer je popolno vključevanje invalidov v delo in družbo še ovirano.

Področja ukrepov so usmeritve, ki jim je treba slediti; njihov končni namen je, da bi dosegli dva splošna cilja strategije: prvič, da bi povečali delovno aktivnost in stopnjo zaposlenosti invalidov ter njihovo vključenost v delo, in drugič, da bi izboljšali kakovost zaposlitve in delovne pogoje invalidov ter se tako dejavno bojevali proti njihovi diskriminaciji.

Za izvrševanje teh usmeritev je treba opredeliti posebne akcijske ukrepe. V ta namen je strategija predvidela, da mora vlada predložiti Akcijski načrt, ki bo usmerjal in zagotavljal izvajanje ukrepov iz strategije. Trenutno veljaven načrt je sprejet za obdobje od leta 2008 do 2012.

Pojasniti je treba, da načrt ne vsebuje nujnih ukrepov, saj njegov cilj ni kratkoročen ali usmerjen zoper trenutni gospodarski položaj. Enak namen imajo tudi drugi vladni ukrepi, ki so omenjeni v naslednjem poglavju. Akcijski načrt naj bi imel srednje- in dolgoročni učinek, pospeševal naj bi sodelovanje s sindikati in organizacijami, ki zastopajo invalide in njihove družine, da bi se tako lahko spoprijeli s težavami, ki ovirajo popolno vključevanje invalidov v delo na španskem trgu dela.

Ob tem pa gre omeniti, da je izvajanje tega načrta zdaj nujnejše in potrebnejše kot kdaj koli prej. Prvi razlog je ta, da mora biti španski trg zaposlovanja, ko bo nekoč konec trenutnega neugodnega gospodarskega stanja, bolj pripravljen na izzive prihodnosti. Drugi razlog je v tem, da je treba znova potrditi cilje in obveze socialne politike na tem področju: da bo spodbudila željo invalidov, da bi bili aktivni in ko bodo, da imajo možnost najti delo, kjer bodo zagotovljeni kakovostni delovni pogoji.

V naslednjih točkah je na kratko orisanih sedem ciljev in nekaj ukrepov, predvidenih v strategiji in akcijskem načrtu:

- odpraviti ovire, ki invalidom še vedno otežujejo dostop do služb, tako družbeno-kulturne, pravne kot fizične, vključno z grajenimi in komunikacijskimi;
- nadgraditi izobraževanje in usposabljanje invalidov, da bi izboljšali njihovo zaposljivost;
- zasnovati nove politike aktivnega zaposlovanja, ki bodo bolj prilagojene potrebam invalidom; ta krovni cilj med drugim vključuje naslednje ukrepe:
  - spodbujanje tehnologij za dostop do storitev, ki jih izvajajo državne agencije za zaposlovanje;

- namenjanje posebne pozornosti invalidom v programih aktivne politike;
- izboljšanje usklajevanja med državnimi agencijami za zaposlovanje in organizacijami invalidov in njihovih družin;
- pospeševati zaposlovanja invalidov na običajnem trgu dela; med ukrepi, ki se izvajajo, so:
  - spreminjanje korporativne kulture;
  - obveščanje in svetovanje, zlasti majhnim in srednje velikim podjetjem, glede prednosti zaposlovanja invalidov;
  - spremljanje izpolnjevanja 2-odstotne kvote invalidov v podjetjih z nad 50 zaposlenimi;
  - pospeševanje podporne zaposlitve;
  - pospeševanje podjetništva in socialne ekonomije (finančna podpora, podpora prek usposabljanja in svetovanja);
  - krepitev družbene odgovornosti podjetij;
  - večanje dostopa invalidov do zaposlitve v državni upravi;
- obnoviti zaščitno zaposlitev;
- izboljšati kakovost zaposlitve in delovnih pogojev za invalide: spodbujanje skrajšanja trenutno največ triletega trajanja pogodb o zaposlitvi invalidov (contrato de fomento del empleo); povečati nepovratna sredstva za prilagoditev delovnega mesta, nova nepovratna sredstva za prilagoditev delovnih mest za osebe, ki postanejo invalidi; organizirati delovni čas tako, da se spodbudi sklepanje več rednih pogodb o zaposlitvi s skrajšanim delovnim časom itd.;
- izboljšati sisteme za pridobivanje, analizo in objavljanje podatkov o invalidih in zaposlovanju.

## 2. Izredni ukrepi

Poleg rednih ukrepov, ki so že vsebovani v Globalni strategiji zaposlovanja, ki, kot že rečeno, niso nujni ukrepi, je gibanje invalidskih organizacij, ki ga predstavlja CERMI, predlagalo druge, takojšnje ukrepe. Nekateri od njih so zakonski in bi povečali zaposlenost invalidov (tako zaščitno kot običajno), morali pa bi biti vključeni v zeleno knjigo nujnih ukrepov za ohranjanje in pospeševanje zaposlovanja in zaščite brezposelnih. Predlagani ukrepi so opisani spodaj.

### Ukrepi pri zaščitni zaposlitvi

- ustanovitev 100 milijonov EUR vrednega izrednega sklada za stabilnost zaposlovanja v posebnih zaposlitvenih centrih za leti 2009/2010 za namene sprememb dejavnosti, večanja produktivnosti, naložb v tehnologijo, trajnosti itd.;
- zvišanje pomoči za ohranitev delovnih mest s trenutnih 50 % minimalne plače na 75 %;
- pooblastilo vladi, da v sektor države vpelje enovit načrt za družbeno odgovorno nabavo v skladu z možnostmi, ki jih opredeljuje nova zakonodaja na področju pogodb za javni sektor, s posebnim poudarkom na ukrepih, ki dajejo prednost po-

- sebnim zaposlitvenim centrom: posebne rezerve, omejen razpisni postopek itd.;
- bistveno povišanje nepovratnih sredstev za odpiranje novega delovnega mesta za invalida, ki so od leta 1985 zamrznjena.

### Drugi nezakonski ukrepi

- izboljšanje financiranja prek pobud z Uradnim kreditnim inštitutom (**Instituto de Crédito Oficial** – ICO);
- hitrejši postopki dodeljevanja državnih ali lokalnih nepovratnih sredstev in subvencij;
- večja prožnost pri upravljanju proračuna.

### Ukrepi pri običajni zaposlitvi

- sprememba zakona 42/2006 za rešitev težave ob izgubi prejemkov zaradi sprememb v pogodbah o delu (ko invalidi prehajajo iz posebnih zaposlovalnih centrov v običajno zaposlitev, z začasnih na redne pogodbe itd.);
- občutnejša znižanja plačil za socialno varnost (med 20 % in 30 % glede na tip delavca);
- predlagana domneva o pogodbi o delu za invalide, ki živijo z družinskim članom, ki ima v lasti podjetje;
- sistem subvencij za samozaposlene invalide:
  - občutnejše znižanje plačil za socialno varnost, ki bi ga za moške s 50 % povečali na 75 %, za ženske pa na 90 %,
  - uporaba znižanja na dejansko prispevno osnovo in ne na minimum,
  - znižanje naj bo časovno neomejeno (in ne začasno kot zdaj), da bo položaj tako izenačen z rednimi pogodbami o delu, obenem pa naj se umakne obveznost, da mora biti odobreno ob začetku opravljanja dejavnosti.

## 3. Finančni instrumenti

Finančni instrumenti, ki se bodo uporabljali za izvajanje ukrepov za aktivacijo zaposlovanja invalidov, bodo glavna agencija za naložbe v usposabljanje in zaposlovanje, Evropski socialni sklad in posebna sredstva, ki jih vlada že namenja ali jih bo name njala v prihodnje.

Regionalna politika je instrument finančne solidarnosti in močno orodje za ekonomsko kohezijo in vključevanje. Glavni instrument regionalne politike za financiranje ukrepov Evropske unije so strukturni skladi, s katerimi se skušajo odpraviti neravnovesja v gospodarskem razvoju regij.

Evropski socialni sklad pospešuje zaposlovanje v Evropski uniji. Državam članicam pomaga podjetja in aktivno prebivalstvo v Evropi bolje pripraviti na nove izzive globalizacije in je tako bistveni steber strategije EU za rast in zaposlovanje, katere cilj je boljša usposobljenost evropskih državljanov in boljše možnosti za delo, da bi se tako izboljšal njihov življenjski standard.

Ena od prednostnih nalog Evropskega socialnega sklada je boj proti diskriminaciji in

pospeševanje zaposlovanja skupin, ki so ranljive z vidika izključevanja, vključno z invalidi. Primer dela ESS je Operativni program boja proti diskriminaciji, ki se je izvajal v obdobju 2000–2006 in se nadaljuje v obdobju 2007–2013. Fundacija ONCE, ki jo zastopam, je ena od nevladnih organizacij, ki so upravljale s temi sredstvi, s katerimi smo pomagali več kot 102.000 invalidom in našli zaposlitev 25.700 osebam.

V tem kriznem času ESS pomaga krepiti te projekte. V načrtu, kako spodbuditi okrevanje gospodarstva, je Evropska komisija ta sredstva dala na razpolago za nadaljnje ukrepe na področju zaposlovanja in usposabljanja invalidov. Španski invalidski sektor deluje v tej smeri, krepí storitve poklicnega svetovanja in posredovanja pri zaposlovanju, se osredotoča na organizacijo tečajev, ki odpirajo več možnosti za delo in utirajo pot do kakovostne zaposlitve (na primer prek visokošolskega usposabljanja), ter preučuje področja dela, ki bi v prihodnosti lahko bila najbolj dobičkonosna (kot so t. i. 'zelena delovna mesta').

## Sklepi

Brezposelnost vedno najmočneje prizadene najranljivejše družbene skupine. Ko se soočamo s krizo, politike za večanje delovne aktivnosti ne bi smele biti usmerjene le v gospodarsko rast, temveč v razvoj, z drugimi besedami, v številčnejše in v močnejše socialne politike.

Ni prav, da bi prednost dajali le najkonkurenčnejšim predstavnikom družbe (ljudem in podjetjem): če želimo doseči nujno potrebno socialno kohezijo, moramo prednostno obravnavati predvsem tiste, ki so najbolj oddaljeni od trga dela, tiste, ki potrebujejo dolgotrajnejše procese, in čigar učinkovitost, v smislu opravljenega dela, je nižja. Zato moramo poudariti vrednost našega dela, pri čemer je zaposlitev naše obzorje in cilj, a je usmerjena v celosten človekov razvoj.

Številke kažejo, da moramo ravnati preudarno, če se želimo ogniti nevarnosti, da bi se predlogi za preučitev državne podpore (še zlasti strukturnih skladov, ki ostajajo eden najmočnejših finančnih instrumentov za pospeševanje zaposlovanja v EU), katerih namen je povečati njen obseg, negativno odrazili prav pri tistih ljudeh, ki ob krizi postajajo še bolj ranljivi.

Zato moramo nadaljevati s prizadevanji in preprečiti, da bi bil edini cilj politik zaposlovanja neposredno znižanje ravni brezposelnosti, in doseči, da bodo ranljive skupine, vključno z invalidi, v procesih dostopanja do trga dela, ohranjanja zaposlitve in napredovanja obravnavane enako kot neinvalidno prebivalstvo, kar brez dvoma ostaja najboljša pot do celovitega vključevanja v družbo.

# Employment of People with Disabilities and the Economic Crisis: Case in Spain

## Introduction

There is general agreement on the seriousness and singularity of the present economic crisis.

The very profound changes that the crisis is occasioning make it necessary to review the plans which were made before it erupted, since measures designed for the situation of little more than a year ago may not serve for the needs that are now arising.

Some of these needs can be classed as quantitative aspects: poverty and unemployment (of the person with a disability or in his or her family), cuts in the financial institutions' aid to organizations in this sector, a reduction in specific resources when faced with new social needs arising from unemployment and poverty, etc.

Other needs remain in the realm of the subjective and are more difficult to quantify, although no less important for all that: anguish at a new situation that is generally presented as negative, with nobody knowing where it is going or how long it will last; lack of skills to deal with questions that arise, etc.

In this context of general crisis, disabled people are a population group at particular risk of suffering more rapidly and forcefully from the effects of an adverse economic situation. In this paper I propose to present the situation and the steps being taken in Spain to maintain employment of disabled workers in this time of crisis. I will start by examining the general features of the current crisis, then look at how the crisis is affecting disabled people and, lastly, explain the measures, both ordinary and extraordinary, that Spain is adopting to tackle the situation.

## General Characteristics of this Crisis

Many economists consider that there is no precise technical definition for the term 'crisis'. Nevertheless, they agree that the concept is connected with economic recession.

Whereas the salient characteristic of the economic crises of the 1970s was a loss of effectiveness of traditional economic policies based on full employment and the creation of wide-ranging systems of distribution and welfare rights, the present crisis is set in a context with very particular features. Its principal characteristic is undoubtedly that it is occurring in the era of the globalization of capital. This was the trigger for

it to spread quickly and with serious consequences throughout practically the entire world. Another important factor is that its starting point was a financial crisis set off by the sub-prime mortgage crisis.

Many experts have seen similarities in its causes and extent to the crisis of 1929. However, its globalized nature has made it very complex and riddled with uncertainty, particularly as regards looking for solutions.

The main results of the present financial crisis are, among others, world-wide economic recession, the acceleration of banking crises, falling stock-markets, debt and insolvency, recession among the world's great economic motors, lower consumption and rising unemployment.

In Spain, the most characteristic factor that has deepened the impact of the worldwide crisis is property speculation. The most frequently cited consequences of the economic crisis in Spain are, among others, the credit freeze for both individuals and businesses, the standstill in the residential building sector and in the demand for housing, rising unemployment, falling consumption as a result and lower expectations of economic growth.

In this context, the worst affected aspects of the Spanish economy are the job market, consumption, household purchasing power and public finances.

Although most studies and papers concerned with the groups that are worst affected by the crisis point to immigrants, disabled people, as a group at risk of exclusion, are also experiencing its negative effects.

## Disabled People in Spain and the Economic Crisis: the Questuion of Employment

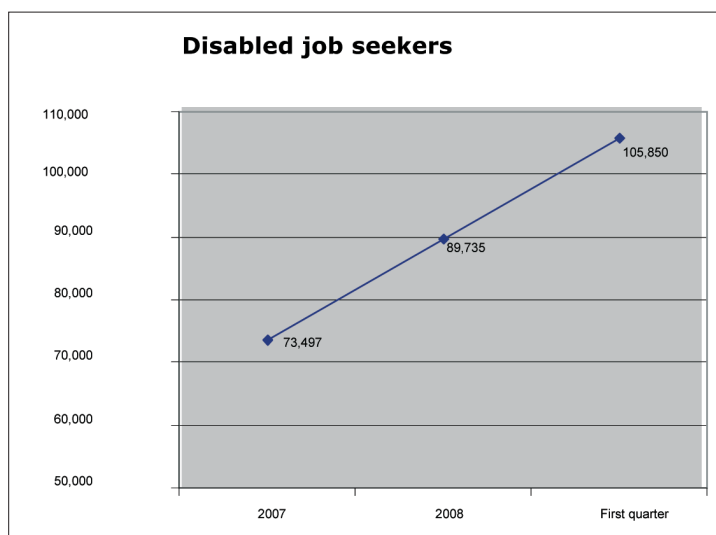
The unemployment problem is affecting everyone in Spain. The unemployment rate is very high (18% according to the latest Active Population Survey - Encuesta de Población Activa or EPA) and is forecast to rise: the experts are talking of its reaching 20.5%. The number of households in which every member is jobless is also rising, companies are increasingly adjusting their labour forces (laying off workers) and the question of whether work contracts should be made more flexible is increasingly debated, though employer organisations and trades unions have not yet reached any agreement on this subject.

Also, public finances are steadily worsening, with the surplus badly eroded - down from € 9.5 million in 2008 to 5.3 million in 2009 - and a recession in the public finances, with a deficit of 3.8% of GDP at the close of 2008.

Where employment is concerned, however, it is people at risk of exclusion who are the first to be pushed out of the job market. This fact highlights that the general deterioration of the labour market is directly affecting the disabled.

**From a quantitative point of view**, the number of disabled job seekers registered with

the government employment agencies has risen sharply in the first quarter of 2009, growing by practically the same in absolute terms as for the whole of 2008, as the following graph shows:



This may be a clear indication of two phenomena that are linked to the situation of economic crisis and deterioration of the job market:

- A very significant rise in the number of people with disabilities who have lost their jobs.
- To a lesser extent, the 'activation' of people with disabilities who have begun to look for employment as a result of job loss (or the fear of it) among family members.

As regards hiring of disabled people, it has evolved as follows:

	ORDINARY COMPANIES	SPECIAL EMPLOYMENT CENTRES	TOTAL
2008 TO JUNE	14,843	15,019	29,862
2009 TO JUNE	11,012	13,820	24,832
	ORDINARY COMPANIES	SPECIAL EMPLOYMENT CENTRES	TOTAL
2008 TO JUNE	100%	100%	100%
2009 TO JUNE	-25.81%	-7.98%	-16.84%



The level of hiring of disabled persons from January to June 2009 was down by 16.84% on the same period of 2008, and by even more in ordinary firms (the reduction in this case was 25.8%). These figures confirm two facts:

- Despite the present economic climate and even though their hiring levels have fallen, special employment centres (SEC) are making a tremendous effort to maintain their job creation commitment.
- Taking only the decrease in the hiring of disabled people by ordinary firms and comparing it with the overall decrease in hiring to June 2009 (after subtracting the hiring of disabled people from the overall data), the reduction in hiring is higher in the case of disabled people (25.8%) than for workers in general (22.7%). In short, the hiring of people with disabilities is particularly affected by the present situation of economic crisis and the deterioration in the job market.

**From a qualitative point of view** we are seeing an interesting phenomenon arising from the widespread increase in joblessness, namely a widespread increase in job seeking by disabled people who had never before sought employment as a result of the serious situation in which many families find themselves when all their members are unemployed.

The economic crisis is also affecting special employment centres and social economy enterprises, two strategic enclaves for integrating people with disabilities into the employment market.

The quantitative data reveal a reduction in the level of hiring, particularly among ordinary firms, while the number of disabled people seeking jobs is rising considerably. Indeed, one of the most peculiar phenomena in this economic crisis is that the very difficult situation of many entirely jobless households is increasing the demand for employment among disabled people, including people who had never before looked for work.

In view of the situation, the movement of organizations of disabled people is proposing various measures to the Government, if not to avoid, at least alleviating the effects of the crisis.

## Measures adopted and proposed to improve and maintain the employment of persons with Disabilities

A distinction may be made between measures to encourage the employment of persons with disabilities that had already been approved before the crisis erupted, which may be termed 'ordinary measures', and the urgent or extraordinary measures that have been proposed more recently.

### 1. Ordinary measures

Implementation of the 2009-2010 Action Plan within the 2008-2012 Global Strategy for the Employment of Persons with Disabilities:

The Global Action Strategy for the Employment of Persons with Disabilities (Estrategia Global de Acción para el Empleo de Personas con Discapacidad) approved on 26 September 2008 by the Government, together with the employer organizations and trades unions and the representatives of the organizations of disabled people, responds both to Spain's international commitments after ratifying the United Nations Convention of 13 December 2006 on the rights of persons with disabilities and to the length of time since the enactment of the Social Integration of Handicapped Persons Act (Ley de Integración Social del Minusválido, LISMI) in 1982, which made it imperative to adopt new initiatives.

The Strategy introduces a new approach to drawing up and introducing employment policies for disabled people. As its name indicates, it is a global strategy. It has seven operational objectives and ninety-three lines of action, covering all the spheres where obstacles to full work and social integration of people with disabilities still need to be removed.

The lines of action are directives that must be followed; their final purpose is to meet the Strategy's two general objectives: firstly, to increase the activity and employment rates and the work integration of people with disabilities and secondly, to improve the quality of employment and the dignity of the working conditions of disabled people, actively combating their discrimination.

In order to execute these directives, specific action measures have to be defined. For this reason, the Strategy provided that the Government was to present an Action Plan to drive and execute the measures set out in the Strategy. The 2008-2012 plan is currently in force.

It should be pointed out that this Plan does not contain any urgent measures, as its objective is not the short term nor to tackle the current economic situation. The latter objective is addressed by other actions proposed to the Government, such as those mentioned in the next section. The Action Plan is intended to produce effects in the medium to long term, working with the trades unions and the organizations that represent disabled people and their families to tackle the problems that pose difficulties for the full work integration of people with disabilities in the Spanish job market.

Nonetheless, it should be mentioned that implementation of the Plan is now more urgent and necessary than ever. The first reason is that once this adverse economic stage is past, the Spanish employment market needs to be better prepared to face the challenges of the future. The second reason is that the social policy objectives and undertakings in this matter need to be reaffirmed: get people with disabilities to want to be active; once they are active, they should have opportunities to find a job; and this job must provide quality working conditions.

The following points briefly outline the 7 objectives and some of the measures in the Strategy and the Action Plan:

- Remove the barriers that still make it difficult for people with disabilities to get jobs, whether they be socio-cultural, legal or physical, including both architect-

- tural and communication barriers
- Upgrade the education and training of people with disabilities to improve their employability
- Design new active employment policies that are better adapted to the needs of people with disabilities. This overarching objective includes measures such as:
  - boosting technologies for accessing the services provided by government employment agencies;
  - individuating attention to people with disabilities in active policy programmes;
  - improving the coordination between government employment agencies and the organizations of disabled people and their families.
- Promote more hiring of people with disabilities in the ordinary job market. The following actions, among others, will be undertaken:
  - Changes in corporate culture
  - Information and advice, particularly to SMEs, on the advantages of hiring people with disabilities
  - Monitoring fulfilment of the quota of 2% of disabled people in companies with more than 50 employees
  - Promoting employment with support
  - Fostering entrepreneurship and the social economy (financial, training and advisory support)
  - Promoting corporate social responsibility
  - Access to public employment for disabled people.
- Renew protected employment
- Improve the quality of employment and working conditions of people with disabilities: reduce the current 3 year maximum duration of promotion of employment contracts (contrato de fomento del empleo) for people with disabilities; increase the grants for workplace adaptation; new grants for adapting workplaces for people who become disabled; organize working hours to encourage greater use of permanent part-time contracts, etc.
- Improve the systems for collecting, analyzing and publishing information on people with disabilities and employment.

## 2. Extraordinary measures

As well as the ordinary measures already contained in the Global Employment Strategy, which as mentioned are not urgent measures, other more immediate steps have been proposed by the movement of organizations of disabled people, represented by CERMI.

The proposals are statutory measures to improve the employment (both protected and mainstream) of people with disabilities, to be included in the green paper on urgent measures to maintain and foster the employment and protection of unemployed persons.

The proposed measures are:

### 2.1. In protected employment:

- Create a € 100 million extraordinary fund for employment stability in special employment centres 2009/2010, linked to change of activity, improved productivity, technological investments, sustainability, etc.
- Raise the aid for maintaining jobs from the current 50% to 75% of the minimum wage
- A mandate for the Government to introduce an across-the-board Social Responsible Purchases Plan in the Central Government Civil Service (Administración General del Estado - AGE), in accordance with the opportunities provided by the new public sector contracts legislation, with particular emphasis on measures to favour special employment centres: specific reserves, restricted tenders, etc.
- Substantial rise in the grant for creating a new job for a disabled person, which has been frozen since 1985.

### 2.2. Other non-statutory measures:

- Improved funding through initiatives with the Official Credit Institute (Instituto de Crédito Oficial - ICO)
- Speeding up national and local government grant and subsidy processes
- Greater flexibility in budget management

### 2.3. In ordinary employment

- Modification of law 42/2006 to solve the problems of loss of benefits due to variations in the contracts of disabled workers (from special employment centres to mainstream employment; from temporary to permanent contract, etc.)
- Higher discounts in social security payments (between 20% and 30% depending on type of worker)
- Proposed presumption of work contract for people with disabilities who live with a business-owning family member
- System of subsidies for self-employed persons with disabilities:
  - Improve the discount in social security payments, raising it from 50% to 75% for men and 90% for women
  - Apply the discount to the real contribution basis rather than the minimum
  - Make it indefinite (not temporary as at present), to put it on a level with permanent work contracts, and remove the obligation for it to be approved at the start of activity.

## 3. Financial instruments

The financial instruments that will be used to implement the measures to activate employment of people with disabilities will be the main agency for investing in training and employment, the European Social Fund (ESF), and extraordinary funds that the

Government approves or will approve in future.

The Regional Policy is an instrument of financial solidarity and a powerful tool for economic cohesion and integration. Within the Regional Policy, structural funds are the main instruments for funding European Union action to reduce imbalances in economic development between the regions.

The ESF promotes employment in the EU. It helps Member countries to make the enterprises and the active population of Europe better prepared to face the new challenges of globalization and is an essential pillar of the EU's strategy for growth and employment, which aims to give EU citizens a better training and better job prospects in order to improve their standard of living.

One of the priorities of the ESF is to combat discrimination and promote the employment of groups at risk of exclusion, including people with disabilities. One example of its work is the Operational Programme to Combat Discrimination that was implemented in 2000-2006 and is continuing in 2007-2013. The Fundación ONCE, which I represent, is one of the NGOs that have managed these funds, which it has used to benefit over 102,000 people with disabilities and get 25,700 people employed.

During this time of crisis, these projects are being strengthened with the help of the ESF. The European Commission itself, in its plans to relaunch the economy, has made these funds available for further action on the employment and training of people with disabilities. The disabled sector in Spain is taking steps in this direction, strengthening its career guidance and employment intermediation services, concentrating on providing the training courses which open up more job opportunities and lead to quality employment (higher training, for instance) and examining the fields of employment that could prove most profitable in future (such as so-called 'green jobs').

## Conclusions

Unemployment always hits the most vulnerable groups in society the hardest.

In the present time of crisis, economic activation policies should not be directed at economic growth alone but at development, in other words, at more and stronger social policies.

Precedence cannot be given only to the most competitive members of society (people and enterprises): in order to secure an indispensable social cohesion, priority must also and above all be given to those who are furthest from the job market, who need other processes which take a longer time and have an effectiveness, measured in jobs achieved, that is lower than in other groups. For this reason, we need to highlight the value of our work, with employment as our horizon and objective but directed towards integral human development.

The figures we have seen make it necessary to exercise prudence to avoid the possibility that proposals to review public assistance (particularly structural funds, which remain

one of the greatest financial instruments for promoting employment in the EU), with the aim of increasing its scope, have a negative impact on precisely those people whose vulnerability is further intensified in times of crisis.

For this reason, we need to continue our efforts to ensure that employment policies are not aimed only at directly reducing unemployment levels but also at putting vulnerable groups such as people with disabilities on an even footing with the non-disabled population in the process of accessing and remaining in the job market and achieving promotion, which unquestionably is still the best way to full social integration.

## Hedi Scitzer

Direktorica Avstrijske zveze civilnih invalidov  
Director of Austrian Association of Civilian Handicapped

# Avstrijska zveza civilnih invalidov in njena vloga v času gospodarske krize v Avstriji



### Pravni okvir v Avstriji

- Zakon o zaposlovanju invalidov (BEinstG) – ureja trg dela
- Zvezni zakon o enakopravnosti invalidov (BGstG) – ureja enake pravice
- Konvencija OZN o pravicah invalidov

**Avstrijsko civilno združenje invalidov (ÖZIV) se zavzema za invalide in njihovo pravico do avtonomnega in enakopravnega življenja:**

- odpravljanje tabujev v javnosti o invalidnostih – večja samozavest invalidov
- podpora in svetovanje v poslovnem svetu – ponudba za invalidne potrošnike po sprejemljivih cenah in prilagojena potrebam
- raznolikost – prepoznati različnost kot prednost – večje možnosti zaposlovanja za invalide

**ÖZIV 'dostopnost' nudi strokovno usposabljanje in svetovanje poslovnemu svetu  
ÖZIV svetuje o enakih pravicah**

- svetuje o oblikovanju okolja brez ovir
- ima zaradi izkušenj ogromen vpliv
- svetuje o finančnih vidikih
- informira o pravnem položaju

**ÖZIV usposablja podjetja**

- pomaga strankam pri izogibanju diskriminaciji
- pomaga strankam izpolnjevati pravne obveznosti
- razvije koncept usposabljanja skupaj s stranko
- optimizira storitveno verigo podjetja

### **ÖZIV in pomoč na področju dela – podporno zaposlovanje**

- posvetovanje s podjetji (npr. kako prilagoditi delovno mesto, kako prilagoditev financirati ...)
- pomoč fizičnim invalidom in/ali kroničnim bolnikom
- brezplačno, strokovno, učinkovito<sup>3</sup>

### **Podpora delavcem**

- podpora pri iskanju (novega) delovnega mesta
- podpora pri ohranjanju delovnega mesta, ki je ogroženo (npr. zaradi mobinga ...)
- spremljanje procesa reintegracije

### **Podpora delodajalcem**

- iskanje ustreznih delavcev (povezovanje)
- svetovanje o pravnih in finančnih zadevah
- informiranje o potrebah invalidnih delavcev
- reševanje sporov (tudi v timih)
- individualna prilagoditev delovnega mesta in pomoč pri zbiranju sredstev v ta namen

### **Podpora ÖZIV**

- inštruiranje/trening telesnih invalidov in/ali kroničnih bolnikov
- podpora ob težavah na trgu dela
- večina inštruktorjev je tudi sama invalidnih
- mentorji so deležni posebnega usposabljanja (trajanje: 18 mesecev)
- brezplačna, strokovna, individualna<sup>4</sup>

### **Trening – kako deluje?**

- individualen proces, ki je prilagojen posamezniku in obravnava uporabnika kot celostno osebnost
- sledi ciljem, ki jih opredeli uporabnik
- krepi in aktivira vire uporabnika
- priznava nov in razširjen obseg delovanja
- mora potekati na prostovoljni osnovi

### **Trening – kakšni so cilji?**

- aktivacija in krepitev spretnosti in znanja
- večanje samozavesti

---

3 Projekt je financiran z javnimi sredstvi

4 Projekt je financiran z javnimi sredstvi



- spreminjanje lastnega odnosa
- izboljšanje celotnega življenjskega položaja
- izboljšanje možnosti na trgu dela
- doseganje poklicnih ciljev
- večja stopnja zadovoljstva s službo

### **Podpora ÖZIV - kaj je na njej posebnega?**

- Ustvarili smo nova delovna mesta za invalide.
- Omogočili smo jim strokovno izobrazbo.
- Skupna izkušnja med mentorjem in uporabnikom (svetovanje med vrstniki) pomaga zmanjševati strah pred novim in hitreje zgraditi zaupno ozračje.
- Za treniranje je na voljo dovolj časa. To je nujno, saj se morajo ljudje z njim poglobljeno ukvarjati, če se želijo spremeniti!

## **Povzetek**

### **Potrebno se zdi:**

- izboljšati pravni okvir;
- vplivati na celotno družbo (in še zlasti na gospodarstvo); spremeniti je treba odnos;
- podpirati invalide, da bi zaupali v lastne zmožnosti;
- krepiti moč invalidov, ko zahtevajo pravico do dela.

# Examples of Good Praxis and Inovative Measures to Maintain Employment of Disabled Workers in the Present Economic Crisis in Austria

## The legal frame in Austria

- Behinderten-Einstellungsgesetz (BEinstG) - ruling the labour market
- Bundesbehinderten-Gleichstellungsgesetz (BGstG) - ruling the equal chances
- UN Convention concerning the rights of people with disability

<b>SITUATION ON THE AUSTRIAN LABOUR MARKET **)</b>			
	<b>May 2008</b>	<b>May 2009</b>	<b>Changes in %</b>
<b>Unemployed Persons with restricted chances due to their health *)</b>			
<b>Sum</b>	29.205	34.105	16,78%
<b>Men</b>	17.872	21.633	21,04%
<b>Women</b>	11.333	12.472	10,05%
<b>thereof: „officially“ handicapped persons</b>			
<b>Sum</b>	4.907	5.457	11,21%
<b>Men</b>	3.103	3.528	13,70%
<b>Women</b>	1.804	1.929	6,93%
<b>Unemployed people in sum</b>			
<b>Sum</b>	184.810	239.777	29,74%
<b>Men</b>	96.229	136.314	41,66%
<b>Women</b>	88.581	103.463	16,80%
<b>Relation between persons with restricted chances and unemployed people in sum</b>			
<b>Sum</b>	15,80%	14,22%	-
<b>Men</b>	18,57%	15,87%	-
<b>Women</b>	12,79%	12,05%	-

Source: Austrian Labour Organisation

\*) persons not „officially“ handicapped

\*\*) only people registered at the Austrian Labour Organisation

## ÖZIV fights for people with disability and their right to lead the life of autonomy and equality:

- freeing disabilities from taboos in the public - more self-confidence for people with disabilities
- support and consulting in the business world - affordable and needs-oriented offers for disabled consumers
- diversity - to recognise variety as a benefit - more employment possibilities for people with disabilities

### **ÖZIV ACCESS offers the business world professional training and consulting ÖZIV Advising on Equal Rights**

- consulting in barriere-free design
- huge influence because of experience
- consulting in financial aspects
- information about the legal situation

### **ÖZIV Company Training**

- helps the customers to avoid discrimination
- helps the customers to fulfil their legal duties
- development of training concept together with the customer
- optimizing the service-chain of the company

### **ÖZIV Employment Assistance - Supported Employment**

- consultation with companies (e.i. how to adapt a working place, how to finance this, etc.)
- support for people with physical disability and/or chronic illness
- free of charge (project is financed by official means), professional, effective<sup>5</sup>

### **Support for Employees**

- support in looking for and finding a (new) working place
- support in maintaining a working place which is threatened (because of mobbing etc.)
- accompanying in re-integration processes

### **Support for Employers**

- looking for appropriate employees (matching)
- consulting in legal and financial issues
- informing of the needs of disabled employees
- conflict-management (also in teams)
- individual adaption of working-place and assistance in raising the financial funds for that purpose

### **ÖZIV Support**

- coaching for people with physical disability and/or chronic illness
- support in case of problems on the labour market
- most of the coaches are people with disability themselves
- coaches get a special training (duration: 18 months)

---

<sup>5</sup> This project is financed by official means

- free of charge (financed by official means), professional, individual<sup>6</sup>

### **Coaching – how does it work?**

- individual process, which is personality-related and treats the coachee as a person in whole
- works on goals which are fixed by the coachee
- strengthens and activates resources of the coachee
- recognizes a new and widened scope of activity
- needs to be voluntary

### **Coaching – what are the goals?**

- to activate and strengthen the skills
- to increase the self-awareness
- to change the attitude
- to improve the whole life situation
- to improve the chances at the job market
- to reach professional targets
- to increase the contentment with the job

### **ÖZIV Suport – what is special?**

- We created new jobs for people with disability.
- We gave them opportunity for a professional education.
- The common experience between coach and coachee (peer counseling) helps to reduce the fear from the new and also helps to build up a trustful atmosphere more quickly.
- There is enough time for the coaching process. This is necessary because people need to go deep into the process if they want to change!

## **Summary**

### **It seems to be necessary:**

- to improve the legal frame;
- to influence the whole society (and especially the economy) – the attitude needs to be changed;
- to support people with disability so as to make them trust in their abilities;
- to empower people with disability when they demand their right to work.

---

<sup>6</sup> This project is financed by official means

Power Point Reading is available on the homepage Zveza delovnih invalidov Slovenije <http://www.zdis.si/> and FIMITIC <http://www.fimitic.org/>

## Mary Mulryan

predsednica/Actual President Invalidskega združenja Irske - PwDI  
People with Disabilities in Ireland - PwDI, National Board, Ireland

# Invalidi na Irskem



### Primeri dobre prakse in inovativni ukrepi za ohranjanje zaposlitve delovnih invalidov v trenutni gospodarski krizi na Irskem

- Imamo pooblastilo vlade, da delujemo kot državna organizacija, ki zastopa vse oblike invalidnosti in pospešuje pravice invalidov.
  - Zagotavljamo izvajanje priporočil Komisije za položaj invalidov (402 priporočili). To je bil razlog za ustanovitev PwDI na Irskem.
- Sodelujemo z drugimi organizacijami, da bi mogli predstavljati njihove poglede in večati zavest o njihovih težavah.
  - Pospešujemo najboljše prakse pri vprašanih invalidov.
  - PwDI sodeluje v vseh irskih okrajnih odborih v podporo zaposlovanja na lokalni in državni ravni.
  - Člani našega upravnega odbora so člani vladnih odborov, ki so v neposredni pristojnosti ministra za zaposlovanje.
  - Nudimo pot, po kateri lahko invalidi, njihovi starši, partnerji, sorodniki in skrbniki sodelujejo v procesih odločanja o vprašanih, ki jih zadevajo, in vplivajo nanje.
  - Številčna moč – 400.000 invalidov, ki delujejo v isti smeri, ni mogoče prezreti.
  - Možnosti invalidov za dostop do zaposlitve so se z osnove, ki je bila razmeroma nizka že v dobi rasti, nedvomno skrčile in so neznatne.
  - Prostovoljne skupine, ponudniki storitev in agencije, kot je FAS, so pozvali pristojne na Irskem, naj izpolnijo obveznosti v skladu z evropsko zakonodajo.

### Kakšna pomoč je na voljo invalidom na Irskem?

Zadnjih nekaj let agencija FAS skrbi za zaposlovanje in usposabljanje invalidov na Irskem. Odkar je začel veljati Zakon o invalidnosti, morajo vsi državni organi zagotavljati 3-odstotni delež invalidov med zaposlenimi.

### PwDI Podpora zaposlovanju

- FAS
- zaposlitev v skupnosti

- program podpornega zaposlovanja
- uvajanje v delo
- nadomestilo za vrnitev na delo
- shema za subvencioniranje plač
- nepovratna sredstva za prilagoditev delovnega mesta
- zaposlitveni razgovor
- nepovratna sredstva za tolmača
- nepovratna sredstva za osebnega bralca
- nepovratna sredstva za ozaveščanje o invalidnosti
- priprava Dokumenta o najboljših praksah zagovorništva
- ozaveščanje več kot 5000 delodajalcev o zmožnosti invalidov, da obdržijo službo in pozitivno prispevajo k podjetju
- dogovor o delovnem protokolu z okrajnimi sveti po vsej Irski

### **PwDI v želji uveljavljanja zmožnosti in ne invalidnosti**

- v zadnjih 5 letih je PwDI na 3. december organiziral dve konferenci na temo Prejemki in nepovratna sredstva
- izmenjava lastnih izkušenj med delodajalci in delavci na teh konferencah
- krepitev zmožnosti prek e-tehnologije
- če sodelujemo, lahko uspešneje krepimo zavest o zmožnostih invalidov in ne zgolj o invalidnosti
- s sodelovanjem lahko dosežemo več

### **Zaključki**

Pred nekaj leti se je vlada na Irskem zavezala, da bo podprla predlagane izboljšave za dostop invalidov do zaposlitve in kariernih možnosti ter da se ne bo osredotočala le na delovna mesta. Žalostno je, da smo se vrnili v skorajda povsem enako stanje, kot je bilo pred vsemi temi leti.

# Examples of good practice and innovative measures to maintain employment of disabled workers in the present economic crises in Ireland

## People with Disabilities in Ireland (PwDI)

- Commissioned by Government to be the national cross disability organisation to promote the rights of people with disabilities.
- Ensure that the recommendations in the Commission on the Status of People with Disabilities (402 recommendations) are implemented. That was the reason why PwDI was set up in Ireland.
- Co-operate with other organisations to ensure their views and issues are heard
- Promote Best Practice in disability issues.
- PwDI in every county in Ireland are sitting on all committees to support employment local & national level.
- Our board members sit on the government committees that deal direct with the Minister on Employment.
- Provide process for people with disabilities, their parents, partners, relatives and carers to participate and influence the decision-making processes in matters of concern to them.
- Strength in numbers – 400,000 people with disabilities working together cannot be ignored.
- The opportunities for people with disabilities to access employment has shrunk from a base that was relatively small even during the ‘boom years’ to the position of almost zero.
- Voluntary groups and services providers and agencies such as FAS. Prompted Irelands responsibility to fulfilled their obligations under European Law.

## What supports are available to P.W.D in Ireland

- Over the past few years FAS is the agency who deals with Employment & Training for people P.W.D. In Ireland since the Disability Act became law 3% of all state bodies have to employ P.W.D. as part of their work force.

## PwDI The Supports for Employment

- FAS
- Community Employment

- Supported Employment Programme
- Job Coaches
- Back to Work Allowance
- Wage Subsidy Scheme
- Work Adaptation Grants
- JOB Interview
- Interpreter grant
- Personal Reader Grant
- Disability Awareness Grant
- Compiled a Best Practice Document on Advocacy
- Created awareness with over 5,000 employers of the ability of people with disabilities to hold down a job and contribute positively to their company
- Agreed working protocol with County Councils through out all Ireland

### **PwDI Working to promote the ability rather than disabilities**

- Over the past 5 years PwDi have had 2 conferences. On the 3<sup>rd</sup> of Dec the theme was promoting Benefits and Grants
- Sharing experiences by Employer & Employees who presented their own experiences
- Employ Ability through e-Technology
- If we work together, more awareness can be created of the abilities rather than the disabilities.
- More can be achieved by working together.

### **PwDI Conclusion**

A few year ago the government in Ireland made a commitment to the P.W.D. in Ireland regarding the proposed improvement to access to employment and career opportunities rather than just jobs for PWD. It is sad to see that we are almost back to where back to where we started all those years ago.



mag. Andrejka Fatur Videtič

Moderatorica konference - Moderator of the Conference

## Povzetek mednarodne konference FIMITIC in zaključki konference



Zveza delovnih invalidov Slovenije je svoje jubilejno leto oplemenitila še z enim pomembnim dogodkom – v sodelovanju s FIMITIC je pripravila in izvedla mednarodno konferenco. Prvotni namen konference je bil izmenjati izkušnje dobrih praks in skladnost ukrepov pri zaposlovanju invalidov z določili Konvencije OZN o pravicah invalidov na tem področju.

Vendar se je še v času pred operativno izvedbo konference v svetu »dogodila in polno razvila ekonomska kriza«. Zanesljivo je prav to dejstvo prispevalo k dejstvu, da je bil odziv predavateljev dober. Aktualnost teme pa je potrdilo tudi veliko število udeležencev. Vseh udeležencev je bilo 117, od tega jih je bilo 37 iz tujine. Glede na aktualnost teme je bilo med udeleženci največ brezposelnih in zaposlenih invalidov – članov Zveze delovnih invalidov Slovenije (61). Konference so se udeležili tudi predstavniki slovenskih strokovnih institucij, ki delujejo na področju invalidskega varstva in zagotavljanja socialne varnosti invalidov in so nosilci stroke in njenega razvoja (12). Konference se je enaindvajsetih članov FIMITIC udeležilo štirinajst nacionalnih invalidskih organizacij iz (67%) Avstrije, Albanije, Bolgarije, Bosne in Hercegovine, s Cipra, Češke, Hrvaške, Irske, Madžarske, Poljske, Romunije, Slovaške, Španije in Švice.

Uvodni del konference je bil namenjen slavnostnim nagovorom. Udeležence konference je nagovorila častna predsednica Mednarodne organizacije telesnih invalidov **FIMITIC**, **Marija Štiglic** in se zahvalila Zvezi delovnih invalidov Slovenije, da je poleg delegatske konference FIMITIC organizirala tudi mednarodno konferenco s tako pomembnim in aktualnim strokovnim programom. Vsem sodelujočim državam in predavateljem je zaželela uspešno delo. Program konference je dopolnila s presenečenjem, ko je mag. Cvetu Uršiču, generalnemu direktorju Direktorata za invalide na Ministrstvu za delo, družino in socialne zadeve, za njegovo delo na področju varovanja človekovih pravic invalidov, v imenu Mednarodne organizacije telesnih invalidov FIMITIC podelila najvišje priznanje te organizacije – Zlato medaljo.

Predsednik Zveze delovnih invalidov Slovenije **Drago Novak** je v svojem nagovoru izpostavil pomen aktivov delovnih invalidov v podjetjih oziroma v društvih delovnih invalidov. Aktivni invalidov so pomemben člen v povezavi med zaposlenimi invalidi in

delodajalci. Opozoril je, da sedanje gospodarske razmere niso naklonjene ustanavljanju novih aktivov ali oživljanju neaktivnih. Zaradi tega je potrebno zanje najti priložnost za ustanovitev in delovanje v matičnem društvu invalidov. In nekaj ciljev je že doseženih, za nove bo prinesla nove ideje in izzive tudi vsebina same konference.

V tem delu je poseben slavnostni značaj dobila konferenca s prihodom ministra za delo, družino in socialne zadeve, **dr. Ivana Svetlika**. Posebej še zaradi tega, ker si je ob tej priložnosti – kljub številnim odgovornim nalogam v okviru ministrstva – vzel toliko časa, da se je srečal s predstavniki invalidskih organizaciji iz tujine in Slovenije in prisluhnil vsem, ki so želeli z njim izmenjati svoje mnenje, povedati svoje misli ali ga preprosto samo pozdraviti.

V svojem slavnostnem nagovoru je poudaril pomembnost izbrane teme konference in nanizal številne ukrepe, s katerimi Ministrstvo za delo, družino in socialne zadeve uspešno ohranja zaposlenost invalidov v Sloveniji na visokem nivoju. Pomembno je njegovo zagotovilo, da bodo tako pri nadaljnjih protikriznih ukrepih kakor tudi pri načrtovanih strukturnih spremembah upoštevali značilnosti in potrebe invalidov za ohranjanje njihovih pravic na področju socialne varnosti in nediskriminacije, vključno s področjem zaposlenosti in zaposlovanja.

V nadaljevanju je potekal strokovni program konference. Vsi avtorski prispevki so objavljeni v zborniku v polnem besedilu z izjemo dveh, ki sta bila predstavljena le v 'power point obliki, zato jih podrobneje ne predstavljam. V nadaljevanju navajam le nekatere pomembnejše misli ali opisane izkušnje.

**Mag. Cveto Uršič** je navedel, da se je gospodarska kriza v Sloveniji najbolj dotaknila invalidskih podjetij in poslabšala njihovo poslovanje. Žal je bil za nekatere uveden tudi stečajni postopek. Dragocena je njegova sklepna misel, da je čas krize lahko tudi priložnost za kratkoročne in dolgoročne ukrepe – tudi za državo, če naj ostane socialna, kakor tudi za Odbor OZN za pravice invalidov, v katerem osebno sodeluje, ki bo posebno pozornost namenil uresničevanju Konvencije v času krize. Prav v imenu tega odbora se je zahvalil obema organizatorjema te konference kot pomembnega prispevka k uresničevanju Konvencije – v praksi, v življenju, kjer jo invalidi potrebujejo.

**Betka Škerlak** iz Sindikata - KNSS Neodvisnost je predstavila projekt Akademija KNSS, v katerem sodeluje tudi Zveza delovnih invalidov Slovenije. Delno ga financira Evropska unija iz Evropskega socialnega sklada ter se izvaja v okviru Operativnega programa razvoja človeških virov. Zasnovan je tako, da bi omogočil širokemu krogu sindikalnih zaupnikov poti do uporabnih znanj. Izbrane vsebine so zamišljene kot uporabne za vodenje socialnega dialoga. Torej za reševanje problemov, ki nastajajo med delodajalci in njihovimi zaposlenimi. Gre torej za projekt, ki je namenjen krepitvi znanja, znanje pa je moč in možnost, da probleme prerastemo z razvijanjem partnerstva med delodajalci in zaposlenimi.

Prva med tujimi predavateljki je bila **Heidi Schnizer** iz Avstrije. V njeni predstavitvi značilnosti avstrijske zakonodaje izstopa določilo, ki invalidu zagotavlja, da ni invalid tisti, ki bi moral dokazovati svojo morebiti doživeto diskriminacijo, temveč mora mo-

rebitni povzročitelj diskriminacije dokazati, da je ravnal nediskriminatorno. Primer dobre prakse in inovativni pristop na področju zaposlovanja invalidov je nedvomno, da njihova organizacija izhaja iz filozofije, da so invalidi tako delavci kot tudi uporabniki. V okviru izvajanja vodenja invalidov v zaposlitvi (»coach«, »coaching«) se kaže njihova inovativnost v tem, da za to delo usposobijo invalide same in jim tako odprejo nove zaposlitvene možnosti pri uresničevanju njihove pravice do dela.

**Mary Mulryan**, Irska je predstavila uspešnost delovanja irske invalidske organizacije People with disabilities (PwDI). Zanimivo je, da bedijo nad tem ali se uresničujejo vsa številna priporočila (402) o položaju invalidov. Zaposlovanje invalidov promovirajo z njihovimi sposobnostmi in ne invalidnostjo, posebej je poudarila pomen zaposlovanja ob uporabi e – tehnologije.

**Adrienne Vecsey** je predstavila položaj zaposlovanja invalidov na Madžarskem. Tudi v tej državi se trudijo za ohranjanje njihove zaposlenosti na odprtem trgu dela. Posebej bi veljalo opozoriti na dokaj novo možnost, ki jo uvajajo glede na invalidovo stopnjo okvare zdravja. Velja za invalide, pri katerih so ugotovili 40% do 79% okvaro zdravja. Tej skupini invalidov ponudijo rehabilitacijsko nadomestilo za dobo 3 let kot vzpodbudo, da ostanejo vključeni v delo. In višina rehabilitacijskega nadomestila je višja kot pa bi bila njihova invalidska pokojnina, seveda v okviru pogojev, ki jih izpolnjujejo. Ocena okvare zdravja namreč upošteva tudi nemedicinske lastnosti invalida in dejavnike okolja, v katerih živi in deluje.

**Monika Vrablova** je kot predstavnica Slovaškega združenja telesnih invalidov predstavila področje zaposlovanja invalidov državi. Zanimivo je, da so njihovi člani ne le invalidi temveč tudi njihovi starši in ostali družinski člani. Imajo programe za izobraževanje invalidov, vključno za uporabo različne informacijsko komunikacijske tehnologije. Podrobneje je predstavila delovanje programa za invalide v okviru invalidskega podjetja »AV Mobility, Ltd«. Obsega razvoj različnih področij in služb, ki so namenjen pomoči samim invalidom in njihovi zaposlitvi. Izvajajo tudi prilagajanje vozil invalidov, prodajajo vozila po dostopnejši ceni, imajo non – stop klicni center za invalide.

**Maria Tussy** je predstavila izkušnjo Španije, kako ohranja zaposlenost invalidov v času gospodarski krizi. Manjše zaposlovanje invalidov se kaže predvsem v privatnem sektorju. Država izvaja običajne in posebne ukrepe za izboljšanje zaposlovanja invalidov, usmerjena je v porabo sredstev evropskih socialnih skladov in v oblikuje posebne državne denarne sklade. Ob vsem tem je poudarila, da ni dovolj krepiti le ekonomsko rast kot pogoja za zaposlitev invalidov, potekati morajo tudi aktivnosti za izboljševanje socialne politike in njene konsolidacije.

**Malgorzata Koter-Morgowska** je bila predstavnica Poljske Federacije organizacij telesnih invalidov. Področje zaposlovanja invalidov urejuje delovno pravna zakonodaja: Zakon o vzpodbujanju zaposlovanja ter zakon o poklicni in socialni rehabilitaciji in zaposlovanju invalidov. Nedavno so uvedli zaradi gospodarske krize spremembe: zmanjšali so razlike v višini olajšav za invalidske podjetja in ona na odprtem trgu dela. Obseg financiranja vzpodbud je odvisen od stopnje invalidnosti, tudi nadomestilo dajatev za zaposlene, ki podpirajo pri zaposlitvi/delu invalida. Invalidi so prav tako prijavljeni kot iskalci

zaposlitve, ki lahko koristijo program aktivne politike zaposlovanja. Imajo nacionalno strategijo zaposlovanja invalidov 2007 do 2013. Usmerjena je k invalidom, k delodajalcem, v promocijo novih oblik zaposlovanja npr. e – delo, uvajanje individualnega načrta aktivacije. S koriščenjem evropskih sredstev vodijo številne medijske kampanje za zaposlovanje invalidov, za nove oblike samozaposlovanja – socialne kooperative.

Kljub izredno zgoščenim temam in številnim prispevkom, so udeleženci v polnem številu spremljali konferenco do njenega zaključka. Žal ob enodnevnem dogodku praviloma zmanjka časa za obširnejšo razpravo. V svojem obsegu je pokazala, da izmenjava informacij in izkušenj poteka in da so vzpostavljene povezave za nadaljnje sodelovanje.

Organizatorja sta pripravila tudi zaključke konference z namenom, da postanejo stalna smernica za razvijanje področja zaposlovanja invalidov in izmenjavo dobrih praks na tem področju, tudi z mednarodnim sodelovanjem.

## **Zaključki mednarodne konference »Primeri dobre prakse in ukrepi pri ohranjanju zaposlitve invalidov v času ekonomske krize v državah članicah FIMITIC-a«**

Zveza delovnih invalidov Slovenije in FIMITIC sta s konferenco z naslovom »Primeri dobre prakse in ukrepi pri ohranjanju zaposlitve invalidov v času ekonomske krize v državah članicah FIMITIC-a« dali pobudo za začetek procesa trajnega povezovanja in izmenjevanja dobrih praks pri ohranjanju zaposlenosti invalidov in njihovem zaposlovanju, tako na nivoju različnih nosilcev/izvajalcev teh praks v posamezni državi kakor tudi na meddržavnem nivoju, in sicer kot inovativni prispevek invalidov k reševanju časa ekonomsko-gospodarske krize. Povezovanje invalidskih organizacij na mednarodni ravni je pomembno za skupno delovanje na področju invalidskega varstva (za prenos informacij, skupno nastopanje, prikaze primerov dobre prakse).

Predstavljeni primeri dobrih praks sodelujočih držav, t. j. Avstrije, Irske, Madžarske, Poljske, Slovaške, Slovenije in Španije, jasno kažejo, da so tudi v času ekonomske krize in recesije realne možnosti za prilagajanje obstoječih in za razvijanje novih programov za ohranitev zaposlitve invalidov. Ti primeri dobre prakse so pomembni tudi zato, ker potrjujejo, da Konvencija OZN o pravicah invalidov ni le črka na papirju, temveč dokument z vsebino, ki jo je možno uresničevati v praksi.

Ohranjanje in ustvarjanje pogojev za ohranitev zaposlitve invalidov je ena temeljnih aktivnosti za preprečevanje diskriminacije invalidov. Obdobje ekonomske krize in recesije je čas, v katerem lahko izkoristimo in razvijemo povsem nove priložnosti za aktiviranje invalidov, da z novimi cilji in bolj odločno sprejmejo/izberejo aktivno vlogo pri ohranjanju zaposlitve oziroma pri iskanju zaposlitve in invalidnost spremijo v novo priložnost. Invalide je potrebno »opolnomočiti« (usposablјati, izobraževati), da bodo varni pred odpuščanjem in da bodo zmogli tudi sami in aktivno ohraniti zaposlenost in svoj enakopravni položaj na trgu dela.

Obdobje ekonomske krize in recesije je tudi priložnost, ki jo invalidske organizacije, druge nevladne organizacije, institucije, vlada morajo izkoristi za povezovanje z delodajalci – da jih motivirajo, opremijo z ustreznim znanjem in jim nudijo tudi strokovno pomoč kot partnerjem, ki ne bodo odpuščali invalidnih delavcev, temveč bodo invalide enakopravno in brez diskriminacije vključevali v procese reševanja svojega položaja, povezanega z ekonomsko-gospodarsko krizo. Prvi pogoj za spremembo ravnanj, tudi na področju zaposlovanja invalidov, je prepoznavanje potreb invalidov na eni strani in prepoznavanje sposobnosti in zmožnosti invalidov na drugi strani, torej ne le tistega, kar invalidi potrebujejo za enakopravno vključevanje v delo in življenje, ampak tudi in predvsem tistega, kar invalidi s svojim delom lahko ponudijo sebi, svoji družini in širšemu družbenemu okolju.

## Summary of the International Conference FIMITIC and Conclusions

The Federation of Disabled Workers of Slovenia has marked its celebration of the anniversary with yet another important event: in cooperation with FIMITIC it has prepared and organised an international conference whose primary purpose was to exchange good practices and discuss conformity of measures promoting employment of people with disabilities with the relevant provisions of the UN Convention on the Rights of Persons with Disabilities.

In the run-up to the conference, however, the world was hit by a full-scale economic crisis, which prompted a splendid response from the invited lecturers. The topicality of the theme selected for the conference was also confirmed by as many as 117 participants, 37 of whom were attending the conference from abroad. Most participants (61) were employed or unemployed people with disabilities who are members of the Federation of Disabled Workers of Slovenia, but there were also 12 representatives of Slovene expert institutions active in the disability sector, guaranteeing social security for people with disabilities or promoting the sector's development. From among 21 members of the FIMITIC Federation, 14 national disabled people's organisations (equalling 67%) also joined the conference and spoke on behalf of Austria, Albania, Bulgaria, Bosnia and Herzegovina, Cyprus, the Czech Republic, Croatia, Ireland, Hungary, Poland, Romania, Slovakia, Spain and Switzerland.

The conference was opened with a formal address by **Marija Štiglic**, Honorary President of the International Federation of Persons with Physical Disability (FIMITIC), who thanked the Slovene Federation of Disabled Workers for organising the FIMITIC delegates' conference as well as an international conference with such an important and topical agenda. She wished all the participating countries and speakers every success in their deliberations. Furthermore, she pleasantly surprised Cveto Uršič, Director-General of the Disability Directorate within the Ministry of Labour, Family and Social Affairs, by presenting him with the FIMITIC Gold Medal – the Federation's highest token of recognition – and thanking him for all his endeavours to protect human rights of people with disabilities.

The President of the Federation of Disabled Workers of Slovenia **Drago Novak**, in the following address, highlighted the importance of disabled people's task forces active in enterprises or disabled people's organisations, which create an important link between disabled workers and employers. He warned that the present economic situation does not favour the setting up of new task forces or the revival of those that once existed. For this reason, a possibility has to be found for their establishment within local disabled people's organisations. Drago Novak concluded that some of the ZDIS goals have thus already been attained, while anticipating that new ideas and challenges would also

present themselves during the conference.

At that moment, the conference turned more ceremonial with the arrival of **Dr. Ivan Svetlik**, minister of labour, family and social affairs. Despite his numerous obligations, the minister found time to meet with the representatives of Slovenian and foreign disabled people's organisations, and to lend an ear to everyone who wished to share with him their opinions and thoughts, or simply to greet him.

In his formal address, the minister underlined the importance of the conference topic and listed numerous measures taken by the Ministry of Labour, Family and Social Affairs to succeed in maintaining a high employment rate of people with disabilities in Slovenia. He expressed his commitment that, when implementing further anti-crisis measures and the planned structural changes, the specificities and needs of people with disabilities would be taken into account in order to preserve their social security rights and the right to non-discrimination, also in the context of employment.

After the minister's address, the conference continued with the technical programme. All contributions are published in full in the proceedings, including two power-point presentations. Here I shall mention only some of the main highlighted thoughts and experiences described.

**mag. Cveto Uršič** indicated that in Slovenia the impact of the economic crisis was most severely felt by sheltered workshops whose operation had deteriorated. Unfortunately, in some cases the bankruptcy procedure could not be avoided. He concluded his intervention with a precious thought that times of crises can also be seized as an opportunity for short- and long-term measures, which should also be borne in mind by the government if it wished to preserve the welfare state, as well by the UN Committee on the Rights of Persons with Disabilities – of which he is member – which will devote special attention to how the Convention is being implemented during the crisis. On behalf of the same Committee, he thanked both organisers of the conference for their involvement in the Convention's implementation in real life, where people with disabilities need it the most.

On behalf of the Confederation of New Trade Unions of Slovenia – KNSS Independence – **Betka Škerlak** presented the KNSS Academy Project which was joined also by the Federation of Disabled Workers of Slovenia. The project is co-financed by the European Social Fund and implemented under the Operational Programme for Human Resources Development. It is designed to open access to useful knowledge to a broad circle of trade union representatives. The topics selected under the project underpin social dialogue and are beneficial for the resolution of problems arising between employers and their staff. The project thus aims to increase knowledge, which, in turn, empowers the parties to settle their problems in partnership.

The first among foreign speakers to take the floor was **Heidi Schnitzer** from Austria who presented the relevant Austrian legislation. The provision that attracted most attention sets out that it is not the person with disability who would need to prove that he/she was exposed to discrimination, but rather the alleged discriminator who must



prove that his/her action was not discriminatory. What can be noted as an example of good practice and an innovative approach in the area of employment of people with disabilities is the philosophy of their organisation that people with disabilities are both workers and users. Another innovative idea mentioned concerns the coaching of disabled workers, in which it is people with disabilities who are trained to do this work, which fosters their employment and secures their right to work.

**Mary Mulryan** from Ireland summarized the successes of the Irish disability organisation People with Disabilities (PwDI). It was interesting to hear that PwDI is monitoring the implementation of all the recommendations (as many as 402) concerning the status of people with disabilities. PwDI promotes employment of people with disabilities by focusing on their abilities rather than disabilities, and underscores the importance of e-technology jobs.

**Adrienne Vécsey** spoke about the employment of people with disabilities in Hungary, where the aim is to maintain their employment in the open labour market. A rather novel opportunity was recently offered to people with disabilities having a health impairment of 40-79 percent. People with disabilities from this category are offered a three-year rehabilitation compensation stimulating them to remain employed. The compensation is higher than the disability pension they would be entitled to, as the health impairment assessment also takes into account the non-medical aspects and the environmental factors concerning an individual person with disabilities.

**Monika Vrablova** from the Slovak Union of Physically Disabled People outlined the situation concerning the employment of people with disabilities in the Slovak Republic. Interestingly, their Union not only has people with disabilities as its members, but also their parents and other family members. It offers educational programmes and also trains members in the use of ICT. In continuation, Monika Vrablova sketched the disability programme within the AV Mobility, Ltd sheltered workshop. The programme develops different areas and services of assistance to people with disabilities, thus supporting their employment. The workshop also adapts vehicles to be operated by people with disabilities, sells them at more affordable prices and offers a 24-hour call centre.

Turning our attention to the Spanish experience with maintaining employment of people with disabilities during the economic crisis, **Maria Tussy** explained that a drop in employment levels can primarily be observed in the private sector. The Spanish state is presently implementing both ordinary and extraordinary measures to improve the employment situation, it attempts to increase the use of resources from the European Social Fund and is creating special national monetary funds. Another essential message of the presentation was that the employment of people with disabilities does not only depend on strong economic growth, but also that parallel activities have to be undertaken to improve and consolidate social policy.

**Malgorzata Koter-Morgowska** attended the conference as a representative of the Polish Federation of Organisations of People with Physical Disability. In Poland, employment of people with disabilities is governed by the labour legislation, i.e. the Act on the Promotion of Employment, and the Act on Vocational and Social Rehabilitation and



Employment of Persons with Disabilities. Due to the crisis, certain amendments were recently adopted to this legislation, which are minimising the difference between the benefits afforded for the employment of people with disabilities to sheltered workshops and those granted to employers from the open labour market. The level of benefits depends on the degree of disability, which also pertains to allowances for staff assisting a disabled worker at work. People with disabilities are registered as job seekers and can thus make use of active employment policy programmes. In Poland, the national employment strategy for people with disabilities was adopted for the period 2007-2013. It is directed towards people with disabilities, employers and to the promotion of new forms of employment (e.g. tele-work, individual activation plans). The Federation is successful in drawing European funds for a number of media campaigns about the employment of people with disabilities and about social cooperatives, a new form of self-employment.

Even though the conference programme was very compact, the participants stayed on in high numbers until the conclusion. Unfortunately, one-day conferences do not usually leave much time for deeper debate. Nevertheless, the discussion did show that the exchange of information and experience is ongoing and that contacts had been established for further cooperation.

In summing up, the organizers drew conference conclusions in the hope that they may guide further development in the area of the employment of people with disabilities as well as the exchange of good practices through international cooperation.

## Conclusions of the International Conference 'Examples of good practice and innovative measures to maintain employment of disabled workers in the present economic crisis'

The Federation of Disabled Workers of Slovenia and FIMITIC wished that the conference entitled *Examples of good practice and innovative measures to maintain employment of disabled workers in the present economic crisis* should initiate the process of lasting integration and the exchange of good practices among national stakeholders or at the international level on how people with disabilities can find or maintain their employment, thus allowing people with disabilities to make an innovative contribution to the resolution of the economic crisis. Integration of disability organisations at the international level is paramount for joint action in the area of disability policy (dissemination of information, joint appearance, demonstrations of examples of good practice).

Examples of good practice presented by the participating countries of Austria, Ireland, Hungary, Poland, Slovenia, the Slovak Republic and Spain clearly show that despite the times of the economic crisis and recession there are still realistic possibilities for both the adaptation of the existing programmes geared towards maintaining employment of people with disabilities as well as for the development of new ones. Furthermore, the

examples of good practice presented are significant because they confirm that the UN Convention on the Rights of Persons with Disabilities is not a dead letter but rather a document with substance that can be implemented in practice.

Maintaining and creating conditions for people with disabilities to remain employed is one of the fundamental activities preventing discrimination of the disabled. The times of the economic crisis and recession can be exploited for creating and seizing completely new opportunities to mobilize people with disabilities who can set themselves new goals and more resolutely adopt an active role in maintaining or searching for employment, thus turning disability into a new opportunity. People with disabilities should be empowered (trained and educated) so that they may be safe from dismissals, and capable of actively maintaining employment and equal position on the labour market.

The economic crisis and recession is affording disability organisations, other NGOs, institutions and the Government the opportunity to establish closer ties with employers, to motivate them, to equip them with the relevant knowledge and provide them with expert assistance so that they may act as partners who rather than dismiss disabled workers promote their non-discriminatory and equal inclusion in processes of resolving the situation arising from the economic crisis.

The precondition for affecting any change of conduct, also in relation to the employment of people with disabilities, is the recognition of their needs on the one hand and their abilities on the other; knowing not only what people with disabilities need in order to equally participate in work and life, but even more importantly, what they have to offer to themselves, their families and the broader social environment through their work.

## mag. Tanja Hočevar

Sekretarka Zveze delovnih invalidov Slovenije  
Secretary General of Federation of Disabled Workers of Slovenia

# Poslanstvo Zveze delovnih invalidov Slovenije



### Uvod

Zvezo delovnih invalidov Slovenije (ZDIS) so leta 1969 ustanovila občinska društva invalidov iz območja Republike Slovenije zaradi medsebojne pomoči in uresničevanja skupnih interesov ter ohranitve varstva pravic delovnih invalidov.

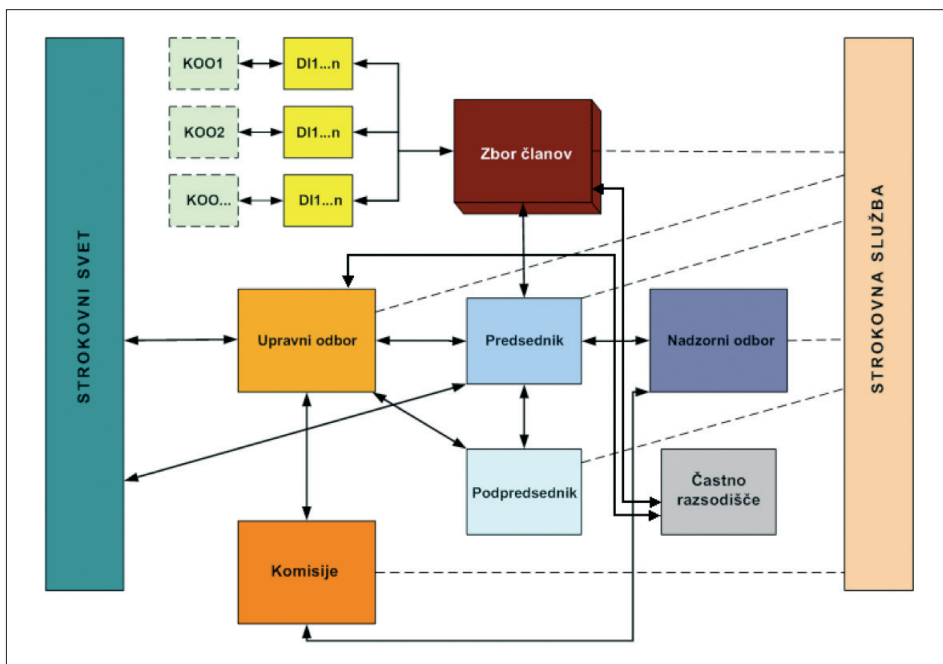
Največja reprezentativna invalidska organizacija v Slovenije je prostovoljno, neodvisno, samostojno, nevladno, nepridobitno združenje društev invalidov, ki ji je na podlagi Zakona o invalidskih organizacijah s strani Ministrstva za delo, družino in socialne zadeve podeljen status invalidske organizacije.

Prav tako je Zvezi delovnih invalidov Slovenije na podlagi Zakona o invalidskih organizacijah s strani Ministrstva za delo, družino in socialne zadeve priznana **reprezentativnost** za delovne invalide in za osebe s telesno okvaro.

Zveza delovnih invalidov Slovenije, ki združuje več kot 60.000 članov, v **69. lokalnih društvih** združuje:

- delovne invalide po Zakonu o pokojninskem in invalidskem zavarovanju;
- druge invalidne osebe, ki nimajo statusa delovnega invalida, pa zaradi pridobljenih ali prirojenih okvar in oviranosti, ki jih pogojuje oziroma ustvarja fizično in družbeno okolje, ne morejo same delno ali v celoti zadovoljevati potreb osebnega, družinskega in družbenega življenja v okolju, v katerem živijo in delajo;
- zakonite zastopnike invalidov in
- druge osebe, ki na različne načine podpirajo delovanje društev in Zveze na območju države Slovenije.

## ORGANIGRAM ZVEZE DELOVNIH INVALIDOV SLOVENIJE



### Poslanstvo

Zveza delovnih invalidov Slovenije se zavzema za enake možnosti vseh prebivalcev Republike Slovenije, ne glede na njihove telesne, senzorne in intelektualne sposobnosti, za življenje v sožitju z vsemi drugimi prebivalci.

### Vizija ZDIS

Zveza delovnih invalidov Slovenije si prizadeva izboljšati kakovost življenja delovnih invalidov. Prizadeva si ustvarjati okolje, ki bo različnost državljanov v telesnih, senzornih in intelektualnih sposobnostih sprejemalo brez vrednostnih predznakov.

### Vrednote, katerim sledi ZDIS

**Vključenost** delovnih invalidov in oseb s telesno okvaro v vseh področjih družbenega življenja.

**Nediskriminacija** delovnih invalidov tako v grajenem kot družbenem okolju.

**Enkratnost** vsakega posameznika s svojimi individualnimi potrebami in interesi.

**Enakopravnost** pri odločanju o vseh zadevah, pomembnih za invalide in njihove družine.

**Enakost** pri dostopu do posebnih socialnih programov in storitev, ki jih nudi ZDIS.

**Opolnomočenje** uporabnikov posebnih socialnih programov in storitev.

**Možnost** izbire življenjskega stila.

**Kakovost** dela organov ZDIS in izvajalcev posebnih socialnih programov in storitev.

**Inovativnost** pri iskanju novih možnosti za uporabnike storitev.

## Namen ZDIS

Namen Zveze delovnih invalidov Slovenije je ugotavljanje, zagovarjanje in zadovoljevanje posebnih potreb delovnih invalidov in oseb s telesno okvaro ter zastopanje njihovih interesov, delovanje proti diskriminaciji invalidov ter za njihovo večjo gmotno, socialno in pravno varnost, socialno integracijo in dobro zdravstveno počutje.

V Zvezi delovnih invalidov Slovenije se zavedamo, da je naša dolžnost in pravica predstavljati delovne invalide in osebe s telesno okvaro v vseh zadevah, ki so povezane z delom in življenjem na lokalni, regionalni, nacionalni in mednarodni ravni in zato nikoli ne bomo opustili zahteve »o invalidih ničesar brez invalidov«.

## Cilji ZDIS

Temeljni cilji delovanja Zveze delovnih invalidov Slovenije so:

- uveljavljanje človekovih pravic delovnih invalidov in oseb s telesno okvaro,
- vključevanje invalidov v družbo in sodelovanje v vsakdanjem življenju,
- nediskriminacija delovnih invalidov in oseb s telesno okvaro,
- vzpodbujanje delovnih invalidov in oseb s telesno okvaro za opiranje na lastne moči in sposobnosti,
- avtonomnost delovnih invalidov in oseb s telesno okvaro kot uporabnikov storitev,
- ekonomsko, socialno, zdravstveno in pravno varstvo delovnih invalidov in oseb s telesno okvaro,
- socialna pravičnost in enake možnosti delovnih invalidov in oseb s telesno okvaro,
- ustvarjanje javnega mnenja in kulture, ki bosta strpna do vseh vrst drugačnosti,
- odpravljanje komunikacijskih ovir za telesno, senzorno in govorno ovirane,
- organiziranje posebnih socialnih programov in storitev za zadovoljevanje posebnih potreb invalidov,
- uveljavljanje vrednot ter standardov kakovosti ZDIS v DI in v okviru sodelovanja z drugimi organizacijami doma in na tujem,
- povečanje možnosti zaposlovanja delovnih invalidov in oseb s telesno okvaro,
- uresničevanje nacionalnih dokumentov na področju invalidskega varstva.

## Naloge ZDIS

Za uresničevanje svojega namena Zveza opravlja predvsem naslednje naloge:

- ugotavlja interese in zagovarja potrebe delovnih invalidov in oseb s telesno okvaro na vseh področjih, ki zadevajo življenje delovnih invalidov in oseb s telesno okvaro;
- v skladu z veljavnimi predpisi sodeluje in dopolnjuje izvajanje dejavnosti družbenega varstva delovnih invalidov in oseb s telesno okvaro iz področij zaposlovanja, pokojninsko invalidskega varstva, socialnega varstva, zdravstvenega varstva, kulture, športa in rekreacije;
- v zvezi s prejšnjo alineo organizira in izvaja aktivnosti za ohranitev zdravja in druge rehabilitacijske programe za delovne invalide in osebe s telesno okvaro ter izvaja in sodeluje pri izvajanju in razvijanju posebnih socialnih, zdravstvenih, izobraževalnih, kulturnih in športno-rekreacijskih in drugih programov za delovne invalide in osebe s telesno okvaro;
- načrtuje, organizira in izvaja programe, ki delovnim invalidom in osebam s telesno okvaro omogočajo bolj aktivno sodelovanje in pripomorejo k odstranjevanju ovir in bolj neodvisnemu življenju;
- povezuje in usklajuje delo svojih članov, jim daje smernice, posreduje strokovna spoznanja in mednarodna dognanja ter kot krovna nacionalna invalidska organizacija strokovno sodeluje pri oblikovanju posameznih programov ter s sofinanciranjem v okviru razpoložljivih sredstev omogoča njihovo izvajanje;
- sodeluje pri oblikovanju državnih ukrepov in predlaga sprejem predpisov in ukrepov na področju invalidskega varstva;
- sodeluje pri oblikovanju sistemskih rešitev invalidskega varstva, predlaga, spodbuja in podpira ukrepe pristojnih organov in strokovnih ustanov za razvoj družbene skrbi za delovne invalide in osebe s telesno okvaro ter spremlja izvajanje dogovorjenega varstva;
- predstavlja, varuje in uveljavlja pravice in interese delovnih invalidov in oseb s telesno okvaro na državni ravni;
- izvaja socialno varstveno dejavnost;
- sodeluje pri preprečevanju in odpravljanju ovir v fizičnem in socialnem okolju;
- nudi pomoč pri uveljavljanju potreb delovnim invalidom in osebam s telesno okvaro na področju varovanja zdravja, medicinske in socialne rehabilitacije, vzgoje in izobraževanja, usposabljanja, zaposlovanja, bivanja, socialne varnosti, kulture, športa in rekreacije;
- preprečuje in blaži socialne ter psihične posledice invalidnosti;
- usposablja delovne invalide in osebe s telesno okvaro za samopomoč ter svojeje in prostovoljce za življenje in delo z invalidi;
- razvija socialne spretnosti delovnih invalidov in oseb s telesno okvaro;
- osvešča javnost tako, da preko javnih informacijskih sredstev seznanja javnost s problematiko delovnih invalidov in oseb s telesno okvaro, jo priteguje k sodelovanju za reševanje splošnih družbenih vprašanj, ki jih poraja invalidnost;

- organizira in pospešuje izmenjavo informacij, izkušenj in strokovnih dognanj med člani – društvi invalidov, ustreznimi ustanovami in strokovnjaki;
- izdaja posamične publikacije in strokovno gradivo;
- izvaja izobraževanje, izpopolnjevanje in usposabljanje, raziskovanje in eksperimentalni razvoj na področju družboslovja in humanistike;
- zagotavlja zagovornišvo in ustvarja možnosti za samopomoč in dobrodelnost delovnih invalidov in oseb s telesno okvaro;
- krepi mednarodno povezovanje s področja delovanja Zveze;
- opravlja naloge v skladu s predpisi ali na podlagi pogodb in pridobljenih pooblastil;
- opravlja druge naloge, za katere se dogovorijo člani – društva invalidov in so povezane z namenom in cilji Zveze.

## POSEBNI SOCIALNI PROGRAMI ZDIS

Poslanstvo Zveze delovnih invalidov Slovenije se odraža skozi skrb za izboljšanje kakovosti življenja delovnih invalidov in oseb s telesno okvaro ter skozi izvajanja posebnih socialnih programov.

Izvajanje posebnih socialnih programov, ki izhajajo iz posebnih značilnosti in potreb delovnih invalidov in oseb s telesno okvaro, je oplemenitilo dejavnost reprezentativne invalidske organizacije Zveze delovnih invalidov Slovenije in predstavlja posebno značilnost le-te. Tako delovanje presega individualni in skupinski interes, je istočasno tudi v javnem interesu, ker na svojstven način prispeva k udejanjanju družbenih ciljev na področju invalidskega varstva in h kakovosti življenja invalidov, njihovi enakopravnosti in nediskriminaciji.

Zveza delovnih invalidov Slovenije izvaja na nacionalni ravni **11 sklopov posebnih socialnih programov**:

### **1) Izvajanje programa ohranjanja zdravja v lastnih kapacitetah:**

Izvajanje programa "Ohranjanja zdravja" se izvaja v lastnih objektih v Termah Čatež, v Izoli, na Ptujju, v Rogaški Slatini, v Radencih in Fiesi.

### **2) Izvajanje psihosocialne rehabilitacije:**

**Program je sestavljen iz 4 podprogramov:**

1. V Zdravilišču Šmarješke Toplice ciljni skupini zaposlenih in brezposelnih invalidov Zveza delovnih invalidov Slovenije namenja program rehabilitacije v 10-dnevnih terminih preko celega leta.
2. V Termah Topolšica ciljni skupini zaposlenih in brezposelnih invalidov Zveza delovnih invalidov Slovenije namenja program rehabilitacije v 10-dnevnih terminih preko celega leta.

3. 6-dnevni rehabilitacijski program »November« za zaposlene delovne invalide in iskalce zaposlitve vključuje poleg storitev za ohranjevanje psihofizičnih sposobnosti invalidov še predavanja z zdravstveno tematiko in predavanja iz področja invalidske in delovne zakonodaje ter brezplačno pravno svetovanje.
4. V Zdravilišču Dobrna ženskam s statusom invalida ali s telesno okvaro kot posledico ženskih bolezni Zveza delovnih invalidov Slovenije namenja program rehabilitacije v 10-dnevnih terminih.

### 3) Usposabljanje za aktivno življenje in delo

Program predstavlja usposabljanja za zaposlene delovne ali brezposelne delovne invalidi, ki iščejo zaposlitev. Tovrstna usposabljanja, ki potekajo v obliki predavanj in delavnic, predstavljajo nadgradnjo v življenju pridobljenih znanj in izkušenj zaposlenih in brezposelnih delovnih invalidov. Z izvedenimi usposabljanji, s pomočjo priznanih predavateljev in storitev pravne službe poskuša Zveza delovnih invalidov Slovenije vsaj delno olajšati stiske, ki jih povzročča večkrat nekorektno ravnanje z invalidnostjo na delovnem mestu.

### 4) Organiziranje in izvajanje programov usposabljanj za aktivno sodelovanje in neodvisno življenje invalidov

Program predstavlja usposabljanja invalidov in prostovoljcev iz društev invalidov za delo in neposredno pomoč invalidom. Program poteka v obliki predavanj in delavnic, s ciljem izobraževanja in usposabljanja ter podpore in učenja prostovoljcev, ki delajo v društvih invalidov za invalide in njihove svojce.

### 5) Informativna in založniška dejavnost

Namen programa je seznaniti invalide, prostovoljce na društvih invalidov in vso zainteresirano javnost z zakonodajo in strokovnimi nasveti, rešitvami in analizami o problematiki invalidov. To Zveza delovnih invalidov Slovenije dosega:

- s stalnim pisnim informiranjem,
- z informiranjem preko spletne strani <http://www.zveza-zdis.si>,
- z izdajo Glasila ZDIS,
- z izdajo zloženk,
- z založniško dejavnostjo.

V okviru tega programa izvaja tudi **projekt "Občina po meri invalidov"**, ki ga Zveza delovnih invalidov Slovenije razvija z namenom, da bi še v večji meri vzpodbudila lokalne skupnosti – občine – k načrtnim in trajnim aktivnostim za doseganje večje kakovosti skupnega življenja vseh občanov in še posebej invalidov v njihovem okolju, za socialno vključenost invalidov in njihovo sodelovanje v družbenem življenju kraja. Do sedaj so listino "Občina po meri invalidov" prejele naslednje občine: **Ajdovščina**,



**Velenje, Radovljica, Trbovlje, Hrastnik, Radlje ob Dravi, Rogaška Slatina, Slovenj Gradec, Zagorje ob Savi in Ljubljana.**

#### **6) Izvajanje zagovorništva in pravne pomoči**

Pomeni nudenje brezplačne pravne pomoči invalidom s področja delovnopravne zakonodaje.

#### **7) Pomoč pri odpravljanju grajenih ovir in drugih ovir v bivalnem in delovnem okolju (odpravljanje grajenih ovir in tehnični pripomočki)**

Zveza delovnih invalidov Slovenije v utemeljenih primerih podeljuje izredne denarne pomoči za prebivanje in prilagajanje bivalnega okolja, za tehnične pripomočke ter za druge utemeljene projekte.

#### **8) Rekreativna in športna – ohranjanje psihofizičnih sposobnosti**

Je program rekreativno športne dejavnosti na državni ravni v naslednjih panogah: streljanje, namizni tenis, kegljanje – 100 lučajev, ribolov, balinanje, šah – posamično, šah – ekipno, pikado.

#### **9) Socialno vključevanje invalidov – delavnice za spodbujanje razvoja človeških virov**

Vsako leto se zvrsti skupaj 16 pet-dnevnih ustvarjalnih delavnic in terapevtskih skupin.

#### **10) Skrb za integracijo invalidov v kulturno življenje (revija pevskih zborov društev invalidov ZDIS)**

Revija pevskih zborov ZDIS je kulturni dogodek, ki pa je namenjen tudi spoznavanju, druženju, pa tudi osveščanju javnosti o dejavnosti invalidov.

#### **11) Okrepitev mreže aktivov delovnih invalidov**

Na ravni ZDIS smo sprejeli strateško usmeritev formiranja novih organizacijskih oblik delovanja, to je aktivov delovnih invalidov pri podjetjih in društvih invalidov.

Dejavnost aktiva:

- ugotavljanje razmer na delovnem mestu invalida;
- spoštovanje pravil o ravnanju z invalidnostjo na delovnem mestu (Kodeks, Smernice);
- opozarjanje delodajalcev in sindikatov na spoštovanje delovnopravne zakonodaje;

- spoznavanje zaposlenih in brezposelnih invalidov z zakonodajo (kvote, subvencije, prilagoditve);
- poročanje o problematiki zaposlenih in brezposelnih invalidov;
- uresničevanje pravice do pridobitve potrebnih informacij (tudi usmerjanje delodajalcev, sindikatov);
- možnosti različnih pomoči posameznikom (pravna pomoč, osebno posredovanje, javna razgrnitev problema ...).

## **69 društev invalidov – članov Zveze delovnih invalidov Slovenije pa na lokalni ravni izvaja pet sklopov posebnih socialnih programov:**

### **1. Skrb za neodvisno življenje težkih in nepokretnih invalidov**

Invalidom s težjo invalidnostjo ali v zelo slabem zdravstvenem stanju in invalidom, ki živijo v slabih socialnih razmerah, je nudeno največ pozornosti v obliki obiskov, organiziranih srečanj, piknikov ter zagotavljanju finančnih pomoči.

### **2. Prva osebna in socialna pomoč ter informiranje**

Invalidom je nudena prva osebna in socialna pomoč preko raznih oblik informiranja in svetovanja.

### **3. Pomoč invalidom za ohranjanje zdravja po težkih operativnih posegih ali po nastanku invalidnosti**

Invalidom so nudene različne možnosti ohranjanja zdravja in rehabilitacije v zdraviliščih in na morju.

### **4. Ohranjanje psihofizičnih sposobnosti invalidov skozi rekreacijo in šport**

Invalidom je omogočena udeležba in sodelovanje v različnih oblikah rekreacije, prilagojene njihovim potrebam.

### **5. Integriranje invalidov v kulturno in družbeno življenje**

Invalidom je omogočena udeležba in sodelovanje v različnih oblikah kulturnih in ustvarjalnih dejavnosti ter družabnosti, prilagojenih njihovim potrebam.

## **Drugi pomembnejši projekti**

Zveza delovnih invalidov Slovenije je bila pobudnik dopolnitve 14. člena Ustave Republike Slovenije, na podlagi katere je prepovedana diskriminacija na podlagi invalidnosti. Ta ustavna določba je za invalide življenjsko pomembna.

Zveza delovnih invalidov Slovenije je že leta 2003 skupaj s štirimi reprezentativnimi

sindikati (Zveza svobodnih sindikatov Slovenije; Konfederacija sindikatov Pergam; Konfederacija novih sindikatov Slovenije Neodvisnost; Konfederacija sindikatov 90 Slovenije) podpisala **Smernice za delovanje sindikatov v zvezi z zaposlenimi invalidi**, s katerimi se zavzemamo za vzpostavitev humanih odnosov na delovnem mestu, krepitev solidarnosti med delavci in še posebej za izboljšanje odnosa do delovnih invalidov. Gospodarska zbornica Slovenije in ZDIS sta leta 2005 z namenom, da vzpodbudita ustrezno razumevanje in ukrepanje delodajalcev pri ravnanju z invalidnostjo na delovnem mestu podpisala **Dogovor o smernicah za ravnanje z invalidnostjo na delovnem mestu**.

## Zaključek

V ZDIS smo trdno odločeni, da v okviru, ki nam ga omogoča civilna družba, dosežemo cilje, ki so opredeljeni v Konvenciji OZN o pravicah invalidov in številnih drugih deklaracijah, ki na področju invalidskega varstva govorijo o zaposlovanju invalidov.

# Federation of Disabled Workers of Slovenia and its Mission/Values / Objectives

## Introduction

The Federation of Disabled Workers of Slovenia (ZDIS) was established in 1969 by municipal disabled people's organisations active in the territory of the Republic of Slovenia with the aim of providing mutual assistance, asserting common interests and preserving the protection of disabled workers' rights.

The largest representative disabled people's organisation of Slovenia is a voluntary, independent, autonomous, non-governmental and non-profit federation of local disabled people's organisations, and was granted the status of a disabled people's organisation under the Disabled People's Organisations Act by the Ministry of Labour, Family and Social Affairs.

On the basis of the same act, the Ministry of Labour, Family and Social Affairs has recognised the Federation of Disabled Workers of Slovenia as a **representative organisation** of disabled workers and people with physical impairments.

The Federation of Disabled Workers of Slovenia brings together over 60,000 members organised in **69 local disabled people's organisations**, including:

- disabled workers under the Pension and Disability Insurance Act;
- other people with disabilities who do not have the status of disabled workers, and who, due to acquired or congenital impairments and disorders – conditioned or created by the physical and social environment – cannot by themselves partly or entirely satisfy personal, family and social needs in their living and working environment;
- legal representatives of people with disabilities, and
- other persons who in various ways support operations of the organisations and of the Federation in the territory of the Republic of Slovenia.

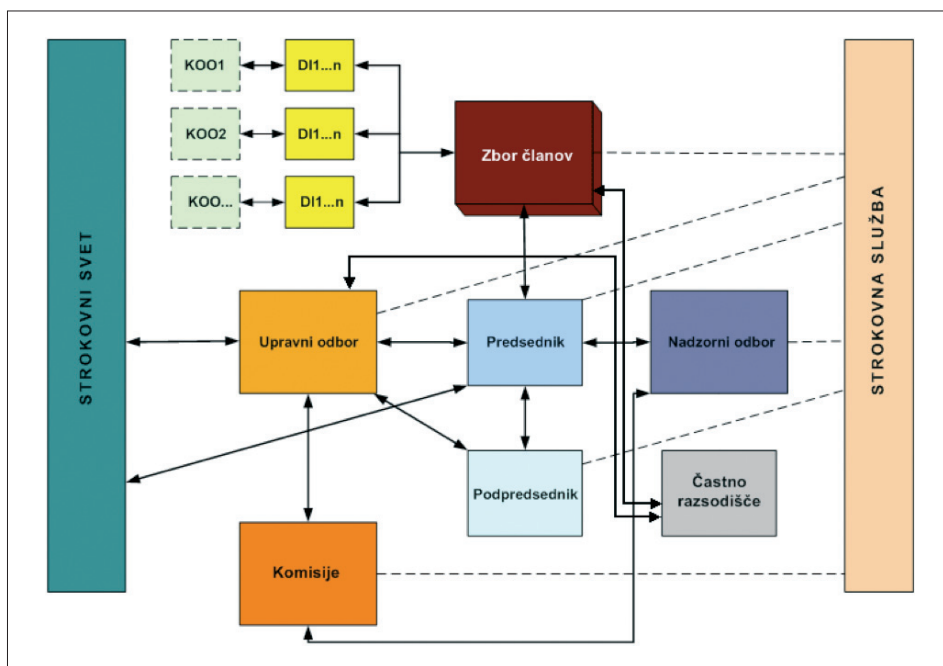
## ZDIS Mission

The Federation of Disabled Workers of Slovenia campaigns for equal opportunities of all citizens living in the Republic of Slovenia, irrespective of their physical, sensory or intellectual abilities, so that persons with disabilities may live in friendly co-existence with the rest of the population.

## ZDIS Vision

The Federation of Disabled Workers of Slovenia strives to improve the quality of life of disabled workers. It endeavours to create an environment where being different in terms of physical, sensory or intellectual abilities is accepted without any bias.

### ORGANISATION CHART: FEDERATION OF DISABLED WORKERS OF SLOVENIA



Strokovni svet: Expert Council  
 KOO - Coordination Committee  
 DI - DPO (disabled people's organisation)  
 Zbor članov: Members' Assembly  
 Strokovna služba: Specialist Service  
 Častno razsodišče: Court of Honour

Predsednik: President  
 Nadzorni odbor: Supervisory Board  
 Upravni odbor: Management Board  
 Podpredsednik: Vice-Chairperson  
 Komisije: committees

## ZDIS Values

**Inclusion** of disabled workers and persons with physical impairments into all spheres of social life.

**Non-discrimination** of disabled workers both in the built environment and in the social environment.

**Uniqueness** of every individual with his/her individual needs and interests.

**Equal rights** in decision-making on all matters relevant for people with disabilities and their families.

**Equality** of access to special social programmes and services provided by ZDIS.

**Empowerment** of the users of special social programmes and services.

**Possibility** to choose one's own life style.

**Quality** of the work done by ZDIS bodies and by special social programme and service providers.

**Innovativeness** in the search for new possibilities to be offered to service users.

## ZDIS Purpose

The purpose of the Federation of Disabled Workers of Slovenia is to establish, advocate and satisfy special needs of disabled workers and people with physical impairments, to represent their interests, oppose discrimination of persons with disabilities, and act to achieve their greater material, social and legal security, social integration and better state of health.

ZDIS is aware of its right and obligation to represent disabled workers and people with physical impairments in all matters related to their work and life at the local, regional and international levels, which is why we will always insist »**Nothing about disabled people without disabled people**«.

## ZDIS Goals

The fundamental goals of the Federation's operation include:

- to assert the human rights of disabled workers and people with physical impairments,
- to integrate people with disabilities into society and foster their participation in everyday life,
- to achieve non-discrimination of disabled workers and people with physical impairments,
- to encourage disabled workers and people with physical impairments to rely on their own strengths and abilities,

- to promote autonomy of disabled workers and people with physical impairments as service users,
- to support economic, social, health and legal protection of disabled workers and people with physical impairments,
- to attain social justice and equal opportunities for disabled workers and people with physical impairments,
- to shape public opinion and culture to tolerate difference, regardless of its form,
- to eliminate communication barriers for people with physical, sensory or speech impairments,
- to organise special social programmes and services to meet special needs,
- to assert ZDIS values and quality standards in disabled people's organisations and in cooperation with other organisations at home and abroad,
- to enhance employment possibilities for disabled workers and people with physical impairments,
- to implement national disability policy documents.

## ZDIS Tasks

In pursuing its purpose, the Federation is primarily undertaking the following tasks:

- it establishes the interests and advocates the needs of disabled workers and people with physical impairments in all areas relevant for their life;
- participates, in accordance with the applicable rules and regulations, in the implementation of social welfare activities aimed at disabled workers and people with physical impairments and related to employment, pension security, social assistance, health care, culture, sports and recreation;
- in relation to the previous indent, it organizes and conducts maintenance of health-related activities and other rehabilitation programmes, carries out and helps develop special social, health, educational, cultural, sport and recreation programmes and other types of programmes designed for disabled workers and people with physical impairments;
- plans, organises and conducts programmes which increase active participation of disabled workers and people with physical impairments, which contribute to the elimination of barriers and which help them lead more autonomous lives;
- integrates and coordinates the work of its members, provides them with orientations, disseminates professional insights and international findings and – acting as an umbrella national disabled people's organisation – contributes to the drafting of programmes and facilitates their implementation through co-funding to the maximum of its available funds;
- takes part in the formulation of state measures and proposes the adoption of regulations and measures in the area of disability policy;
- participates in the elaboration of systemic disability policy solutions, proposes, promotes and supports measures adopted by competent bodies and expert institutions to foster social concern for disabled workers and people with physical

- represents, safeguards and asserts the rights and interests of disabled workers and people with physical impairments at the national level;
- implements social protection activities;
- participates in the prevention and elimination of barriers in the physical and social environment;
- offers assistance to disabled workers and people with physical impairments when asserting their needs in the areas of health protection, medical and social rehabilitation, education, training, employment, housing, social security, culture, sports and recreation;
- studies and mitigates the social and psychological impact of disability;
- trains disabled workers and people with physical impairments for self-help, and their relatives and volunteers for living and working with people with disabilities;
- helps disabled workers and people with physical impairments to develop greater social skills;
- raises public awareness by using public means of information to acquaint the public with issues affecting disabled workers and people with physical impairments, thus encouraging the public to become engaged in the resolution of general social issues arising from disability;
- organizes and facilitates the exchange of information, experience and expert knowledge among members – disabled people's organisations, relevant institutions and experts;
- issues publications and expert material;
- offers education, further studies and training, research and experimental development in the field of sociology and the humanities;
- engages in advocacy and creates self-help and charity opportunities for disabled workers and people with physical impairments;
- strengthens international links in its areas of operation;
- performs tasks in accordance with regulations or based on contracts and authorisations obtained;
- performs other tasks related to the Federation's purpose and goals as agreed among members – disabled people's organisations.

## **SPECIAL SOCIAL PROGRAMMES OFFERED BY ZDIS**

The mission of the Federation of Disabled Workers of Slovenia is reflected in the efforts to improve the quality of life of disabled workers and people with physical impairments, as well as in the implementation of special social programmes directed towards their special characteristics and needs.

Implementation of these programmes has given greater dignity to our representative disabled people's organisation, i. e. the Federation of Disabled Workers of Slovenia, and is our distinguishing mark. Such action goes beyond individual or group interests and



is equally responsive to the public interest, thus uniquely contributing to the realisation of social goals in the field of disability policy, and to the quality of life, equality and non-discrimination of people with disabilities.

The Federation of Disabled Workers of Slovenia is implementing **11 blocks of special social programmes** nationwide:

### **1) Health maintenance programme in our facilities:**

The Health Maintenance programme is carried out at our facilities in Terme Čatež, Izola, Ptuj, Rogaška Slatina, Radenci and Fiesa.

### **2) Psychosocial rehabilitation programme:**

**The programme consists of 4 sub-programmes:**

- In Šmarješke Toplice spa, a target group of employed and unemployed people with disabilities can attend 10-day rehabilitation programmes run by the Federation of Disabled Workers of Slovenia throughout the year.
- In Topolšica spa, a target group of employed and unemployed people with disabilities can attend 10-day rehabilitation programmes run by the Federation of Disabled Workers of Slovenia throughout the year.
- The 6-day rehabilitation programme »November« for employed and unemployed disabled workers complements services strengthening the physical and mental faculties of persons with disabilities through lectures on health issues, disability and labour legislation and free legal advice.
- In Dobrna spa, the Federation of Disabled Workers of Slovenia runs 10-day rehabilitation programmes intended for women who experience disabilities or physical impairments due to women's diseases.

### **3) Training for active work and life**

This programme offers training for employed disabled workers or those who are presently job seekers. It is conducted in the form of lectures and workshops and aims to enhance the knowledge and experience that both the employed and unemployed disabled workers have already acquired. Through this training, given by renowned lecturers and through the legal service's advice, our Federation attempts to alleviate the distress caused by the often unfair treatment of disability in the workplace.

### **4) Training for active participation and autonomous life of people with disabilities**

This programme trains people with disabilities, and also volunteers active in disabled people's organisations, for work and direct assistance to people with disabilities. It is organised in the form of lectures and workshops and aims to educate, train and su-

support volunteers working in disabled people's organisations and assisting people with disabilities and their relatives.

### **5) Information and publication activities**

The purpose of this programme is to acquaint people with disabilities, volunteers from disabled people's organisations and all the interested public with the legislation and expert advice, solutions and analyses related to disability issues. These aims are achieved via:

- continuously providing written information;
- imparting information on our website <http://www.zveza-zdis.si>
- issuing the ZDIS Newsletter;
- circulating leaflets;
- other publishing activities.

Under this programme, the Federation of Disabled Workers of Slovenia is furthermore running the **Disabled-Friendly Municipality – Access Municipality Award** project with the purpose of additionally stimulating local communities and municipalities to implement planned and permanent activities which improve the quality of life of all citizens, and particularly people with disabilities, integrate the latter into society and foster their participation in local social life. Until now, the Disabled-Friendly Municipality Certificate has been presented to the following municipalities: **Ajdovščina, Velenje, Radovljica, Trbovlje, Hrastnik, Radlje ob Dravi, Rogaška Slatina, Slovenj Gradec and Zagorje ob Savi, Ljubljana.**

### **6) Advocacy and Legal Aid**

Under this programme free legal aid in the area of labour law is extended to people with disabilities.

### **7) Assistance in the elimination of architectural and other barriers existing in the living and working environment (elimination of architectural barriers and technical aids)**

In justified cases, the Federation of Disabled Workers of Slovenia provides extra allowances for living quarters, for the adaptation of the living environment, for technical aids and other justified projects.

### **8) Sports and recreation – preserving physical and mental abilities**

This nation-wide programme offers the following sports and recreation activities: shooting, table tennis, ninepin bowling – 100 throws, fishing, boules, chess (for individuals and teams), darts.

### **9) Social inclusion of people with disabilities – workshops promoting human resource development**

We annually hold 16 five-day creative workshops and therapeutic group sessions.

### **10) Integration of people with disabilities into cultural life (festival of disabled people's choirs from ZDIS member organisations)**

The choir festival featuring ZDIS choirs is a cultural event where our members come together, get to know each other, and spend a pleasant time together. It is also used for informing the public about disabled people's activities.

### **11) Strengthening the network of disabled workers' task forces**

ZDIS has adopted a strategic decision to establish new organisational forms of operation, i.e. disabled worker's task forces to be set up within companies and disabled people's organisations. The task forces endeavour to:

- assess the working conditions of each person with disabilities;
- ensure respect for the rules on managing disability at the workplace (Code, Guidelines);
- draw the attention of employers and trade unions to respect the labour law;
- acquaint both the employed and unemployed people with disabilities with the applicable legislation (quotas, subsidies, adaptations);
- report on problems experienced by employed and unemployed persons with disabilities;
- enforce the right to obtaining necessary information (and guide employers and trade unions in this regard);
- assist individuals (with legal aid, personal intervention, public debate on a problem, etc).

**In addition, 69 disabled people's organisations, members of the Federation of Disabled Workers of Slovenia, are locally implementing five blocks of special social programmes:**

#### **1. Care for the autonomous life of people with severe disabilities or bedridden people with disabilities**

People with severe disabilities or with very poor health status living in deprived social circumstances receive most attention through visits, organised get-togethers, picnics and financial assistance.

#### **2. First social and personal assistance and information**

People with disabilities are rendered first social and personal assistance through various forms of information and advice.

**3. Help for people with disabilities to maintain health following major surgical procedures or at onset of disability**

People with disabilities can make use of various possibilities to maintain health and receive rehabilitation at spas or at the seaside.

**4. Preserving physical and mental abilities of people with disabilities through recreation and sports**

People with disabilities can participate in various forms of recreation adapted to their needs.

**5. Integration of people with disabilities into cultural and social life**

People with disabilities can participate and engage in various forms of cultural and creative activities and social events adapted to their needs.

## **Other significant The federation of Disabled Workers of Slovenia projects**

The federation of Disabled Workers of Slovenia was the proponent of the amendment to Article 14 of the Constitution of the Republic of Slovenia prohibiting discrimination on the grounds of disability. This constitutional provision is of vital importance for people with disabilities.

As early as in 2003, The federation of Disabled Workers of Slovenia and four representative trade unions (**The Association of Free Trade Unions of Slovenia, Confederation of Trade Unions of Slovenia - Pergam, Confederation of New Trade Unions of Slovenia - Independence, Trade Union Confederation 90 of Slovenia**) signed the Guidelines for Trade Union Activity Concerning Disabled Workers which strive to establish humane relationships in the workplace, strengthen solidarity between workers and improve attitudes towards disabled workers.

In 2005, the Chamber of Commerce and Industry of Slovenia and ZDIS, aiming to improve the employers' understanding and action when dealing with disability in the workplace, signed the **Agreement on Guidelines on Managing Disability in the Workplace**.

## Conclusion

The federation of Disabled Workers of Slovenia is determined to do its utmost as a civil society organisation to attain the goals defined in the UN Convention on the Rights of Persons with Disabilities and in other declarations on **disability policy concerning the employment of persons with disabilities**.

# FIMITIC FAMILY

## ALBANIA

### Shoqata e Invalideve te Punes te Shqiperise - SHIP S

Bulevardi "Deshmoret e Kombit", No. 3, AL - Tirana, Albania

Contact: Tel.: +355-42-503 25; Fax: +355-42-503 25

E-mail: abdulla.omuri@yahoo.com

**President: Abdulla Omuri**

## AUSTRIA

### Österreichischer Zivil-Invalidenverband - OZIV

(Austrian Association of Civilian Handicapped)

Hauffgasse 3-5/3. OG, A - 1110 Wien, Austria

Contact: Tel.: +43-1-513 15 35; Fax: +43-1-513 15 35 250

E-mail: buero@oeziv.org ; E-mail: hedi.schnitzer@oeziv.at - Ms. Hedi Schnitzer

Internet: www.oeziv.org

**President: Dr. Klaus Vöget**



## BOSNIA AND HERZEGOVINA

### Unija paraplegičara i oboljelih od dječije paralize u Bosni i Hercegovini

(The Union of Paraplegics and Persons with Infantile Paralysis of Bosnia and Herzegovina)

Street Zmaja od Bosne 78, 71000 Sarajevo, Bosnia and Herzegovina

Contact: Tel: +387 (0)33/710-445; +387 (0)33/655-763; Fax: +387 (0)33/710-446

E-mail: spodpfbh@bih.net.ba ; E-mail: unija.bih@paraplegicari.org

**President: Elvira Beslija**

## BULGARIA

### Union of Disabled People in Bulgaria - UDPB

21, Hristo Beltchev Street, BG -1000 Sofia, Bulgaria

Contact: Tel.: +359-2-98 67 070; Fax: +359-2-98 63 986

E-mail: udpb@abv.bg

**President: Krasimir Kotsev**

## CROATIA



### Hrvatski Savez Udruga Invalida Rada - HSUIR

(Croatian Association of Societies of Disabled Workers)

Savska 3/I, HR 10000 Zagreb, Croatia

Contact: Tel.: +385 1 48 29 295; Fax: +385 1 48 29 076

E-mail: info@hsuir.hr ; Internet: www.hsuir.hr

**President: Josip Petrač**

## CROATIA - HUPT



### Hrvatska Udruga Paraplegičara i Tetraplegičara - HUPT

(The Croatian Paraplegic And Tetraplegic Association - CPTA)

Park prijateljstva 1, Crveni Kriz Jarun, HR - 10000 Zagreb, Croatia

Contact: Tel.: +385/138-31-195; Fax: +385/138-31-195

E-mail: hupt@hupt.hr ; Internet: www.hupt.hr

**President: Manda Knezević**

## CYPRUS

### European Social Forum of Cyprus - ESFC

P.O. Box 53364, CY - 3302 Lemesos, Cyprus

Contact: Tel: +357 25 576 904; Fax:+357 25 569 840

E-mail: chrysis@esfc.org.cy ; Internet: www.esfcyprus.eu

**President: Chrysis I. Michaelides**

## CZECH REPUBLIC



### Národní Rada Osob se Zdravotním Postižením ĀCER - NRZP

(Czech National Disability Council - CNDC)

Partyzánská 1/7, CZ - 17000 Praha 7 - Holešovice, Czech Republic

Contact: Tel.: +420/266 753 423; Fax: +420/266 753 420

E-mail: o.folk@nrzp.cz ; Internet: www.nrzp.cz

**President: Václav Krása; International affairs contact: Ondrej Folk**

## ESTONIA



**Eesti Liikumispuudega Inimeste Liit - ELIL**  
 (Estonian Union of Persons with Mobility Impairment)  
 Endla 59-108, EE - 10615 Tallinn, Estonia  
 Contact: Tel.: +372 6720 223; Fax: +372 6 55 41 60  
 E-mail: [elil@elil.ee](mailto:elil@elil.ee) ; Internet: [www.elil.ee](http://www.elil.ee)  
**President: Ants Leemets**

## HUNGARY

**National Federation of the Associations of Disabled Persons - MEOSZ**  
 P.O.Box 141, Secretariat: San Marco Street 76, H - 1300 Budapest, Hungary  
 Contact: Tel.: +36-1-25 09 013; Fax: +36-1-45 41 144  
 E-mail: [international@meoszinfo.hu](mailto:international@meoszinfo.hu) ; Internet: [www.meosz.hu](http://www.meosz.hu)  
**President: Dr. Lajos Hegedüs**

## IRELAND



**People With Disabilities in Ireland Ltd. - PWDI**  
 National Office 4th Floor, Jervis House, Jervis Street, IRL - Dublin 1 Dublin, Ireland  
 Contact: Tel.: +353 1872 1744; Fax: +353 1872 1771  
 E-mail: [info@pwdi.ie](mailto:info@pwdi.ie) ; Internet: [www.pwdi.ie](http://www.pwdi.ie)  
**Acting President: Mary Mulryan**

## LIECHTENSTEIN



**Liechtensteiner Behinderten Verband - LBV**  
 Alti Gerbi, Wiesengass 17, FL - 9494 Schaan, Liechtenstein  
 Contact: Tel.: +423-390 05 15; Fax: +423-390 05 20  
 E-mail: [info@lbv.li](mailto:info@lbv.li) ; Internet: [www.lbv.li](http://www.lbv.li)  
**President: Dr. Benedikt Marxer**



## LITHUANIA



### Lietuvos Invalidų<sup>3</sup> Draugija - LID

(The Association for the Physically Disabled of Lithuania)

Saltoniskiu 29/3, LT - 08105 Vilnius, Lithuania

Contact: Tel.: +370-5-2757716; Fax: +370-5-2757718

E-mail: info@draugija.lt ; Internet: www.draugija.lt

**President: Zigmantas Jancauskis**

## MACEDONIA FYR



### Sojuz na Telesno Invalidiziranite Lica na Makedonija - STILM

»11 Oktomvri« 42a, FYROM-1000 Skopje, FYRO Macedonia

Contact: Tel.: +389 2 32 11 280; Fax: +389 2 32 11 280

E-mail: stilm@stilm.com.mk ; Internet: www.stilm.com.mk

**President: Miodrag Ignjatovic**

## POLAND



### Ogólnopolska Federacja Organizacji Osób Nieprawnych Ruchowo - OFOONR

(Polish Federation of Organizations of Persons with Physical Disability)

Zelazowej Woli 20/36

PL-20-853 Lublin, Poland

Contact: Tel.: +48-81 742 45 51; Fax: +48-81 741 51 08

E-mail: ofoonr@onet.pl ; E-mail: ofoonr@idn.org.pl ; Internet: www.ofoonr.lublin.pl

**President: Andrzej Szalach**

## PORTUGAL



### Associação Nacional dos Deficientes Sinistrados no Trabalho - ANDST

Rua Dr. Aires de Gouveia Osório, 142, P - 4100 Porto, Portugal

Contact: Tel.: +351-2-61 76 7 96; Fax: +351-2-61 78 6 08

E-mail: info@andst-lisboa.org.pt ; Internet: www.andst.pt

**President: Luís Machado**

## ROMANIA



### Asociatia Persoanelor cu Handicap Neuromotor din Romania - AHNR

(Association of Persons with Neuromotor Disability from Romania)

P-ta Plevnei Nr. 1, RO - 310127 Arad Arad, Romania

Contact: Tel.: +40-2-57 27 27 07; Fax: +40-3-57 81 40 82

E-mail: jagercaty@yahoo.com ; Internet: www.ahnr.ro

**President: Rodica Marian (office.ahnr@yahoo.fr)**

## SLOVAK REPUBLIC



### Slovenský Zväz Telesne Postihnutých - SZTP

(Slovak Union of Physically Disabled People)

Ševčenkova 19, 85101 Bratislava, Slovak Republic

Contact: Tel.: +421 2 638 14469; Tel.: +421 2 638 14478; Fax: +421 7 52 96 32 84

E-mail: sztp@sztp.sk ; E-mail: alena.kanova@pobox.sk ; Internet: www.sztp.sk

**President: Ing. Monika Vrablova**

## SLOVENIA



### Zveza Delovnih Invalidov Slovenije - ZDIS

(Federation of Disabled Workers of Slovenia)

Dunajska c. 101, 1000 Ljubljana, Slovenia

Contact: Tel.: +386 1 566 31 35; Fax: +386 1 566 14 60

E-mail: zdis@siol.net

Internet: www.zveza-zdis.si

**President: Dragutin Novak**

## SPAIN



### Plataforma Representativa Estatal de Discapacitados Físicos - PREDIF

Avd. Doctor García Tapia, 129 - Local 5, E-28030 Madrid, Spain

Contact: Tel: +34-91-371 52 94; Fax: +34-91-301 61 20

E-Mail: direccion@predif.net ; Internet: www.predif.org

**President: Miguel Ángel García Oca**

## SWITZERLAND



### **Procap - für Menschen mit Handicap (Schweizerischer Invaliden-Verband)**

Froburgstrasse 4, CH - 4601 Olten, Switzerland

Contact: Tel.: +41-62-206 88 88; Fax: +41-62-206 88 89

E-mail: [zentralsekretariat@procap.ch](mailto:zentralsekretariat@procap.ch) ; Internet: [www.procap.ch](http://www.procap.ch)

**President: Walter Kälin**







ZDIS - Zveza delovnih invalidov Slovenije  
ZDIS - Federation of Disabled Workers of Slovenia



FIMITIC - International Federation of Persons with Physical Disability  
FIMITIC - Mednarodna zveza telesnih invalidov

40 let ZDIS  
1969 - 2009

DELOVNI INVALIDI - VIDNI USTVARJALCI ENAKIH MOŽNOSTI  
DISABLED WORKERS - VISIBLE CREATORS OF EQUAL OPPORTUNITIES

ISBN 978-961-91060-7-5



9 789619 106075