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Disabled on the job market

In the European Union countries exist two systems of increasing the possibility of taking up a job by a disabled person. In Denmark, Finland, Portugal, Sweden and Great Britain those systems are based on the right to work and a ban on discrimination against disabled people.

They demand approval from the society, especially from the employers, the rights of disabled people to work and to possess the same rights in employment as not disabled people do.

In other countries of the European Community exist systems based on the state's intervention into the work market by legislative establishment of obligatory indicators of employment (so called total system). In this system employees are obligated to employ a certain amount of disabled people in the ratio of the general number of their employees. If they do not fulfill this requirement, they have to pay a fee for a specially created fund.

Moreover, all UE countries create a possibility of working on special conditions (in so called protected environment) for disabled people, who are unable to cope with the requirements of the open job market.

The Universal Declaration of Human Rights states that "Every human has the right to work, to a free choice of work, to the proper and satisfying work conditions and to the protection against the unemployment."

In a Declaration of Rights of Disabled people, passed on 9 December 1975, the right of disabled people to fully use their rights is stressed. "Regardless of origin, nature or degree of disablement, they possess the same fundamental rights, as their co-citizens in the same age.

In accordance with the article number 32 from the Polish Constitution we all are equal in the face of law. Everyone has the right to be treated equally by the public authorities. Nobody can be discriminated against as well in the social, political or economical life as because of any other reason. Unfortunately, the constitutional settlements do not reflect the situation of disabled people on the job market. Respecting their rights evokes many doubts, what reflects in the problems of disabled people in everyday life. The essence of market economy excludes, in a smaller or larger degree, the participation of disabled people in the social life. "A

significant feature of the market economy is a constant selection of people in respect of their job usefulness. The positive side of this selection is a high efficiency of an individual in an organization, and in consequence the technological progress, the competitiveness of products, productivity and limitation of unemployment in a long run. The negative side of the economy market, particularly of the selection, is the eliminating the weaker individuals, especially disabled, less gifted and less motivated people from the social life.

Human activity limited by normative regulations of social role marks socially approved, possible to achieve way of life, and also ensures a functional relationship between an individual and the society. Performing certain social roles by disabled people depends on many aspect of human functioning. Since psychical, physical, cultural and social conditions play a significant role. "The Polish Parliament recognizes that disabled people, so people who's physical, psychical or intellectual efficiency permanently or periodically makes difficult or impossible functioning in every day's life, studying, working or playing social roles, in accordance with the law norms, have the right to an independent and active life and cannot be subject to discrimination.

The job market for disabled people is one of the issues of social politics. The opportunity of professional activity gives people the feeling of safety, for which disabled persons often lead a constant fight.

The Public Remedial Fund for Disabled People (PFRON) created to gather financial resources, used in rehabilitation programs of disabled, becomes a getaway for the employers, who avoid hiring disabled persons. According to the law, in an enterprise employing at least 25 people, converting a full time working dimension, 6% of the team should consist of disabled persons. State and local budget institutions or helping properties of the cultural institutions and institutions which statutorily deal with protection of cultural goods recognized as the memorial of history the indicator of employment of disabled people increased by 3% in the year 2005, and in the year 2006 equals 4%, and in the 2007 it is predicted 5% and 6% in the 2008 and in the consecutive years.

The indicator of employment of disabled people in public and non – public higher education schools, teacher education institutions, public and non-public schools, pedagogical and reconciliation institutions rose in the year 2000 by 0,5%, in years 2001-2004 – 1%, in the year 2005 and consecutive years-2%.

Entrepreneurs in the result of not employing the number of disabled people defined by the indicator, monthly give away money to a fund, simultaneously resigning from the chance of getting a refund to wages for the disabled. Such practices, on the territory of the

zachodniopomorskie district are applied by almost 1500 subjects. Monthly, the Town Government gives away 20 000 zł to PFRON. Required number of disabled persons employed in the Town Government should come to 36 persons, now the number is 16. A similar situation takes place in the District Government. In spite of injunction to employ disabled persons, just 12 of such people are employed. According to the required indicator in the District Government should be employed 18 disabled, on that grounds it gives away about 5 000 zł to PFRON.

The rising indicator of employing disabled persons from the year 2004, is not reflected in the number of disabled persons who are actually employed. General information about the structure of unemployment among the disabled persons come from a report about disabled persons, who are unemployed and searching for work, but not actually working(MPS – 07).

At the end of December 2005, in registers of job offices, 2 674 disabled persons were registered. Predominately those people come from cities, about 70%. From the countries come 800 persons (a similar distribution according to the place of residence). Whereas among disabled people searching work but not actually working, there is a much greater urban diversity, because as much as 82,8% lives in cities, and just 17,2 lives in the countries. By the general number of disabled persons searching work in 2005, which equaled 1 195 persons, so comparing to the year 2004 there took place a decrease of the number of those searching work by 63 persons.

In the zachodniopomorskie district among unemployed persons recorded in job offices as disabled prevail men. The number of disabled men equaled to 52,3% in the year 2005 and decreased of 0,6% in the comparison with the year 2004. Among people searching work, men were 59,9% at the end of the year 2005(716 men and 479 women).

Gathered statistical data allows to estimate the degree of disablement of the persons registered in the district job offices. Three degrees of disablement can be distinguished: significant, moderate, slight. Among unemployed disabled persons the majority is disabled to a slight degree. In the year 2005 this group equaled to 80,4%(i.e.2 149 persons) and in comparison with the year 2004 decreased at 4%. In December 2005, 497 persons with slight degree of disablement were registered, what gives 18,6% of the total number of disabled unemployed persons. Only 1%(28 persons) identified their-selves as persons with a significant degree of disablement.

Making the analysis about the degree of disablement of disabled people who search work and are not actually working in the year 2005, it has to be admitted that the percental distribution actually falls into two categories: slight 43,1%(515 persons) and moderate

39,2%(469 persons). In the comparison with unemployed persons, there can be observed the predominance of persons with a significant degree of disablement, wanting to take up a job. The percent of such persons is equal to 17,7%(211 persons).

Extremely interesting seems to be the data concerning the type of illness, from which the unemployed disabled persons suffer. The most frequent illness cause (in the year 2005) is the disablement of the movement apparatus – 25,1%, what gives 672 persons. It has to be admitted, that over 14 percent of persons were classified to the category of unrecognized illness. The second larger group of the unemployed disabled make persons with psychical illnesses – 11,3%. In the subsequent order there can be distinguished: other causes, including endocrine, metabolic diseases, enzymatic disorders, infectious diseases, and illnesses acquired from animals, disfigurements, sicknesses connected with the blood-creating system (10,0%), respiration system diseases, and cardiological system diseases(9,0%), illnesses of the organ of vision(8,5%),neurological diseases, voice and speech disorders and hearing organ illnesses (4,8%), mental retardation(3,1%), epilepsy(2,1%), illnesses of urogenital organs(1,9%),diseases of alimentary canal(1,3%).

One of the elements, which show the full picture of the phenomenon of unemployment of the disabled persons in the zachodniopomorskie district are statistical data presenting the structure of unemployed persons by age, education, time of remaining without work and job seniority.

Analyzing the structure of unemployed people according to **age**, there shows a picture of two-aspect of unemployment. The first is a high involvement of young people, aged 18 to 29, this group consists of 24,8% of the total. The second very essential element is a large involvement of persons over 45 years old, which equals 48,8%. A very important feature of unemployment among disabled persons is a greater number of men, who are over 55% of the general number of unemployed, what in relation with age shows the character of the phenomenon. In the younger group, 18-24 and 25 – 29 years old definitely there are more men(55,4% and 57,1%). The predominance of the number of men in this case shows in the age group of 55-59 years old(60,3% of the total number of unemployed). Women make a larger group in the age range 30-34 and 35-39 and what gives successively 53,6% and 54,5%.

In the structure of unemployed disabled persons being out of the employment according to education (in the year 2005) it can be noticed that the largest group is those with basic and not full basic education-over 44,5% (1 190 persons) of the total number of unemployed and 34,9% of disabled persons searching work. The next according to size group consists of persons with basic vocational education In this group the percent of unemployed

equaled to 31,8%, while for those searching work 24,4%. Remaining groups distinguished upon education together make one-fourth of the total number of unemployed and these are people with: post-secondary and vocational secondary education: 14,0% of unemployed persons and 22,2% searching work; general secondary education – 6,7% unemployed persons and 10,2% searching work, people with higher education – 2,5% unemployed disabled persons and 7,9% persons searching work. 12(0,4%) unemployed persons and 4 (0,3%) searching work persons with junior high school education were identified.

Analyzing the structure of unemployment according to time of staying without work, we can notice that disabled persons, long-lastingly unemployed(i.e. registered as unemployed over 12 months consisted over 48% of the total disabled persons in the zachodniopomorskie district, at the end of the year 2005. The number of disabled persons searching work was even greater and equaled 53,2%.

In the total number of unemployed disabled people, in the consecutive month-time intervals of staying without work, there can be distinguished: up to 1 month – 180 persons(6,7%). From 1 to 3 months 445 persons(16,6%), from 3 to 6 months 342 persons(12,8%) and from 6 to 12 months 424 persons(16,3%).

On the other hand, among disabled looking for work and not remaining in the employment, there can be distinguished persons staying without work: up to 1 month – 5%, from 1 to 3 months 11,5%(138 persons), from 3 to 6 months 158 persons(13,2%) and from 6 to 12 months 203 persons (17%).

Among disabled who are unemployed or looking for work according to job seniority, there can be observed a major predominance in the group of people without the seniority. In the year 2004 the number of unemployed disabled having no job seniority was equal to 685 persons, what gives in total 26,7%, in the consecutive year this participation decreased to 17,4%. 673 persons (53,5%) without seniority in the year 2004 was looking for work, and in the year 2005 – 511 persons(42,8%).

In the group of unemployed persons the largest group in 2005 was made up of persons with seniority up to 1 year – 20,0%, this participation increased in comparison with the year 2004 of over 9%. In other groups it was noted: with job seniority from 1 to 5 years 498 persons (what gives 18,6%) of disabled unemployed persons and 170 persons (14,2%) looking for work. Over 44% (1 176 persons) of the total of disabled possess job seniority longer than 5 years. However, for the disabled looking for work and not remaining in the employment, the participation of persons possessing documented job seniority over 5 years increased in the year 2005 by 23,7%. Studies conducted among the representatives of local

authorities, social help institutions and social organizations, to which directly the disabled turned for help, it was established, that the most urgent problem to solve is the limited possibility of rehabilitation of disabled persons. The lack of modern rehabilitation institutions, high costs of rehabilitation, and a hindered access to them. The second problem is the lack of opportunities to be employed. The unwillingness of the employees to hire disabled persons, the lack of job offers, what is often connected with the general unemployment and low qualifications of the disabled.

In Poland it is used an out of date classification of the three degrees of disablement, while in the European Union a greater stress is put on the distinction of abilities and disabilities to take up a job on the open job market, than on the general estimation of the degree of disablement.

“In the ordinance of the Ministry of Environment and Social Politics, from 21 March 1995, on the issues of the detailed rules of organizing investment works and public works and as well awarding pre-payments and financing substantial costs of organization of public works, it is decided that to investment and public works, particularly should be directed unemployed who after the time of carrying out investment or public works will be employed for a longer time, alone rising the children, for with is entitled a family benefit, those who stay without work for a time longer than twelve months and whose employment advisable because of the social regards. In this ordinance some groups of unemployed are preferred, but the disabled are omitted. Should not also in this case be considerate once again the issue of awarding unemployed disabled preferences in directing to investment or public works”

The situation on the job market of the disabled persons still is not stable and does not encourage employers to hire such persons.

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