

Employment of disadvantaged people in Slovakia (integrative studies)

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ABSTRACT

The contribution is to present the current state of employment for disabled people in Slovakia as well as employment opportunities in the labor market. The paper presenting the facts on the basis of statistical findings. Employment opportunities in the open labor market for disabled people are also very limited due to the lack of motivating setting legislation. Subsequently, more detailed focus on sheltered workshops as an instrument of active labor market policy, making the specific working conditions selectively adapted to the specific needs of the disabled employee. Recommendations for further research and practice are finding assistance. Keywords: disabled people, employment, unemployment, sheltered workshops refill charges imposed on the employment of disabled people

INTRODUCTION

Disabled people in the past indicated the various names that have tried to reflect a different nature. It has long been used as terms negativisticky tuned defective, inadaptovaný, those with disabilities, abnormal, atypical, subnormálny, anomalous or disabled. In recent attempts to emphasize more pojmológia human health effects of disadvantage, and so we see terms such as one with special needs or requiring special care. In the context of the work is to use the term person with disabilities. Disabled man is under existing legislation, the provisions of § 9 of the Employment Services Act No. 5 / 2004 Z.z. Employment Services and, as amended, persons with disabilities classified as disabled under a special regulation (§ 71 paragraph. č.461/2003 a law on social insurance, which says: The insured is a disability if the long-term adverse health is a decrease earning capacity of more than 40% compared with healthy natural person.).

A total of 393,737 registered unemployed in the Slovak Republic with 14.65% unemployment rate is at 31 March 2010 (<http://www.upsvar.sk/statistiky/>)

nezamestnanost-mesacne-statistiky/2010.html? page_id = 13283, 5/17/2010) recorded up to 11,003 unemployed people with disabilities. The overall proportion of registered unemployed persons with disabilities, while only accounts for 2.79%, the decreasing trend of this share (March 2007 to 3.9%, March 2008 to 3.73% March 2009 - 2.78%, *ibid*), but just this risk group is the unemployed, many times greater than the long-term unemployment compared with healthy unemployment and difficulties in their re-inclusion into the labor market (Buchtová, 2002).

From the psychological point of view with us using the characteristics of disabled people as an "individual with difficulties in social applications, resulting from a lack or deficit of the body, its functions and processes and that are reflected in characteristic changes in cognition difficulties surrounding a particular world, in social relations, and that are simultaneously reflected in the specificities in the formation of his personality "(Požár et al., 1984). For us, as psychologists is particularly important secondary disability compensation, it is a "field of the specificities of creation and evolution of mental processes, stocks and properties, as well as the creation of specific people with disabilities, including mental control their behavior" (Požár, 2003, p. 31). In this respect, psychological work with disabled people in the process of employment requires a specific approach. Often they occur is called. compensation mechanism at the level of personality and it is therefore necessary to seek consistency between their often higher ambitions and aspirations and their ability to achieve an adequate sociálnaj and occupational integration. Moreover, in today's society of power and success, productivity, these people feel inferior and then they often starts the problem of loss of sense of life along with reduced self-esteem and confidence.

Assistance programs for disadvantaged disabled people in supported employment is a different nature. In Slovakia, they deal with employment agencies supported by the Employment Services Act 5 / 2004 Coll help registered unemployed disabled people to identify their professional potential, to help them actively seek employment with the employer modify the work environment and conditions specific to the individual disabilities disabled seekers to assist in the development of sheltered workshops. From abroad know other examples of good practice, for instance, electronic PIONIER project to improve the capacity of learning and training with the practical implications of creating new jobs for the mentally disabled workers in sheltered workshops in Germany (Eicker, Schneider, 1998); Research Combs and finding Omviga (1986) that larger firms in the U.S. are more accessible to employ disabled people and also create their specific conditions and programs, and prefer more

physical against mentally handicapped; Competitive employment facilitation program along with the principles of the plan development and implementation of employer links , educational institutions, agencies and rehabilitation to disabled people (Rochlin, DeCaro, Clareq, 1985). Change impacts of minimum wages on employment of disabled people in England (UK) through the Delphi method among employers and advisers to deal with disabled postihntuých Schneidrová and Duttonová (2002), and found that the majority of disabled people who work for minimum wage. Walker (2003), also in his economic theories deals with the need to employ the disabled because of progressive medicine increases the proportion of disabled people of working age population and the inability to work is only relative, shaped the nature of the particular job requirements, expectations and pressure on employers ever-increasing productivity, and stresses the need not only to test new measures of active employment policy, but also evaluate existing and good of them to download and create the most appropriate model for our particular company.

In terms of legislation is a disabled person to whom an invalidity pension under the medical commission of a decreased rate of earning ability over 40% in Slovakia, the employment options, namely:

1st employment in the open labor market without the support of government benefits
2nd employment in the organization or can establish a business as samozamestnávateľ (self) or non-profit organization, which calls for the government subsidy for the establishment of a protected workplace (in the case of employment of a disabled) or sheltered workshops (where it will employ more disabled)

Employment of disabled people in the open labor market

In the first case, a disabled man to argue your appeal to employers that every company that has more than 20 employees is legally obliged to employ 3.2% of all employees currently disabled employees (rounded up from 0.5), if the employment office in the register of job seekers keep people with disabilities, and in practice, each regional office work.

If the organization (public, private and non-profit) over 20 employees for various reasons, often do not employ any disabled people have to pay penalties in the form of contributions. An employer who employed destination must share the number of people with disabilities in the total number of its employees under § 63. 1 point. d) is required by 31 March of the following calendar year to the account office for every citizen, who is missing a mandatory meeting in the proportion of people with disabilities, a levy of 0.9 times the total labor costs

under § 49. 4, calculated from the average wage employee in economy of the Slovak Republic for the first-third quarter of the calendar year preceding the calendar year for which the employer pays this levy. In calendar year 2009 by employers to account for a disabled citizen must pay the levy in the amount of 755 EUR excluding VAT. For example, the number of employees. 60, should such an employer to employ two disabled, a statutory deduction in the year 2009 it amounted to 755 EUR x 2 VAT etc. The employer pays contributions annually by 31 March of the following calendar year, mostly for filing tax returns. In practice, this means therefore that the employer is more financially advantageous to pay these charges (which essentially form a two monthly minimum wages to employees with disabilities) as a year to pay wages to employees with disabilities and still have further increased spending for special treatment because of its workplace health disability.

The Statistical Office data we have so far for 2008. Organizations with more than 20 employees in Slovakia should employ 42,929 disabled, in fact, employed only 24,420 and the remaining 18,509 must pay state contributions totaling $18,509 \times 664 \text{ EUR} = \text{€ } 12,289,976$. The law still exists. under the obligation to employ people with disabilities in the share of mandatory under Law. 5 / 2004 Coll z. Employment Services and amending certain laws, as amended (the Act) § 63. 1 point. d) the employer can meet this obligation by entering an appropriate contract for the employment of persons with disabilities (unloading of goods or services from a sheltered workshop). Looking at the total amount of mandatory contributions for the employment of disabled people per year by 2008 following more than 12 million would go to support the integration of disabled people through their employment in sheltered workshops. It did not happen, however, and firms with more than 20 employees do not have too great a willingness to cooperate with sheltered workshops. The target group for sheltered workshops are just business as public organizations are strictly of a financial deal with its limited resources and only one of them meets the sheltered workshops, not to mention the reluctance to embrace the challenge the administration and non-profit organizations only have a few more than 20 employees, most are to social service facilities, the founder of the government and there similar rules apply as with public organizations. In our previous survey of firms with more than 20 employees, especially the intensity of ground equipment contracts with sheltered workshops, which have little economic and business-minded management. Research survey of attitudes of companies in Slovakia to the employment of disabled people as well as the potential for their support in the form of contracts protected workshops are beginning to address in the near future will bring the first results.

Employment of disabled people in sheltered workshops

According to § 55 Act no. 5 / 2004 Z.z. Employment Services are protected workshop or protected workplace constituted a legal or natural person, which works at least 50% of citizens with disabilities who are unable to find employment in the open labor market or are workplaces where people with disabilities under § 9. A trained or prepared to work, and where working conditions, including claims for performance of work tailored to the health status of people with disabilities. The establishment of a protected work is also considered the establishment of a single job to legal or natural person has created or adapted to the health of citizens with disabilities. Protected workstation can be set up at home disabled citizen. The status of sheltered workshop or work awarded to the employment, social affairs and family for a positive report on the health authority (Office of Public Health). Protected workshop or protected workplace are primarily for job opportunities people with disabilities, the employer can not provide suitable employment in other workplaces. In the sheltered workshop or sheltered workplace and citizens can work, providing the acquisition of professional skills or prepare for job opportunities and staff for health are temporarily unable to perform their current jobs if their employer for no other suitable employment.

At present there are 4,529 sheltered workshops (as of 03/31/2010, www.upsvar.sk), which employ 8,483 people with disabilities. Registered unemployed disabled people in the offices of Labour, Social Affairs and Family of Slovakia 11003rd Thus, the over 11,000 people remain almost permanently in the records of unemployment, as sheltered workshops have created jobs almost permanently occupied by those disabled people, which was originally employed. Exchange is the only unique (for March 2010 states ÚPSVaR recorded 703 new human ZP, and removed from the register there are only 515, so it is not only the exchange of MD between the labor market and unemployment records, but still accruing new records to the ToR of unemployment period even in the previous months and years). Those sheltered workshops have different objects of activity administratívnej activities, massage, tailoring, production of protective clothing, catering services for plastic products, textiles, paper, etc. There are also sheltered workshops that provide even highly specialized professional services such as. economic sector analysis or psychodiagnostic testing and psychotherapy drivers. Looking at the stratification of sheltered workshops in the regions is seen that at least sheltered workshops is currently based in the regions with the highest unemployment rate, while the most economically backward regions in Slovakia, in the district Rožňava revolution. The reason for this low representation of sheltered workshops right in economically weaker

regions of Slovakia, we see the problem get further funding from companies with more than 20 employees in the region. Sheltered while receiving on its establishment and operation of state benefits arising from the active labor market measures in their obligation to employ disabled employees over two years to sustain it is far from enough. These are the three most subsidies directly linked to sheltered workshops:

Cost	Simulation of Labor Office of reimbursement of approved sheltered workshop in 2009 during the first two years commitment to employ NG
The compensation of employees (according to § 56 Act no. 5 / 2004 Code)	€ 6040.38 / 1 disabled employee for two years Minimum wage 400 EUR / month x 6 ZP employees (in full ÚPSVaR reimbursed for setting minimum wages, including contributions to insurance companies and the advance tax on employment) - the remaining nine months to two years of mandatory wages are paid partly on its own or can of § 60, then you use that example. rent etc.
Wage work assistants (According to § 59 Act no. 5 / 2004 Z.z.)	800 Eur / month working Assistans x 2 (total amount of labor is determined by the number of employees assigned to the ZP, the amount reimbursed by the Labor Office for the full two years)
Operating expenses (According to § 60 Act no. 5 / 2004 Z.z.)	Rent, energy, and having exhausted accountant § 56 and partially ZP wages (Labor Office pays for the full two years, vyrátava be proportionately by the number of ZP employees, according to financial documents submitted and eligibility)

The contributions come from the state of the European Social Fund and national budget of the Slovak Republic under de minimis aid schemes to promote employment DM-1/2007 in program structure and eligibility of the scheme to the Operational Programme Employment and Social Inclusion - National Project II-2 Support employment of people with disabilities. The illustration was in 2009 through the offices of Labour, Social Affairs and Family in Slovakia (http://www.upsvar.sk/statistiky/aktivne-opatrenia-tp-statistiky/aktivne-opatrenia-trhu-prace-2009.html? page_id = 1251, 05/17/2010)

- § 56 in Act no. 5 / 2004 Z.z. created in 1417 and occupied posts, which were paid 11 284 043.64 euros for the establishment of protected workshops and thus wage NG
- § 57 in Act no. 5 / 2004 Z.z. created and filled 439 jobs, of which 3,580 were paid 054.75 euros for self-employment NG
- § 59 in Act no. 5 / 2004 Z.z. paid 1622 € 146.69 for labor assistants NG
- § 60 in Act no. 5 / 2004 Z.z. was to cover the operating costs of sheltered workshop or work and to cover transport costs paid to workers in sheltered workshops for 3979 10 754 7854 MD 808.46 euros for 1914 and 1331 self-employed paid € 934.91

For the full year 2009, these contributions together amount to 25,672,988, 45 EUR. If we assume that the obligation to charge for the employment of disabled people related to the number of firms in the same number of obligations to employ 18,509 disabled employees, which was in 2009 should pay up to 755 EUR without VAT to an MD, this is the amount of 13,974,295 euros . Thus, nearly half of government benefits paid. Had the company paid half of the sheltered workshop may be just the one half of registered unemployed persons with disabilities would find in the labor market, which involves not only the economic consequences of minor economic burden in paying passive individual lots (as employed workforce brings to the national economy, always more money than him unemployed workforce for the collection of public assistance benefits), but in particular the socio-psychological consequences for employment, quality of life by disabled people.

CONCLUSION

Since the legislation in Slovakia is still set so that firms are more "worth" pay "penalty" for the State to fulfill its obligations to employ 3.2% of all employees (this is at two-month minimum wage) for people with disabilities are just minimum employability in the open labor market. In the case of the establishment of protected workshops and good economic management of the sheltered workshop in addition to persuade companies to pay the charges state, but their performance as a replacement of their obligation to purchase products or services. So it is not only socially but economically and efficiently address the unemployment of disabled people setting up sheltered workshops, whose sustainability has been supported economically independent thinking and business management in order to convince companies that disabled people are truly equal partners in our society. Research in this area should move in several directions, and a survey of attitudes of firms to employ the disabled, the willingness

and reason for reluctance to enter into contracts sheltered workshops, to change the quality of life of our disabled people employed in sheltered workshops, as well as changing attitudes healthy colleagues against disabled employees in sheltered workshops, etc.

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