



THE IMPORTANCE OF WORK IN THE DISABLED PEOPLE LIFE: THEORY AND REALITY; CASE IN POLAND

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The work for the man is:

- a condition for independence;
- secures basic needs;
- makes it easier to start a family.

It's therefore an essential factor in the development of an individual.

For people with disabilities the work is also an opportunity for the implementation of activities in the occupational and social dimension.



The occupational dimension of work

means that **a disabled person** can use
and develop their manual and intellectual capabilities.



The social dimension of work

- is manifested in the sense of accomplishment;
- being needed in the family;
- is strengthened by the fact of coming into being society.



For people with disabilities work is a particular manifestation of their social integration.

Work can be examined in many aspects:

- **social aspect**
- **integration aspect**
- **rehabilitation aspect**
- **economic aspect**



Social aspect:

- professional work is one of the fundamental activities of human life;
- create favourable conditions for self-realization in the sphere;
- by contributing work is a disabled person acquires
*a sense of one's dignity,
value, and independence*



Work in the social aspect

THE MOST IMPORTANT is to build

the issue of awareness of the competency of disabled people in all - including professional - spheres of life
why ???



Because:

- people with disabilities perform well in the arts, achieve success in the field of sports often surpassing the results gained by non-disabled people;
- high motivation to work, a realistic assessment of their own ability to work and positive self-assessment are the most important factors that ensure the success of vocational rehabilitation.



Integration aspect:

- work is an effective way of professional activation;
- strengthening of the policy of equal opportunity for people at risk of social exclusion or marginalization;
- *professional work are conducive to establishing and developing social relationships outside the family;*
- *it's especially valuable for people with disabilities because it gives them a sense of acceptance and belonging to a group.*



Rehabilitation aspect:

- work allows a disabled person to improve those functions of the body that have been impaired;
- gives rise to the self-realization of people with disabilities.



Work is also a key form of rehabilitation for people with disabilities. This is the work that accelerates the process of professional development and makes the disabled persons responsible for their decisions and actions.



Economic aspect:

means that the disabled are getting full, or at least increased independence thanks to salaries they earn.

Consequently, it's **an important relief** for the social security systems and social care,
more - expenses incurred by people with disabilities who work, are often higher than those incurred solely from social benefits, and **feed the state budget with indirect taxes.**



SUMMARY

- **disabled get salary;**
- **disabled pay not only direct, but also indirect taxes.**



It is worth noting that:

the work performed by them and the revenue generated from it are a source of revenue for the state budget. What's more, households of people with disabilities spend almost entirely (every month) their income.



RIGHT TO WORK IS A CONSTITUTIONAL LAW OF EVERY MAN

- **CURRENTLY, persons with disabilities who wish to return to the labour market or to enter it for the first time are subject to special protection in POLAND and the other countries.**
- FOR example in Poland - the current regulations enable the disabled persons to obtain financial assistance for starting and running a business, or give them the chance to benefit from support under the active labour market measures.



HOW IS IT ORGANIZED IN POLAND ?



In the first case, a disabled person may obtain:

- Funds for starting a business;
- Cash contribution required to open a social cooperative;
- Subsidy of interest on loans taken out for business purposes;
- Reimbursement of social security contributions.



In Poland the employers employing workers with disabilities may obtain:

- subsidy for the salary of disabled persons;
- reimbursement of the costs of adjustment and adaptation of existing workstations for persons with disabilities;
- reimbursement of expenses incurred by employers on workplace equipment;
- reimbursement of the cost of training workers with disabilities;
- reimbursement of the cost of employing a worker helping a disabled worker at work.

In addition, employers can create supported employment enterprises, and in consultation with non-governmental organization , also the vocational rehabilitation facilities.



PEOPLE WITH DISABILITIES ARE THE UNUSED POTENTIAL OF LABOUR STOCK IN POLAND and WHY?

***People with disabilities in Poland earn much less than nondisabled persons
for the same tasks***



Labour market of people with disabilities in Poland (2017)

- population people with disabilities in age 15 and more – **3 mln people - it means - 9,1% population in Poland (BAEL)**
- population people with disabilities of working age who had proven deegree of disability - **1,7 mln – it means - 8,0% population in Poland (BAEL) as:**
 - proven high deegree of disability - 27,0% (BAEL)
 - proven average deegree of disability - 39,6% (BAEL)
 - proven light deegree of disability - 33,4% (BAEL)

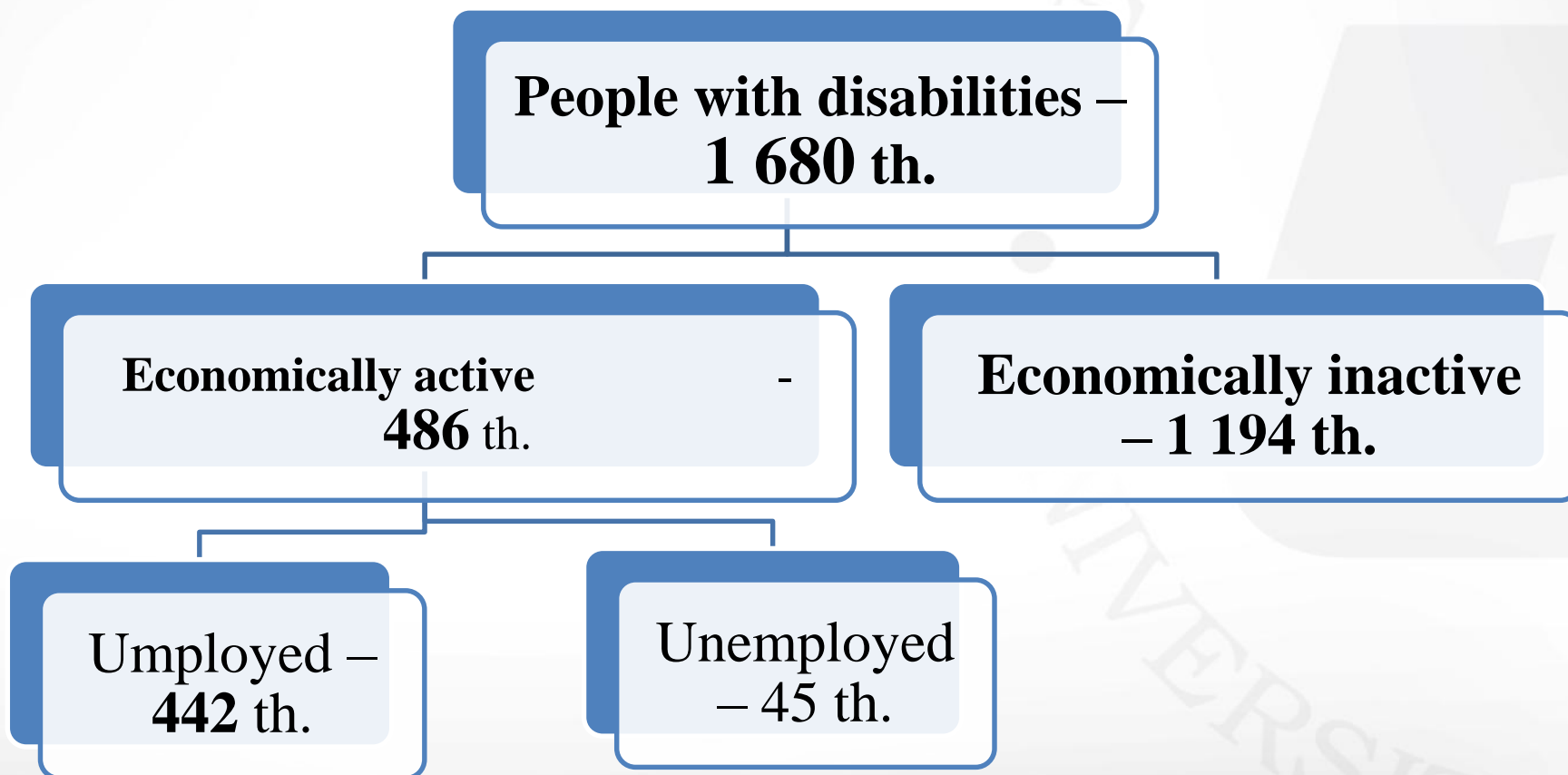




Tabela 1. Economic activity people in working age in Poland 2012-2017

	2012	2013	2014	2015	2016	2017
	Activity rate in %					
Total	72,5	73,9	74,6	74,8	75,2	75,9
Disabled	28,0	26,7	27,4	26,8	26,8	28,9
	Employment rate in %					
Total	65,3	66,5	68,4	69,5	70,4	72,1
Disabled	23,2	21,9	23,7	23,5	23,7	26,3
	Unemployment rate in %					
Total	9,3	9,9	8,3	7,1	6,3	5,0
Disabled	17,2	18,1	13,9	12,3	11,6	9,3



WISHES - the measures could bring tangible benefits the following actions are necessary:

- early assessment of deficits;
- early and comprehensive rehabilitation, including professional rehabilitation;
- willingness on part of persons with disabilities to cooperate with an advisor or professional guardian;
- support from the closest friends and family;
- social acceptance;
- availability of active labour market measures at all ages and for all, irrespective of the type and degree of disability;
- positive attitudes of employers towards the employment of people with disabilities;
- involvement of business organizations in the professional activation of the disabled and the consistent implementation of the concept of corporate social responsibility;
- building awareness of the competence of disabled people in all spheres of life - including professional sphere.



CONCLUSION:

- It is also necessary to have access to a wide range of active labour market measures, Support at this stage is particularly valuable for people with disabilities regardless of whether they acquired disability, or were born with it.
- The work of disabled contributes also a higher gross domestic product, all necessary effective measures should be used activate people with disabilities, which would be also important from the viewpoint of their rehabilitation.
- Especially valuable are examples of involvement of business organizations in the issues of activation of people with disabilities.
- Equally valuable is the positive attitude of employers towards the employment of people with disabilities.



etc. CONCLUSION:

- professional activity of persons with disabilities is appreciated in many countries and its economic benefits are felt by the whole society;
- participation of persons with disabilities in work, prevents their social exclusion, isolation, and social marginalization;
- professional activity encourages action and motivates persons with disabilities to take and keep a job;
- professional activity of a man is one of the conditions for self-reliance and independence;
- it also brings tangible benefits for the economy in the form of higher government revenue from taxes and lower spending on social benefits.