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## **APPLIED RESEARCH ABOUT EMPLOYMENT OF DISABLED PEOPLE IN PEZINOK AND SENEC REGION**

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### **Abstrakt**

**Title:** Applied research about employment of disabled people in Pezinok and Senec region

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**Key words:** unemployment, disabled, special needs

**Text:** About half of all disabled people in Slovakia are unemployed. Approximately half of them are employed, mostly in sheltered workshops. Their situation in a job market in Pezinok and Senec region can show their possibilities for improvement of their employment. An institut of supplement employment with social counselling could provide a better solution aimed individually and gaining a more effective employment with higher quality.

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### **Introduction**

Employment of disabled people is now, despite many efforts and public support remains problematic. At the outset, the core problem of the whole Slovakia, below we introduce definitions and specifics of individual concepts and social phenomena related to this problem. Serve as an example the situation in Pezinok and Senec district.

According to statistics, Labor, Social Affairs and Family (ÚPSVaR, 2010) is registered disabled job-seekers last year 11,218 (out of 381 209, which is 2.94%), and in 4758 sheltered workshops worked 8 865 disabled employees. Thus more people with disabilities who are registered unemployed at employment offices, social affairs and family working in sheltered workshops and workplaces that have just been created for this purpose, while the withdrawal of funds from the European Social Fund for the 2007-2013 period at the end year reached 91.69% (ÚPSVaR, 2011). Funding of sheltered workshops and workplaces, according to the

law no. 5 / 2004 Z.z. Employment Services and supplemented by later regulations (§ 56,57,59,60), while if it is run out of funding from the ESF, the State is obliged to reimburse eligible expenses sheltered workshops and workplaces from the state budget, which obviously is not very good alternative. Therefore, employment offices, social affairs and family or are not motivated to inform and help create new sheltered workshops and workplaces close to the new programming period 2014-2020, although it is not certain how much money the Slovak Republic to the active labor market measures aside . And that's not all. According to statistics of the Social Insurance (Social Insurance, 2010) was paid in 2010 to 207,933 disability pensions. When we compare this number with the number of registered unemployed persons with disabilities, along with the number of disabled employees of sheltered workshops and workplaces, we find that up to 187,850 disabled people who are paid a disability pension due to reduced employment skills are lacking in these statistics. In other words, only 9.66% of disabled people who are paid a disability pension is either registered as jobseekers at the relevant office of Labor, Social Affairs and Family, or employees of sheltered workshops and workplaces, where they created specifically for job covered their disability. There are two explanations, either the remaining 90% work in jobs that are not officially supported for the disabled or is voluntarily unemployed, therefore no one even in the latter case, do not use social assistance and social counseling, therefore the services of social workers. But the question is whether it is poorly configured system of social assistance or disabled people in Slovakia and in the financially, socially and mentally well that do not need it. In this paper we will try to find answers.

### **Disability in the definition and promotion of employment in Slovakia**

Disability is the social various definitions, even over time and changing the concept, because it is looking for a suitable way of terminology that would not discriminate against or negative labeling of this population group. In general, using terms related to handicap, impairment, disability or special needs. World Health Organization (WHO in Gijzen, 2006) uses a bio-psycho-social model of disability, which brings together perspectives of health from biological, psychological and social terms. This model was created in response to specific medical and social understanding of disability. The medical model says that the disadvantages that a person with disabilities must be borne in everyday life are a direct result of his disability, which refers to physical, mental and other deviations from the norm. This understanding of disability as "abnormal" is rigid and leads to social exclusion and marginalization of disabled people. On the other hand the social perception of disability emphasizes primarily environmental factors and culture. Disability is accordingly rather a social problem and calls for collective responsibility of society to assist the integration of disadvantaged human beings in society. However, the disadvantage of this model arises as a result of the unfair demands of society, to incorporate the average man and was "normal." Therefore, an inclusive definition of bio-psycho-social model of disability is a good compromise in terminology.

However, based on the definition of disability for the purposes of employment, in the current Act. 5 / 2004 Z.z. Employment Services and supplemented by subsequent regulations, where a disabled citizen for the purposes of this Act shall be considered pursuant to § 9 paragraph 1 is recognized as a citizen of disabled citizens pursuant to special legislation (§ 71 paragraph. č.461/2003 1 of Coll Social Insurance, which says: The insured is a disability if the long-term health condition is a decrease earning capacity by more than 40% compared to a healthy individual.). Person with disabilities and disability shows the percentage of reduction of

earning capacity due to physical disorders, mental or behavioral disorder or a notice by the Social Insurance or Social Security department's assessment under a separate regulation. (Č.328/2002 Act on social security of policemen and soldiers and the amendment of certain laws as amended). The definition of disability and partial disability pension under the legislation to ensure effective before 1 January 2004 was based on the declining ability of the insured to perform gainful activity. And so it happened that performs invalids (according to § 29a) have been disqualified from work, because if an official work, came on a disability pension, and so many work illegally. Amendments to this Act, the new Act on Employment Services (5 / 2004 Z.z) began to define disability percentage rate of decline in employment skills, thereby making disability pension compensates for the lack of gainful employment, enabling all disabled pensioners to be legally employed in a regular basis without time or financial constraints.

Unemployed people with disabilities can be found in the definition of § 8 of this Act. 5 / 2004 Z.z. employment services to disadvantaged job seekers, in particular under paragraph h) as a disabled citizen. The Act gave it the disadvantaged job seekers, as it has restricted access to the labor market as it involves the risk of poverty and exclusion. The requirement to integrate disabled people into society is a legitimate demand, resulting in fundamental human rights and the Constitution. Nearly 20 years ago the government committee for the disabled citizens of Slovakia (1994) between the standard rules on equal opportunities for persons with disabilities stated that "Persons with disabilities are members of society have the right to remain in the local community. The normal structures of education, health care, employment and social services should be given such assistance as they need. "Foundation of modern employment policies for disabled people should be as rape and Reich (2005, p. 11)" approach based on mainstreaming disability, ie mainstreaming disability in planning, implementing and evaluating any public policy measures or subproject, with maximum involvement of themselves people with disabilities in decision-making. " Looking into the history of disability issues (government committee for disabled people in Slovakia, 1994) found a shift from the exclusive care of the disabled in institutions of learning disabled children and rehabilitation of persons at risk of disabilities in adulthood. Through education and rehabilitation of disabled people are active and initiate further resolve their problems. People with disabilities, their families and friends could advocate themselves for the better conditions by creation of common organizations. Although the company still exist prejudices, fears of contact with disabled people. Relation to work and employment for the disabled people developed other than in healthy subjects. As the Reich and rape (2005) traditional attitudes towards people with disabilities not only demonstrate the prejudices of the majority society, but unfortunately in most reflect the reality that disabled people have lower aspirations in education, personal development and self-realization in work and development work career. Disabled people are often in the past, understand, and unfortunately most well understood today as passive recipients of social benefits incentive compensation for disabled people to register at the Labor Office as a jobseeker is also not the case. The point is that essentially charges to insurance companies by the State for him anyway (just forward the decision to award the pension directly to health insurance, the social is no longer automatic, since the social insurance alone makes this award disability) or compensatory contributions Office of Labor, Social Affairs and Family gives disabled, are not bound by the obligation to register as unemployed. Disabled people are worth the registered office work only if it wants to seek a contribution to the establishment of a sheltered workshop or work (§ 57, as most self-employed person) or when it wants to retrain (but must choose only offers retraining courses, the Office work, and even these are currently suspended due to lack of finance) eventually if he is entitled to a maximum of 6 months receiving benefits at 50% of the salary of the tax

base over the last three months of employment (but only if they paid by the last 2 years, unemployment insurance). No and range of office work missing vacancies for healthy, let alone for the disabled. If the employer is looking for disabled employees, he should find them in [www.profesia.sk](http://www.profesia.sk) or with a help of Supported Employment Agency, which helps to unemployed disabled people and helping them find a job (more on this below).

### **Employment of disabled people in the open labor market**

Citizens' right to access to employment without restrictions in accordance with the principle of equal treatment in labor relations, and prohibit any discrimination, inter alia, on grounds of disability, defined in § 14 of Act 5 / 2004 Zz Employment Services.

Ironically, at this same Act, in § 63 paragraph. 1 point. d) Act. 5 / 2004 Z z. Employment Services and amending certain acts as amended, we will find the complete opposite. An employer who employs more than 20 employees, has an obligation under this section to employ 3.2% of all employees the rights of disabled citizens, if employment office in the register of job seekers keep people with disabilities (and almost every regional office of Labour) in number, which represents 3.2% of the total number of employees. An employer shall not employ for the proportion of persons with disabilities in the total number of its employees under § 63 paragraph. 1 point. d) is required by 31 March of the following calendar year, pay on behalf of the Authority for each citizen, which it lacks to meet the mandatory proportion of persons with disabilities, the removal of 0.9 times the total labor costs under § 49 paragraph. 4, calculated from the average wage of employee in economy of the Slovak Republic for the first-third quarter of the calendar year preceeding the calendar year for which the employer pays this levy. And the third option of the Act. 5 / 2004 Z.z. Employment Services, in the § 64 to award a contract for the performance of a compulsory rate of employment of persons with disabilities. In practice it looks as shown in Table 1:

Table 1 - Amount of total labor costs at the minimum wage (how much it costs the employer the employee, including taxes and insurance), a mandatory levy on non-employing of disabled persons and the form of salvage contract sheltered workshop for employers with more than 20 employees in Slovakia

<b>The Year</b>	<b>No. Of all employees</b>	<b>Require No. Of Disabled employees</b>	<b>Total Labor Cost – minimum wage in 12 months</b>	<b>State mandatory contributions in EUR</b>	<b>Replacement contract performance CHD in EUR</b>	<b>Saving if mandatory contributions paid and unemployed people with disabilities in EUR</b>
2010	20	1	4 803,36	877	780	3 926,36
	150	5	24 016,80	4385	3 900	19 631,80
	300	10	48 033,60	8 770	7 800	39 263,60
2011	20	1	4 956,12	905	804	4 051,12
	150	5	24 780,60	4 525	4 020	20 255,60
	300	10	49 531,20	9 050	8 040	40 481,20

It follows that the employer is more financially advantageous to pay these charges (which basically consists of the monthly salary of two disabled employees) as a whole year to pay wages disabled employees and still have further increased costs for special treatment because of his work disability. Moreover, the larger the company, the more money saved on payment of "fines" if the State had actually employ people with disabilities. Talk about corporate social responsibility in the light of this, and unfortunately, the reality is becoming a farce. For

example, Hewlett-Packard Company Ltd. won the 2009 prestigious awards social Via Bona Slovakia, along with a media fanfare as engaging employees in volunteering activities. A couple of months to pay EUR 21 000 as compulsory levies for non-employment of disabled state, because for them to employ disabled people is too demanding and award the contract to sheltered workshops is too redundant because they can get any product from third world countries much cheaper than in the protected workshops in Slovakia, and therefore not worth their time and attention to disabled people. They are partly right in that difficult process of selecting a suitable and acceptable by the Office of the sheltered workshop under the provision of services or products may be encountered in practice with too high a price of products, poor quality, unattractive design or ultimately the complete non-execution of the contract while in receipt of funding alternative performance. The most common cause of non-economic behavior, and poor relations of sheltered workshops with corporate customers is just the lack of economic and business behavior mostly educated social management of sheltered workshops. These negative experiences of employers in protected workshops are creating a huge barrier to further promote employment of disabled people in Slovakia.

### **Sheltered workshops and workplaces as an instrument of active employment policy to promote employment of disabled people**

For employers, obliged to employ disabled workers, there is also the possibility to create new jobs for the disabled with financial assistance from the state, and thus alone can establish a protected workshop. Many employers the opportunity for ongoing administrative complexity and low financial reimbursement rejected. Arguments are presented in the following.

According to § 55 Act no. 5 / 2004 Z.z. Employment Services is sheltered workshops and sheltered employment workplaces are established by legal or natural person, which works at least 50% of people with disabilities who

- are unable to find employment in the open labor market
- or workplaces in which people with disabilities under § 9. A train or prepare for work, and whose working conditions, including claims for work performance, tailored to the health status of people with disabilities.

For the establishment of a protected work is considered the establishment of an individual job to a legal or natural person to create or accommodate health status of citizens with disabilities. Sheltered employment can also set up home in a disabled citizen and for the very disabled persons as self-employment (business). The status of a sheltered workshop or sheltered workplace according to Labor Office, Social and Family Affairs on the basis of a positive assessment authority for Health (Public Health Authority).

Sheltered workshops and sheltered employment are primarily intended for employment of persons with disabilities, which the employer can not provide suitable employment to other sites. In sheltered workshops or sheltered workplace and citizens can work, providing the acquisition of professional skills or training for employment and staff for the health risks are not fit to perform temporarily the existing employment if the employer does not have other suitable employment.

To sheltered workshops and sheltered employment are of interest in the newly-establishing these contributions by:

First § 55 and § 56 of Act no. 5 / 2004 Z.z. Employment Services - Granting of a sheltered workshop and the establishment of a sheltered workshop or sheltered workplace, intended to pay disabled employees or § 57 of Act no. 5 / 2004 Z.z. Employment Services - Contribution to persons with disabilities to operate or self-employment

Second § 59 of Act no. 5 / 2004 Z.z. Employment Services - Working assistance intended for the work of assistants who are healthy persons entrusted to assist disabled colleagues at work

Third § 60 of Act no. 5 / 2004 Z.z. Employment Services - Operating costs of the sheltered workshop

The funds shall be drawn only on a limited eligible expenditure (wages of disabled workers in healthy work assistants, part rent space, energy, and accounting), each month a number of supporting documents necessary to present the payment of wages, duties, taxes and every quarter except the confirmation of the Labour Inspectorate, the Commercial Register or the Ministry of Interior (by legal entity) and annually and confirmation from the tax office, social and all existing health insurance, and then are paid a monthly late payment refunded.

Centre of Labor, Social Affairs and Family records List of protected workshops and protected workplaces in the Slovak Republic (ÚPSVaR, 2011). Sheltered workshops are active in various fields, thus the object of their various activities, most production of ceramic products, candles, embroidered products and dressmaking, office support work, etc. There are some irregular services include, consulting services and business management services, beauty salon, activities, food and beverage service, care for the elderly and persons with disabilities in residential facilities, procurement of agricultural raw materials - grain and seed in non-retail outlets activities of libraries and archives, production of electrical and electric wires and cables, the activities of insurance agents, bookkeeping. Currently (as of 18/10/2011) in the Slovak Republic established 5606 sheltered workshops and sheltered workplaces and is currently employed by them 10 281 disabled people, which is, as we already mentioned in the introduction, only about 5% of all alleged recipients of disability pension.

Significant role in promoting employment of disabled people in Slovakia, the Institute of Law 5 / 2004 Z.z. Employment Services under § 58 of Supported Employment Agency. Those in Slovakia are currently (05/31/2011) 59 to 17 and only in Bratislava, the others are spread all over Slovakia. This amount does not reflect reality. The agency is not subsidized by the State, not subject to any national project and is, thus, does not co-financed by the European Social Fund. Subjects that receive accreditation for the implementation of supported employment, that have implemented their own resources, most often come from different foundation fundraising, sponsorship from private sources and possibly 2% tax on personal and corporate non-profit organizations. The more flexibly equipped with specialized accreditation of social counseling and are funded by the higher territorial units. However, they are constantly on the edge of existence and extinction, and for fabrication projects received grants from foundations or providing social counseling. Actually, can not fully focus on action supported employment as if it had not only required by law, but actually assist the disabled affected place in the labor market. Main activities of the agencies of supported employment are:

- a) providing expert advice on promoting and assisting in obtaining and retaining a job, employment and the provision of financial advice in dealing with claims of citizens with disabilities resulting from their disability and provide training advice on attracting and retaining a job long-term unemployed
- b) detecting abilities and professional skills of people with disabilities and unemployed citizens with regard to labor market demands,

- c) finding suitable employment for people with disabilities and long-term unemployed to provide expert advice to the employer in obtaining employees who are citizens with disabilities or long-term unemployed, and to solve problems during their employment
- d) providing expert advice to the employer in obtaining employees who are citizens with disabilities or long-term unemployed, and to solve problems during their employment
- e) implementation of the choice of suitable disabled citizen or a suitable long-term unemployed to the job based on the requirements and demands of the employer,
- f) counseling about adjusting the job and working conditions for employing a particular disabled citizen.

De facto, not one of the supported employment agencies is unable to meet in full.

It can thus be concluded that sheltered workshops are effective and used by the active employment policy? If not, it's really just a lack of interest to disabled set up your own business? Or disinterest of employers and the public about the fate of disabled people?

### **Situation of (un)employment of disabled people in Pezinok and Senec**

As an example, view the situation Pezinok and Seneca. Below them together, because in Senec only branch of the Office of Labor, Social Affairs and Family, and these two districts fall within the competence of Labor, Social Affairs and Family in Pezinok.

At 31 March 2011 was 68 Pezinok registered disabled job seekers, in Seneca County there were 41, so the total 109 registered unemployed persons with disabilities.

Moreover, in this district other potential unemployed young people with disabilities. It is currently only this year by 36 people with disabilities (mental handicap, autism, behavioral disorders) ninth year pupils of special primary schools and one district Pezinok (SPS, 25 Comenius, 19 pupils) and two in Seneca County (SPS, 2 of Trnava, Trnava, 12 students at a private school and LVS, Highway 1, Seneca, 5 pupils) and 21 students of two secondary schools for disabled youth in the district Pezinok and Seneca (Practical School, Comenius 25, Pezinok, a total of 5 students and practical school, 2 Trnava, Trnava, a total of 16 students). This is the other 57 young disabled people.

46 municipal governments of all 17 municipalities and 29 district Pezinok all municipalities Senec, as well as about 90 private organizations in the district Pezinok and Senec with more than 20 employees who have a legal obligation to employ persons with disabilities employed by disabled people, the special place designated for the disabled with the status of a protected workshop or protected workplace.

In both districts is not active or a supported employment agency. We can say that it can bridge temporary part some of the existing 17 in Bratislava, but the most knowledgeable in the Bratislava labor market, which is specific and well today thanks to the global economic crisis hardly accept new employees, let alone people with disabilities.

### **Conclusion or Quo Vadis?**

Despite its 8-year history, the employment of disabled people in Slovakia is still in its infancy and there is no evidence that would grow healthily. And also itself is "politically disabled."

There is the absence of effective set of active labor market measures that follow their logic and continuity. Funding spent on the establishment of sheltered workshops is divorced from the prevention of unemployment of disabled people in training schools and a thorough practical training for employment. Agency for supported employment to work for altruistic aid value of another, and today few people really can afford to work for free, and even social workers, however should help other people a sense of their mission and profession, are unable without providing at least basic financial assessment be fully and have a family and draw new strength to fight windmills alongside their disabled clients. Everything is possible, however, when he wants. Therefore, if the legislative system anchored comprehensive assistance to disabled people at least in terms of employment and labor market integration and thus the company would not only solve the inefficient spending of huge funds, but also a real help disabled at their individual human destinies . From improving the quality of life through improved your financial situation by taking up employment, to self-fulfillment and the feeling that you really are equal citizens and to live a full life and are happy that they exist. And this should be the common goal of our efforts.

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