

EMPLOYMENT OF PEOPLE WITH DISABILITY IN HUNGARY

2009.

Adrienne Vecsey - Civil Nonprofit Ltd.

18. September 2009.

BRIEF REVIEW OF THE HUNGARIAN SITUATION

- Employment of disabled people emerged in the late 1980's – it is controlled by departmental order
- Spreading of market economy – unemployment appears
- People with disability became disability pensioners → they were not unemployed
- 1991. – laws handling unemployment, establishment of the national network of employment office
- Unemployed provision for the disabled as well

Chances of getting work for the people with disability in Hungary

- Much worse than for the whole population, which is due to their low qualifications
- 70% of them have only primary education, while this rate is 50% for the non-disabled
- The number of employed disabled people is 40-50 thousand people.
- The 8% employment level is well behind the EU rate, which can be even 50%.

Employment obligation

- Business associations employing more than 20 people are obliged to employ 5% people with disability.
- Companies which fail to fulfil this requirement are bound to pay (178.000,- HUF per capita a year \approx 680 EUR per capita a year) rehabilitation contribution to the state.
- Most companies choose paying.
- Rehabilitation employment is supported from this money.

Subsidization system

- Companies employing more than the prescribed 5% can be subsidized.
- They can apply for job creation investment – suspended at the moment
- Tax and other allowances
- Accreditation is necessary for subsidies

The purpose of accreditation:

Making sure that the employer

- ensures the proper **human and financial resources, working conditions** for the disabled workers
- disabled employees can do **the highest possible level of work.**

THREE ACCREDITATION LEVELS EXIST

- **BASIC:** max. 20 disabled people are employed

The subsidy can be 60-100% of the disabled person's salary and its benefits.

- **REHABILITATION:** 20 -50 disabled people and 1 rehabilitation expert

The subsidy can be 60-100% of the disabled person's salary and its benefits.

- **HIGHEST LEVEL:** over 50 disabled employees → Sheltered Employment – most employees could not get a job in the open labour market
 - Subsidy of salary and its benefits
 - Support of assets
 - Support of costs of personal helpers

INCOME BESIDE OTHER BENEFITS

- In Hungary the amount of disability pension and other allowances is generally very low, which makes disabled people work if possible.
- Income beside other benefits is limited.
- Disability is over 80% - earn as much as they want.

SHELTERED EMPLOYMENT AT CIVIL NONPROFIT LTD.



SHORT SUMMARY

- **Established by the Association of Disabled People of Üllő on 1 June, 2000.**
- Its main activity is rehabilitation employment.
- Since 2007 we have been an isolated place of work for disabled people in accordance with the agreement with the Social and Employment Ministry.

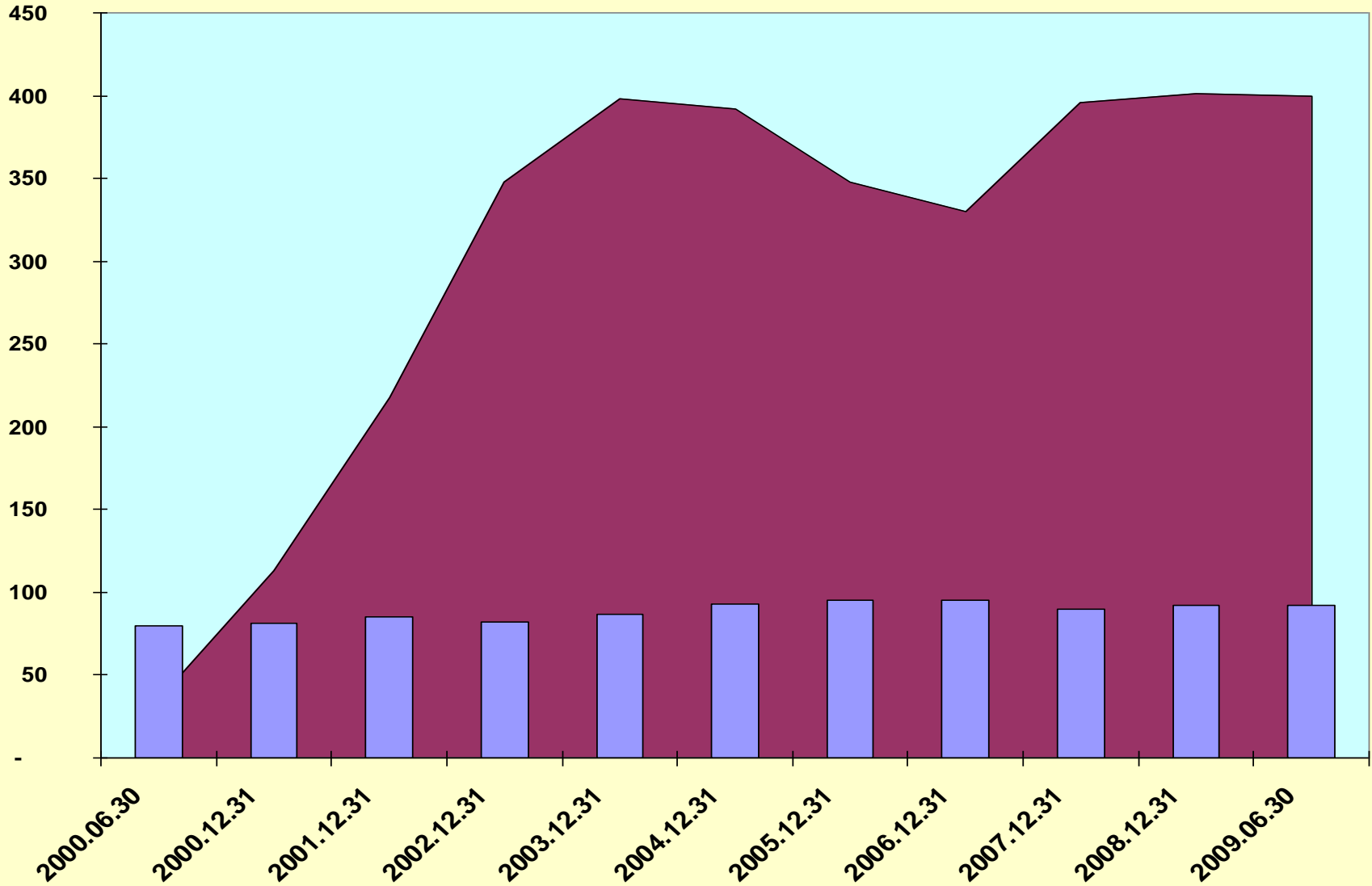
Partners, cooperations

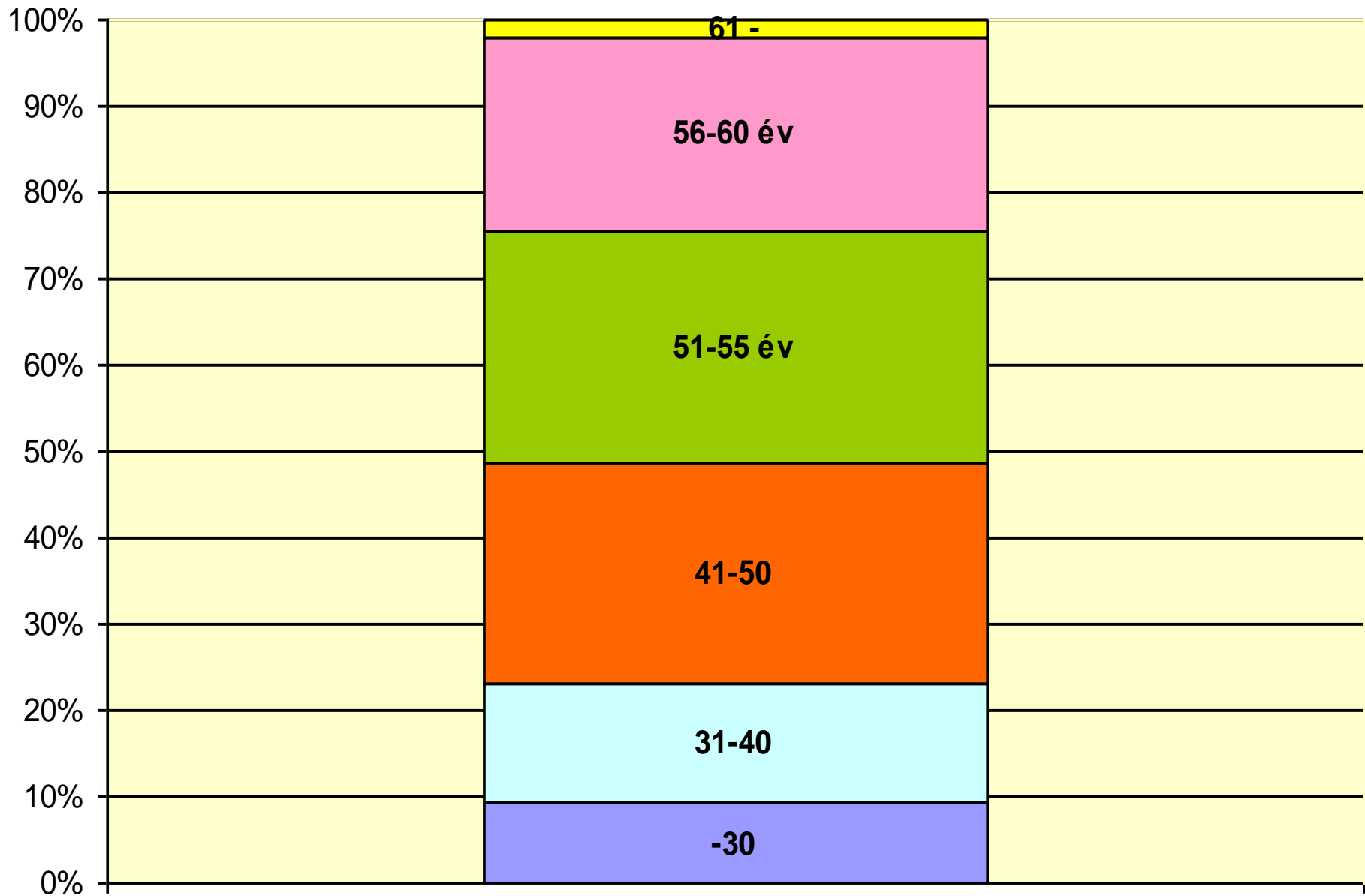
- **State Employment Service**, local offices of the Regional Work Centres
- **Local authorities**– cooperation agreements
- **National and regional associations of people with**
 - ❖ **physical disability,**
 - ❖ **intellectual disability,**
 - ❖ **hearing disability**
 - ❖ **visual disability**
- We are very happy that a lot of **university and college students** choose us as a placement.

Employment

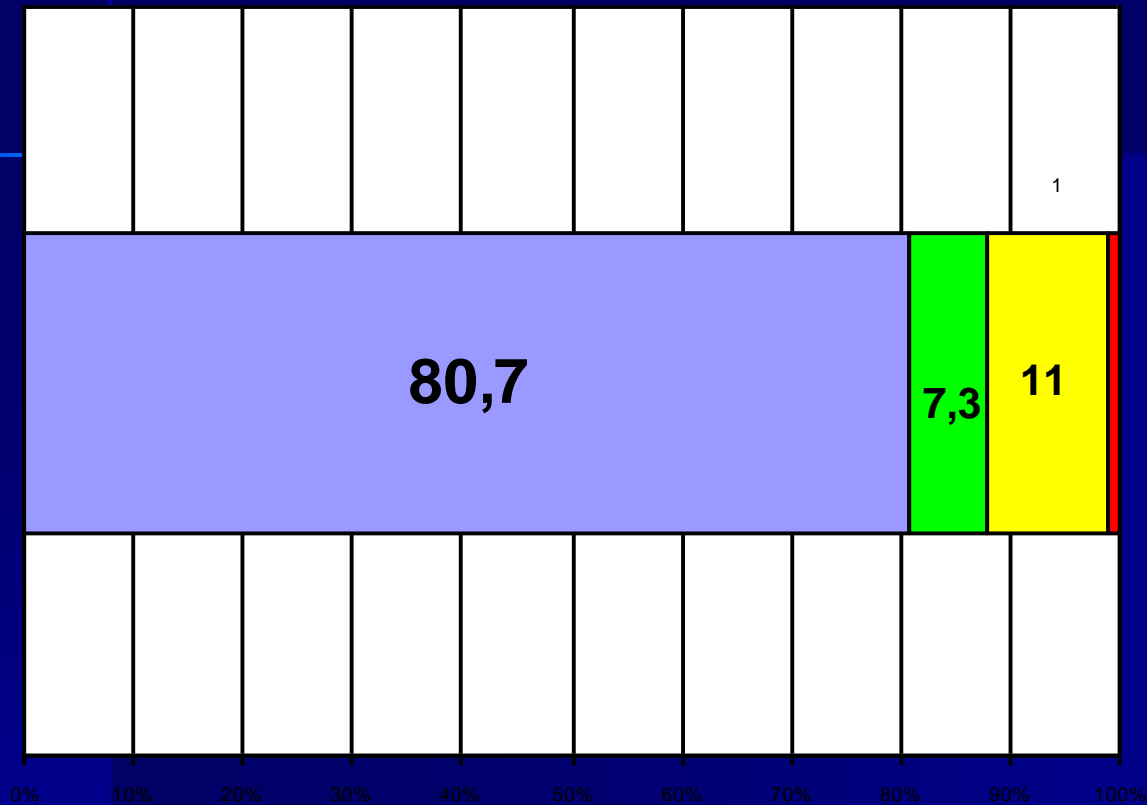
- **The Civil Nonprofit Ltd. employs about 410-420 people working 4-7 hours a day on six premises. 92% of these people are disabled.**
- **Our head office is in Üllő 20 kms from the capital city.**

Changes in the number of employees



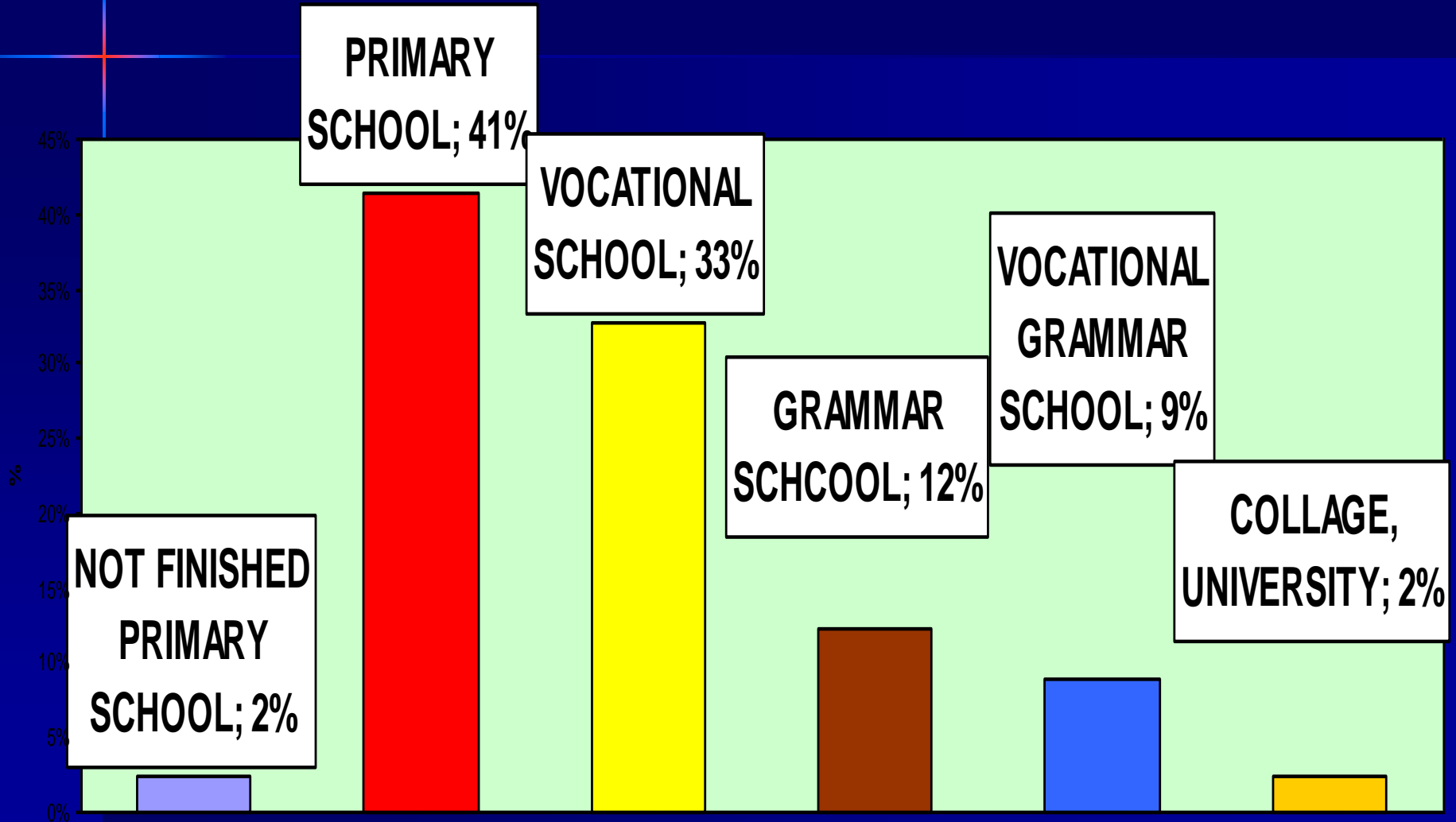


What causes our workers' disabilities?



- DISEASE
- ACCIDENT
- INBORN
- ANOTHER

EMPLOYED BY EDUCATIONAL QUALIFICATION



PACKAGING



PACKAGING



PACKAGING



PACKAGING



COMMUNAL WORK



COMMUNAL WORK



MANUFACTURING ELECTRONIC SPARE-PARTS



MANUFACTURING ELECTRONIC SPARE-PARTS



MANUFACTURING ELECTRONIC SPARE-PARTS



MANUFACTURING ELECTRONIC SPARE-PARTS



MANUFACTURING FISHING ITEMS



MANUFACTURING FISHING ITEMS



MANUFACTURING FISHING ITEMS



COMMUNAL WORK



SEWING SECTION



SEWING SECTION



SEWING SECTION



SEWING SECTION



MAKING GIFT BAGS



MAKING COVERING FOILS



MAKING COVERING FOILS



Professional programme of employment rehabilitation includes

- **Proper working conditions**
 - tailor-made working environment
 - employing helping people
 - physical and communicational accessibility
- **Working out personal rehabilitation plan**
- **Services promoting rehabilitation**
- **Professional progress**
- **Further training**
- **Integration — if possible**

Human services:

- Life-leading guidance
- Legal advice service
- Social administration
- Family counselling



Our labour market services:

- **providing information concerning labour market,**
- **occupational counselling,**
- **vocational guidance,**
- **rehabilitation guidance,**
- **psychological counselling.**

Our experts available

- **Lawyer**
- **Psychologist**
- **Occupational health specialist**
- **Rheumatologist**
- **Physiotherapist**
- **Social worker**
- **Job counsellor**
- **Human-resources specialist**
- **Economist**

Other services

- Transport to work and back home
- Lending aids
- Therapeutic exercises for for individuals and groups
- Medical counselling
- Dietician counselling



Common programmes

- **Common excursions**
- **Trainings**
- **Organising conferences**
- **Balls**
- **Cooking competitions**
- **Para-sport days**

EXCURSION - VÁC



EXCURSTON



10/08/2007

COMMUNICATIONAL ACCESSIBILITY

Sign language communicational course



Main fields:

- Jobs
- School
- Office
- Numbers and quantities
- Weather
- Free-time, hobby

I. Employment rehabilitation conference- visit in the packaging plant



PARA-SPORT DAY



**THANK YOU
FOR YOUR ATTENTION !**

e-mail: vecsey@civilozpont.hu