**ANED 2016-17 -Task Social Pillar (focus topics)**

**Country report**

Country: Slovenia

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# Skills in transition to the labour market

## Main policy reforms or measures in education and training

*What are the main legal and policy frameworks providing for equality of learning opportunity for young people in your country, and have they changed since ANED reported on these issues in 2010? For example:*

* *What significant reforms or policy measures have been introduced in vocational education and training and how are young disabled persons affected by them?*
* *Are young disabled people in vocational skills programmes covered by disability discrimination legislation beyond compulsory school age?*

The main legal and policy framework providing for equality of learning opportunities for young people in Slovenia is The Elementary School Act,1996[[1]](#footnote-2) and the Placement of Children with Special Needs Act[[2]](#footnote-3)(renovated and accepted in 2011, in use from September 2013).

Since ANED reporting the equal learning opportunities for young people haven't increased, but decreased. Since 2008 the number of children who are sent to special schools and to the special programs for disabled children increases each year, from 1.571 children in 2008 up to 1.946 children in 2015.[[3]](#footnote-4) From the year 2000 until 2007 their number was decreasing, then started to increase again and is now similar than it was in 2003 when 1.997 children were enrolled in special schools. The parallel school system (called »different educational standards« and »educational programmes« described in detailed in previous ANED reports) remains. Old and newly established laws prevent children with disabilities to enter mainstream schools and in the last years children get less hours of additional support at schools than they got before.

The old law on Social Care of Mentally and Physically Disabled Persons Act, 1983[[4]](#footnote-5) prevents physically, sensory and intellectually disabled to get in mainstream education. The new law on Placement of Children with Special Needs Act, 2011 prevents children with moderate, heavier and severe intellectual disability to enter ordinary school. The law also grants the child the right to have up to 5 hours of assistance/week, which is less than in the past and not enough at all (one hour out of five is meant only for “counselling”). A child who is blind and children with multiple disabilities can get 3 hours additional support per week, which is then 8 hours/week altogether (Art.9), but this is given mostly during the first three school years and not later. In reality, children need more support in later school years, which actually means that the child is later on moved to special programmes (special schools or institutions). Children who would need assistance on the everyday basis can therefore not stay in mainstream education. Individualized support for disabled child is viewed as too costly to be used.

The parallel system remains. Young people who are divided into categories mild, moderate, heavier, severe intellectual disability are sent to the special schools (or special programmes which can be in special schools, in ordinary schools but in specific classrooms or in long-stay institutions; described fully in ANED reports). Only persons with mild intellectual disability go to vocational education (2 years programmes) and have the right to enter the labour market. All other persons who are in parallel education and labelled as intellectually disabled can formally not enter the labour market.

The major limitations of the 2-years vocational programmes (which are for young disabled only) are that their content is extremely limited to hand-work activities which are rarely asked for (sewing; different work on wood; assistance to the sweets-shop-bakery) and that it is gendered biased (majority of trainings are offered to men and only few for women). There is no special legislation for vocational education, apart of the above-mentioned law.

When young people finish elementary school and enter the 2-year vocational programme they are not anymore categorized as having »mild intellectual disability«. This means that they also get no support and that nobody follows their educational or work career (there are no data how many of disabled enter into vocational education). When the same persons finish the 2-years vocational education, they usually try to enter into the labour market, but again, have no »category« and no support. They get »invisible« in the system, which means that their needs are not really met (Employment offices have no data how many disabled persons seek employment).

This also means that disabled people who enter vocational skills programmes are not covered by any disability discrimination legislation. They are simply not categorized as disabled, but are treated as ordinary workers. One the one hand this means that they get no support if needed and on the other hand is this “non-disabled status” the only way for a person to be allowed to enter the labour market. This has not been changed since the 1980s.

Everybody else (moderate, sever and heavy mental disability) is prevented to enter ordinary school, and further education as well as cannot enter the labour market, but is categorized by the old-fashion Social Care of Mentally and Physically Disabled Persons Act from 1983, which was mentioned several times in ANED reports. The law grants the family a long-term disability allowance for a disabled person and removes the legal capacity from the person at the same time (in a form of a “prolonged parent rights of parents”).

Social Protection Institute of the Republic of Slovenia was involved in an EU project on *Inclusionary Vocational Education after Special Education for Disabled*[[5]](#footnote-6)which offers some informative facts about the systemic barriers in the area of the transition of disabled persons to the labour market. They found out that: a.) special and accommodated school books and other materials for children with special needs are missing; b.) the ordinary schools' programme is too demanding for disabled children; c.) there is not enough financial support for special equipment for children with special needs in schools; d.) the number of young persons with special needs in secondary schools is growing, but the teachers are not equipped with particular knowledge and skills to work with disabled pupils; e.) during the tertiary education the prospect teachers do not get proper knowledge about inclusionary methods of learning; f.) young persons with special needs only get assistance until the end of the secondary education, but not during the transition to the work place, the working time period or during the tertiary education; g.) there is a lack of surveys, which would assess the barriers of disabled young people during the transition from education to the labour market.

The interviews with former pupils with special needs in their local environments also showed that practice placements period in the secondary schools, haven't increased their job prospects. The reasons they named was social isolation (they mostly live with parents) and fear of losing the disability allowance (with the entrance into the labour market they automatically loose the disability allowance; the longer they stay at home with the disability allowance the lesser are the chances to get employment). The project suggested the increase of awareness among teachers, parents and pupils for inclusionary schooling and universal design. It suggested that multiple innovative learning methods shall be used in classrooms including better technical devices (computer for the blind etc.).

## Relevance of the National Youth Guarantee Implementation Plan and assessment report (for EU Member States)

*Are the policy measures described above all covered by the reforms outlined in the national Youth Guarantee Implementation Plan, or the Commission assessment of it? (EU Member States only)*

* *Are the needs of young disabled persons addressed in those documents, what is missing?*

In the national Youth Guarantee Implementation Plan 2016-2020[[6]](#footnote-7) the main target group are young people 15-29 years, who are registered as unemployed at the Employment Office of the Republic of Slovenia and who are in the transition from education to employment. It is estimated that the target group of the Youth Guarantee Plan comprises of approximately 35.000 unemployed young persons, but there are no data how many of them are disabled persons. The number is based on the estimates that in December 2015 there were 26.938 registered unemployed persons at the Employment Office in the age from 15-29 years.

Disabled young people are mentioned only once, under the topic »vulnerable youth«. The Youth Guarantee Implementation Plan envisages to »encourage the employment of the long-term unemployed youth with subventions and additional inclusion in the public work schemes and to help young people with special needs during the transition into the labour market« (p. 17).

Under “vulnerable young persons” are meant young people who are registered at the Employment Office longer than 12 month and persons with special needs in the transition to the work place. The planned activities are: educational activities, counselling, networking with employers, and other support activities.

The Ministry of Labour, Family, Social Affairs and Equal Opportunities does not collect any data about the disabled young people involved into the Youth Guarantee Scheme, because they treat all young unemployed as “one vulnerable group”.[[7]](#footnote-8) This means that they also don’t get any special support. The Report of the implementation of the Youth Guarantee Scheme 2014-2015 does not mention any data about disabled people.[[8]](#footnote-9)

One of the aim is to upgrade the additional training of the physically disabled and to develop measures to include them into the local community, to lead a more independent life, and “if possible” also to become employed or self-employed (p. 26).

This measure is carried out by the Ministry of Labour, Family, Social Affairs and Equal Opportunities and the Ministry of Education, Science and Sport. The governmental expenditures for the “vulnerable youth” are roughly planned as see below. The bellow table shows the comparison of the estimated expenditures for “vulnerable youth” and other expenditures which are estimated to be spend for the activation of young people (Table1):

Table 1

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **2016** | **2017** | **2018** | **2019** | **2020** |
| Expenditure estimated for the vulnerable youth (in Million€) | **8,8**  | **9,2**  | **8,0**  | **7,5**  | **7,0**  |
| Activation of the youth in the labour market estimated in total (in Million€) | 55,1 | 44,8 | 42,4 | 39,6 | 38,9 |

The government estimates to spend 300 Million € for the Youth Guarantee Plan 2016-2020 in total. The needs of disabled people are partially mentioned in the Plan. So far the Plan does not provide data of the disabled unemployed persons at the Employment Office and in the transition from school to employment and also not specific plans regarding the model of apprenticeship for disabled or scholarships.

There are no reports and no studies which address these issues in regard of disabled people. The Report on the Implementation of the Action plan of the Youth Guarantee Scheme 2014-2015 which was published in June 2016[[9]](#footnote-10) does not address disabled people. It only mentions that it would be good to address them, especially disabled women (p. 26).

The same report includes an evaluation of the Youth Guarantee Scheme (October 2015) done among young people who were included in the scheme (n= 5.825 persons) in 2015. The evaluation shows that unemployment has not severely decreased (from 26,2% in December 2013 to 23,9% in December 2015); that the long-term unemployment of young persons has increased (the average unemployment time for young person was 12,9 months, and even longer for young persons from 25- 29 years of age; the precarious work places has increased like for instance self-employment, short-term activation but there were very few stable long-term jobs. No information can be found in regard of disabled persons. It is not possible to identify an example of good practice because of the lack of the information of disabled persons in the Youth Guarantee scheme.

## Availability and effectiveness of apprenticeship schemes

*Specifically, and in more detail, what is the current availability of apprenticeship schemes in your country and how beneficial are they for young disabled people? For example:*

* *What training schemes are available, how are they funded, and who is eligible for them?*
* *Are young disability people a target group for recruitment and what provisions exist to ensure that apprentices get reasonable adjustment, accessibility and appropriate support during their training?*
* *What evidence is there of take-up, or positive job outcomes, among young disabled people on such schemes?*

The Ministry of Labour, Family, Social Affairs and Equal Opportunities does not collect any data about the disabled young people involved into the Youth Guarantee Scheme, because they treat all young unemployed as “one vulnerable group”.[[10]](#footnote-11) This means that disabled people they also don’t get any special support. The Report of the implementation of the Youth Guarantee Scheme 2014-2015 does not mention any data about disabled people.[[11]](#footnote-12)

## Example of good practice to achieve Youth Guarantee objectives

*Can you identify an example of promising policy/practice in your country that might help other countries to achieve the goals of the Youth Guarantee for young disabled persons?*

* *i.e. a policy or practice that might ensure more young disabled people receive a good-quality offer of employment, a continued education, or an apprenticeship or a traineeship.*

No good practice is identified.

# Access to the open labour market

## Relevant active labour market schemes

*What are the main policies or schemes that exist to support people with disabilities in employment and what policy changes have occurred in recent years? This question relates to pillar theme 4. For example:*

* *What measures exist to support people with disabilities to take up employment?*
* *Who is responsible for helping them and what help is available?*
* *Are these mainstream or disability specific schemes?*

The main legal framework and policies for disabled people in employment are the Vocational Rehabilitation and Employment of Disabled Persons Act 2007,[[12]](#footnote-13) Pension and Disability Insurance Act 2012,[[13]](#footnote-14) Employment Relationship Act 2013,[[14]](#footnote-15) the Rules on technical aids and adapting vehicles 2014.[[15]](#footnote-16) It is expected that the latter which defines the right for technical aid for persons with sensory and physical impairments and includes the list of technical aids, the conditions for their acquirement, the length of their durability and the costs of the specific technical aid, will increase the accessibility of disabled in the area of employment and social inclusion, improve the working environment adaptation for disabled in order to enter and to stay in the labour market.

Nevertheless, the legal framework includes only persons with physical and sensory disabilities, not people with intellectual disabilities. Persons with psychosocial disabilities, when they are defined as disabled (invalids), can also be included under the legal framework of the Vocational Rehabilitation and Employment of Disabled Persons Act 2007. Nevertheless, t it is very unlikely, because they are mostly defined as “unemployable” and are dropped out from the employment statistics and get no support from the Employment Office.

Persons with intellectual disabilities are rather treated as “grown up children”. The Elementary School Act, 1996 defines that young people with intellectual disability can stay in the primary school until the age of 26 (Art. 75), afterwards, they get enrolled in the sheltered workshops. They can have the status of the school child and go to school even if they have actually completed the school programme in order “to wait” to get enrolled into sheltered workshops. Shelter workshops offer occupation, not paid employment; people have no work contracts but are treated by sheltered workshops institutions as the residents of these institutions (about 3.300 persons nationwide).

This description shows a rigid legislative system which was addressed by ANED reports on several occasions and has not been changed. It prevents some disabled people (those labelled as intellectually disabled) to move from the status of welfare receivers to the status of active job seekers and back. Because of such inflexibility disabled people feel insecure to leave the welfare benefits and enter the labour market, as they might not get them back anymore. The Action Plan of Disabled People 2014-2021 addressed this issue in 2014 as one of the areas which will be changed, but so far no changes happened. There are no reports or studies in this area. The governmental reports and state institute which provide research for the government does not include these topics, at all.

For disabled persons to enter into the labour market or to re-enter into labour market after disability, two forms of rehabilitation are usually the entry point to get employed (at least on a short-term basis) or to be re-employed: *employment rehabilitation* and *work rehabilitation.* These tworehabilitation schemes are part of the active labour market scheme. *Employment rehabilitation* is defined in the Vocational Rehabilitation and Employment of Disabled Persons Act 2007[[16]](#footnote-17) while the *work rehabilitation* which is meant for persons who have been in the work place, have permanent employment and are eligible for disability insurance rights and have become disabled, in the Pension and Disability Insurance Act (2012).[[17]](#footnote-18)

Among the two the *employment rehabilitation* is the most important measure to support disabled people to take up the employment as it includes the largest amount of disabled persons.[[18]](#footnote-19) In 2016 published the newest evaluation of employment rehabilitation is summarized below (Cugelj et al. 2016).

The local Employment Offices or in rare cases the employer, send disabled persons into the process of employment rehabilitation where people are assessed about their work abilities. The person can get enrolled into the employment rehabilitation upon a note written by the Employment office. It takes a while before the person gets placed into employment rehabilitation; the waiting time is from one to nine months (sometimes even up to 15 months). Employment rehabilitation most often takes place at the employment centres and sometimes directly at the employers and is based on the Vocational Rehabilitation and Employment of Disabled Persons Act 2007.[[19]](#footnote-20) More than half of the persons finish the assessment of their work abilities within one month of time or no longer than in six months’ time (Cugelj et al. 2016).

The person needs to wait also for further employment rehabilitation activities, from 1-18 months of time, but mostly from 2-6 months (Cugelj et al. 2016). The process of employment rehabilitation takes 6-21 months, but more than half of the persons are included in employment rehabilitation from 6 – 9 months (ibid.). Three problems appear: one, the long waiting time which has an impact on the abilities of the person; two, the exit from the employment rehabilitation, which often results in unemployment; three, the waiting period is sometimes longer than employment rehabilitation itself.

Most often the employers, who are interested in employing an unemployed disabled person, cooperate with the employment centres. Employment centres get the persons into employment rehabilitation by the Employment Office of the Republic of Slovenia (which also covers the costs for the employment rehabilitation). During the period at the employment centre the disabled persons get assessed; one of the assessments is called “qualification for a particular work place or profession/occupation” (according to the Vocational Rehabilitation and Employment of Disabled Persons Act 2007) and is used in cases when the employment centre already has an employer for a particular person. The numbers of these cases are growing (from 457 persons in the year 2008 up to 1068 persons in the year 2015) (Cugelj et al. 2016).

Disabled persons who finish the employment rehabilitation can find employment:

- In the open labour market companies (public and private)

- in the disability companies

- in the employment centres.

It is important to emphasise that since 2011 the number of employers who cover the costs of employment rehabilitation has decreased for more than three times (515 cases were in 2011 which was the largest number compared with 53 cases in 2013 which was the lowest number of employment rehabilitations paid by the employers; 139 cases of employment rehabilitation were paid by the employers in the year 2015).

It is expected that about 2.000 disabled persons will get enrolled into the rehabilitation scheme on a yearly basis. In the year 2015 there were 2.228 persons enrolled in employment rehabilitation, but this number includes also those who dropped out and who put the rehabilitation on hold, due to health issues or other social and personal issues. Employment Office of the Republic of Slovenia shows that in the period from 2010- 2013 there were 3.011 persons enrolled in employment rehabilitation, and out of them 872 persons (29%) got employed after the employment rehabilitation ended. Most of them got a job in disability companies and some in the public works scheme (Active Policy of Employment). It is important to mention that the public work scheme does not provide a long-term employment, but mostly temporary one, for a period of one year.

The majority of disabled persons enrolled in the employment rehabilitation have not been yet employed; the second largest number among people in employment rehabilitation are those who were employed up to five years.

Persons who finish the employment rehabilitation get a written order about their employability and a small number of them find employment. The persons who get a written order that they are unable to work (*un-employability*) are rising (see the table below). The last data are for the years 2014 and 2015 (Table 2).

Table 2

|  |  |  |
| --- | --- | --- |
|  | Year 2014 2110 persons enrolled all together | Year 2015 2228 persons enrolled all together |
| Number of persons who completed the employment rehabilitation  | 302 persons completed employment rehabilitation and got employed; Most of them got employed in the ordinary work place; one third in the scheme of public work and a small number in the disability companies. | 335 persons completed employment rehabilitation and got employed; Most of them got employed in the ordinary work place; less than one third in the scheme of public work; a small number got employment in a disability company.  |
| Number of issued written orders of employabiltiy   | 470 written orders; 305 persons =unemployability order; 94 = protected workplace (often in disability companies)71=supported workplace  | 506 written orders; 335 persons = unemployability order; 111= protected work places (often in disability companies)60= supported work place  |

The *work rehabilitation* is compared with the *employment rehabilitation* offered to disabled persons rarely. Work rehabilitation is carried out and paid by the Institute of Pension and Disability Insurance of the Republic of Slovenia, and it pays one type of the assessment during rehabilitation only, “the assessment of the degree of work abilities, knowledge, work habits and work interests” (Article 15 of the Law on work rehabilitation and employment). In 2015 there was the largest number of disabled person enrolled in work rehabilitation, namely 343 persons (Table 3).

Table 3

|  |  |
| --- | --- |
|  | Number of disabled persons in *work rehabilitation*  |
| 2010 | 198 |
| 2011 | 227 |
| 2012 | 193 |
| 2013 | 114 |
| 2014 | 271 |
| 2015 | 343 |

It seems that this active labour policy for disabled persons is effective, at least on the short term, because the number of unemployed disabled which got a job has increased since 2014 (from 2.929 persons in 2014; 2.717 persons in 2015 and 3.375 persons in 2016).

The responsible organisations are the Employment Office of the Republic of Slovenia which sends the persons to the employment rehabilitation; the employment centres which assess the work ability of the persons and which search for a network of jobs for disabled including among employment centres themselves; the employers at the open labour market which employ or re-employ the person. This is the disability-specific scheme and not the mainstream one.

Employment centres are based upon the Vocational Rehabilitation and Employment of Disabled Persons Act 2007[[20]](#footnote-21) and are mostly governmental, but there are also some private ones. The employment rehabilitation has been started in 2006 under the law mentioned before, which was actually written in 2004, but came fully into practice in 2007.

Employment rehabilitation is funded by the governmental budget of the Republic of Slovenia.[[21]](#footnote-22)

## Support for flexible working arrangements

What measures exist to permit or support flexible working arrangements for persons *with disabilities? This question relates to pillar theme 2. For example measures that support:*

* *Working at non-standard times or non-standard hours, working from home etc.*
* *Please identify any examples of promising practice*

Flexible working arrangements are defined in Employment Relationship Act[[22]](#footnote-23) which is a general law and disabled people are not mentioned under specific working arrangements. No studies were found in this area. Generally, people regardless disabilities have some flexibility: the person can get employed under the short work time arrangements with different employers (Art 66); have the right for a short period of time under special conditions (Art 67); work at home (Art 68). No studies exist about the situation of the disabled.

Disabled persons have not special flexible working arrangements than non-disabled workers, except those which are connected with employment rehabilitation and specific work adaptation from the Vocational Rehabilitation and Employment of Disabled Persons Act.[[23]](#footnote-24) (described in 2.1, 2.3). Disabled person has the right to work from home, according to the Article 68 and for a shorter work time (Art. 67) of the Employment Relationship Act[[24]](#footnote-25) which regulates all workers. There are no particular working arrangements.

No special promising practice can be identified.

## Support for workplace adaptions

*What support is available for workplace adaptions for workers with disabilities? This question relates to pillar theme 9. For example:*

* *What are the eligibility conditions? What level of funding is provided and who receives it?*
* *What is the employer’s responsibility or liability? Does this depend on the size of the business?*

Disabled persons, who are assessed (after employment rehabilitation or work rehabilitation) as not being able to work at the ordinary workplaces, might get the written order for a *supported or protected workplace*. The Employment Office is responsible to issue the written order. *Supported employment* happens in ordinary workplace environment, most often in employment centres and is defined by the Vocational Rehabilitation and Employment of Disabled Persons Act, 2007 Art. 13, 34, 48, 49). *Supported employment* includes services like: information; counselling and training; personal assistance; the development of personalized work methods and the assessment of the efficiency of the disabled person; technical support and the accommodation of the workplace. The employer of the disabled person gets professional support with information and counselling. The individualized plan of the personalized support is made by the employment centres which are responsible for the employment rehabilitation, but the services of support are defined by the Employment Office of the Republic of Slovenia.

The same Vocational Rehabilitation and Employment of Disabled Persons Act 2007 speaks about special financial incentives which include funding for *workplace adaptation* (Art. 72) and specific services (Art 73). Article 72 speaks about »reasonable accomodation of the workplace and work devices«. The workplace adaptation is funded by a fund which gets the money from the fines of the employers who do not fullfill the quota and is newly called Disability Fund (recently changed from Public Guarantee and Maintenance Fund).[[25]](#footnote-26) The condition is that the disabled person has to have an individual plan, and other documentation and that the employer employs the person for the period of at least 12 months.

There are several conditions which the person needs to fulfil before the supported employment workplace is funded (Article 72, 73 of the Vocational Rehabilitation and Employment of Disabled Persons Act 2007):

- having the disability status;

- having the written order of being able to be employed in the supported employment;

- completed employment rehabilitation procedures;

- completed the individualized plan of support for disabled person as well as for the employer;

- having a long-term job, or a temporary job for at least 24 moths;

- the employer fulfils the quota and the supported employment is required to be above the required quota of disabled.

The number of persons who get the written order as the right to be employed in the supported employment is much higher than the number of persons who actually get the right for supported employment which is very minimal, but it is growing (table below).

Table 4

|  |  |  |
| --- | --- | --- |
|  | Issued orders of supported employment workplaces  | Persons employed in the supported employment workplaces in Slovenia |
| 2010 | 42 | 17 |
| 2011 | 32 | 18 |
| 2012 | 47 | 30 |
| 2013 | 43 | 45 |
| 2014 | 71 | 42 |
| 2015 | 60 | 59 |

*Programmes of social inclusion*

These programmes are for the disabled persons who got the written order of unemployability after the employment rehabilitation (Art 35 of the Law on work rehabilitation and employment). The written order is issued by the Employment Office. Two other groups of disabled eligible for the programmes of social inclusions are disabled categorized under category 1 (written order issued by the Institute of Pension and Disability Insurance of Slovenia) and have no disability pension and physically and intellectually disabled who cannot find a place in the sheltered workshops. Social inclusion programmes aim to support and preserve the disabled person's work abilities. From 2006 – 2015 there were 1.914 persons defined as unemployable, out of them 588 were in the programme of social inclusion in 2015, which is 30,7%. Social inclusion programmes are financed by the state budget.

*Protected workplaces*

The protected workplaces (*zaščitena delovna mesta*) are usually at the employment centres and in the disability companies. The employment contract includes also professional support and the support of the disabled person at the workplace.

The last data from 2015 show that out of 506 written order of employability of the disabled person, the majority got the written order of unemployability (335); followed by those who got the written order to be able to work in protected workplaces (111 persons), and even less, only 60 persons to be able to work in ordinary employment at supported work places (60 persons).

The very small number of persons who are able to get into supported employment workplaces (see above) and protected workplaces, show that the “active labour policy” for disabled is not oriented towards the long-term employment for disabled but towards short term employment rehabilitation solutions (see 2.1.).

## Evidence on non-standard wages

*How are wages set for workers with disabilities outside the open labour market? This question relates to pillar theme 8. For example:*

* *What provisions regulate the wages of people with disabilities employed in sheltered workshops or forms of adapted employment (alternative / segregated / supported …)?*
* *Are there groups of workers who do not receive the minimum wage?*

Each disabled person like all non-disabled persons who are full-time employed under the formal employment contract (8hours/day; 40hours/week) have the right to get the minimal wage.[[26]](#footnote-27) From January 1st 2017 the minimal wage for full time employment is 613€/net (804,96€/gross). Disabled persons who are employed in protected and supported workplaces and in the disability companies have the right to get governmental subventions if they don’t get the salary up to the sum of the minimal wage. Disabled persons working in the protected workplaces can get 30-70% up to the minimal wage. Persons working in the supported workplaces or in the disability companies have the right to get from 5-30% up to the minimal wage (Art. 68 of the Law on work rehabilitation and employment).

Non-standard wages apply for disabled persons who are enrolled in the social inclusion programmes and in shelter workplaces, work that is not based on the work contract. The work is defined as occupation, even though the work time is formally 8-hours/day, and over the whole year. This is not defined as work which means that people have no work contracts, no workers’ rights (pension, holiday, etc.) and are treated as welfare residents of the so called sheltered workshops institutions. They don’t get the work contracts and wages because they are defined by the law as “unable for work and independent life”.

Disabled persons who work in social inclusion programmes get social protection money (288€/month if they live alone, otherwise it is less), light meal money during work days and the compensation for transportation.

## Employment conditions in sheltered workshops

*What conditions of employment exist for workers in sheltered workshops and how are these regulated? This question relates to pillar theme 7. For example:*

* *Describe the system of sheltered workshops generally: do sheltered workshops exist? Who is eligible to be employed in such workshops? Please indicate if there are different kinds of workshops and eligibility conditions.*
* *Does standard labour law apply to those employed in sheltered workshops? If not, what justification is given for differences in treatment? Including:*
* *Protection from dismissal*
* *Right to join a trade union and take industrial action*
* *Health and Safety legislation*
* *Right to be consulted and receive information from the employer*
* *Protection from discrimination*

*If protection for workers employed in sheltered workshops is the same as for all other workers, you only need to indicate this, and not discuss level of protection as such. If workers employed in sheltered workshops have a different level of protection, please indicate this and indicate how this level of protection differs from that available to workers in general.*

People with intellectual disabilities, physical disabilities (most often cerebral palsy) and mixed disabilities are eligible for sheltered workshops. The standard labour law does not apply to those who work in them, with the justification that sheltered workshops are welfare services for protection and care.[[27]](#footnote-28) Sometimes, people who wished to live in a group homes instead of in the institution are conditioned to work in the sheltered workshops although they don’t want to (Zaviršek et al. 2015).[[28]](#footnote-29) The welfare institutions for people with intellectual disabilities describe sheltered workshops as a day programme.

Two types of institutions are called “sheltered workshops”; institutions where persons live on the long-term basis and are taken to the workshop each morning, or services which don’t provide long-term care, but only the workshop (usually from 7.00 – 3.pm.). They operate in 106 locations around the country and include about 3,200 persons with disabilities. People working there have no protections from dismissal or working rights. People get mostly 20€/month/net which is called the monthly award. Paradoxically, people who work in the sheltered workplaces are legally denied the ability to work in mainstream employment but are forced to work in sheltered workshops if they want to get some welfare support (parents who are employed cannot leave the persons on his/her own for long hours therefore they send them to the sheltered workshops). According to a 2008 study from Slovenia, up to 25 percent of all persons in sheltered workshops have the knowledge and skills to work in ordinary employment (Social Welfare Institute of the Republic of Slovenia 2008), but things remain unchanged (ANED reports).

# Benefit caps and transitions

## Recent law and policy reforms

*How has the legal and policy framework changed for disability benefits for people of working age since the onset of the economic crisis. Have there been changes in the eligibility criteria (making them more difficult to claim or easier to claim)? This question relates to pillar theme 16.*

Since the onset of economic crises, no legal and policy framework has been changed for disabled people only; the changes which happened were for all persons and some affect disabled persons of working age (for example the increase of the required full retirement age; the care supplement which will be explained later, was made into a returnable social transfer from 2013 until January 2017).

Disabled people who are in paid employment can get unemployment benefits like other non-disabled workers and get disability pension after retirement.[[29]](#footnote-30) Some specific requirements in regard of disability pension are described further down. Disabled persons who are defined as long term incapable of work get social assistance money (288, 81€/month). In addition, they can claim care supplement (varstveni dodatek)[[30]](#footnote-31) and when they have not yet reached 470,76€/month, which is a governmental census for disabled, they can also claim care allowance money (dodatek za pomoč in postrežbo). The highest monthly amount they get is 470,76€; some people don’t reach this amount because they have no information and/or they don’t know how to organize themselves to claim their rights.

Two laws define two different categories of care allowances; one is for those who are disabled before 18 years of age (with subcategories)[[31]](#footnote-32) and another one for those after 18 years of age (with subcategories).[[32]](#footnote-33) The latter is for persons who for example were in paid employment for some years; or were defined as long term unemployable when they entered employment market.

Article 63 of the Pension and Disability Insurance Act 2012[[33]](#footnote-34) defines three categories of disability (first, second and third) and this categorisation is important when a person wants to get a disability pension. First category means that the person has no work abilities anymore; second, a 50% limitation of work ability; third, the limitation in work ability that the person can get a reduced work time contract. The categorisation is made by special commissions for assessing disability.

Disability pension gets the person who has the first, second or third category of disability. The mentioned law differentiates disability that happens at the work place, or is an injury related to the work place and caused by work; or it is an illness or injury outside the work place. If disability was caused at the work place the person can get a disability pension (the amount depends from the working years). If disability happened outside the work place the person gets disability pension only if he/she was employed one third of the time during the period from age 20 until the time the disability started. With other words, when disability happens outside of the work place, the eligibility for the disability pension is linked to the working years of the person (Art 62, 67).[[34]](#footnote-35)

Disabled persons whose pension is less than 470,76€ can claim the difference to this sum with care supplement.

The area on social benefits of disabled persons is the least covered area of national reporting and research, which was addressed in several ANED reports (European Semester 2015/2016 country fiche on disability**;** ANED Country report on Social Protection and Article 28, etc.). The Ministry of Labour, Family, Social Affairs and Equal Opportunities does not gather specific statistics and data about poverty and social exclusion of disabled persons.[[35]](#footnote-36)

The last report on Implementation of the Action Plan for Disabled Persons 2014-2021 for the year 2016 does not give any data, too.[[36]](#footnote-37) The only information is the summary of the National Association of Disabled People which says that »the threat of poverty as well as poverty itself is the major problem of the average Slovenian disabled person«. The Association also claims that the situation is worrying; that there is no governmental disability policy in this area which would be in harmony with the social model of disability and would support disabled persons during the process from education, transition to independent life and to become compatible at the labour market.

There are no figures how many disabled persons are among 410,000 poor and socially excluded persons reported by the National Reform Programme 2016-2017. The EU SILK 2013 data showed that in Slovenia the risk of household poverty and social exclusion is growing steadily since 2010 and it is much higher for disabled persons (age 16-64 and 65+) than for non-disabled of the same age (29.5% in 2013 for disabled compared with 17,6% for non-disabled). The national risk of household poverty for disabled people has been above EU average (29.5% compared with 23% of the EU average). Since 2014 and over 2015 the threshold of poverty for a single person household has been 596€ net/month (790.73€gross/month) per person; for a person in a two-adults household has been 447€/month; and for 4-headed households with 2 children younger than 14 years of age, 313€/month per person.[[37]](#footnote-38) The threshold of risk of poverty for a 4-person family (2 children less than 14 years) is 1,251€/month; and for 2 adults without children 893€/month. There is still 14.5% of population (about 290,000 persons) who live under the threshold of poverty line, but there are no data how many of them are disabled persons.

Sketchy data can be interpreted, for instance the comparison of data on the net disability pension and old age pension. In 2014 the average net disability pension was € 475 (47.3% of the average net salary in Slovenia) while the average old age pension was higher namely € 613 (61% of the average net salary in Slovenia). Since the pensioners are one of the groups of people living in poverty and social exclusion, this is even more true for the disabled persons who have disability pension, although they are on average at less risk of household poverty than adults of working age. However, the household poverty risk for disabled people aged 65+ is considerably higher than the EU average.

Social transfers are important for disabled persons’ standards of living. These are low and the threshold for eligibility has become higher due to austerity policy. Persons who are not in paid employment and are seen as unemployable can get social assistance money (288,81€/month) and even this amount is only for those who live on their own as the people who live with another person with an income get only 219,50€/month (conditionality for it is described below). People who have the right to get additional care supplement can have a maximum total income of 470.76€/month, which puts them below the poverty line. This shows that the so called national census (the sum of money for social allowances which is decided upon each year regarding the living costs expenses) is put very low (288,81€/month per person of even less) which affects especially single persons and those who have no income but live with another person who might also face the poverty threshold. The family with an intellectually disabled child from birth gets 288.89€/month, the invalidity supplement.[[38]](#footnote-39)

**Eligibility criteria for disability benefits**

After 2011 Slovenian government start to make severe cuts into the welfare budget in order to ensure the fiscal consolidation. The Law on Social Assistance (2010) has due to the Act to Restore Public Finances (2012)[[39]](#footnote-40) removed care supplement (*varstveni dodatek*) from the social welfare transfers ensured by the state. This money was given to disabled persons and to the persons over 65 years of age with minimal pensions (usually as additional money to the spouse’s pension; the amount was mostly from 50€/month – 100€/month).

Care supplement get all disabled persons in addition to social assistance money (288. 81€). Also, a disabled person who has a disability pension can get care supplement, if his/her pension is not up to 470.76€. People who provide care don’t get care supplement.

From 2012 to 2017 care supplement either needed to be returned to the state by relatives after the death of the person or in property. It was called a “returnable social transfer”.

The consequence was that out of 46,746 persons who had the right to receive the monthly care supplement before 2012, thousands returned it in fear of the governmental decision that the money will need to be given back by the relatives after their death. Currently only 10,678 persons still receive the care supplement (March 2017). Two thirds of the care supplement recipients were women over the age of 60, which means that this measure increased poverty among elderly women. There is no research about how many of them have disabilities. On January 2017 the government made the care allowance again a social benefit money which does not need to be paid back by the person or his/her relatives.[[40]](#footnote-41) One of the reasons was a strong public criticism, growing poverty, and fiscal stabilisation.

There is no research of how those cuts impacted disabled persons, but some available data can be used for this interpretation. After the 2011 for instance, the data show that the number of welfare programmes for disabled persons were severely cut and the number of disabled persons who benefited from them decreased dramatically.[[41]](#footnote-42) This can be observed from the number of persons who benefited from these programmes (see Table 5).

Table 5

|  |  |
| --- | --- |
|  | Number of disabled persons who benefit from social welfare programmes |
| 2011 | 12.898 persons |
| 2012 |  4.553 |
| 2013 |  1.037 |
| 2014 |  1.089 |
| 2015 |  1.020 |

There are no full data about the types of those welfare programmes (for example: advocacy, independent living, counselling, transportation), but the report shows that all of them were meant to contribute the social inclusion of disabled persons, especially the programmes for the transportation of disabled which were funded by the Ministry of Labour, Family, Social Affairs and Equal Opportunities until the end of the calendar year 2011. The decrease of funded welfare programmes and disabled persons within those programmes correspond with the welfare cuts due to the economic crises. The funds for the social welfare programmes for disabled persons from the same ministry halved, too (from 3,285.726,0€ in 2013 to 1,593.111,5€ in 2015).

Two laws define what are the benefits people generally get when they are unemployed, and both laws do not divide among disabled and non-disabled: Exercise of Rights from Public Funds Act, 2010[[42]](#footnote-43) and Social Assistance Benefits Act, 2010.[[43]](#footnote-44) The eligibility criteria became harsher for all employed since 2011, when the government announced fiscal consolidation (voluntarily leaving the job; or being fired; all these can prevent the person to get unemployment money). Disabled who are unemployed cannot claim a disability pension.

## Key changes in eligibility criteria for disability benefits

*What major policy reforms or developments have occurred in relation to out-of-work disability benefits, implemented or now proposed? This question relates to pillar theme 14*

* *Is there evidence of the number of people affected by these changes or the extent of their impact?*

In the part 2 is described that employment rehabilitation is the *condition* for disabled persons to enter the labour market as a job seeker. After disabled persons are *assessed during the process of employment rehabilitation* and defined as being able to work, the same conditions apply for them as for other non-disabled workers. In 2012 the conditions for out-of-work benefits increased (Art 28 of the Social Assistance Benefits Act). The Article 28 lists a long number of so called 'guilt reasons' for losing the social assistance money (*krivdni razlogi*). If any of it appears, the person is not eligible to receive social assistance.

These ‘guilt reasons’ are for example: refusing activities to get into pad employment; not taking any work offered; when the worker terminates the wo0rk contract. From disability perspective the following conditions, might be of concern: when the worker signs a written agreement given by the employer to terminate the work contract; when the worker does not want to sign a new contract offered by the employer; when the worker removes himself/herself from the record of unemployed persons who are involved in the active policy labour scheme; when the person refuses to get involved in the active labour policy measure; when the person refuses a suitable job or does not try to get it during the employment conversation; when a person is not an active job seeker; when the person refuses to sign the employment plan; when the person has not appeared at the Employment Office in the last 6 months; has not applied at the Employment Office when he/she is unemployed. These conditions might be difficult for disabled person: a.) from the perspective of informed consent; b.) the employer might want to put the person to a worse work place than she/he has had before; c.) a person has mobility difficulties and cannot come to the Employment Office; d.) the person’s communication skills are poor and therefore the person appears as not being interested in getting a job.

There is no extra support for disabled workers in this process.

## Conditionality of out-of-work benefits

*To what extent is eligibility for out-of-work benefits conditional on active participation in job search or work-related activities? This question relates to pillar theme 14*

* *e.g. obligation of to apply for jobs, try out work, attend rehabilitation or training programmes, accept less suitable job offers, etc.)?*
* *Is there any reasonable accommodation or support for disabled job seekers in these obligatory activities?*

When the out-of-work person gets the social assistance money for the first time (288,81€ if the person lives alone; see detailed explanation before), this is only for the period of 3 months (Art 36, Social Assistance Benefits Act), which is a very short period of time. When it is assessed that the social condition of the person has not changed, the person can get additional up to 6 months of the social assistance money. The social assistance can be given to the person for up to one year, when the person is over 63 years of age (for women) or over 65 years of age (for men) and no improvement of the social status can be expected.

Only persons who are defined as permanently unemployable, or older than 63 years of age (for women) or older than 65 years of age (men) and without property, get a long term social assistance money.

From disability perspective another concern is the obligation of the receiver of social assistance money to accept any job which is offered to him/her (Art. 42, Social Assistance Benefits Act). When the person refuses it, which might be due to disability reasons, the person loses also the right for social assistance for the next 6 months. There are no research evidence when this happens and how often. The ministry provided the data that in 2016 there were 54.494 receivers of social assistance money, but the government does not have any statistics how many of them are disabled persons.[[44]](#footnote-45)

## Flexibility of financial support during transition into work

*Is there any financial system of allowance to support transitions from benefits into work for unemployed disabled persons? This question relates to pillar theme 14 and 16:*

* *e.g. financial support to try out work for a trial period without losing benefit entitlements?*
* *to subsidise wages, to avoid ‘benefit traps’ or to ‘make work pay’? How does this work?*

There is no specific financial system to support transitions from benefits into work, but the Social Assistance Benefits Act speaks about the encouragement of employers to employ the person who is receiver of the social assistance money (Art. 41). When the employer employs a person who was a receiver of the social assistance money in the last 16 months, for the period of 2 years at least, then the employer get a subvention for employing this person. The subvention is given to the employer in two instalments; one comes from the budget for the active labour policy and the second instalment from the budget for social assistance. The subvention is 4.000€, which is a form of wage subsidy.[[45]](#footnote-46) There are no data how many unemployed disabled persons on social assistance money were employed under this scheme.

The care supplement (*varstveni dodatek*) which is an additional financial support if the person does not reach the minimal pension, is only given to persons who are defined as permanently incapable of work and unemployable (Art 54 Social Assistance Benefits Act). In this category are disabled (category I); persons who have disability pension; has disability status under the Act Concerning Social Care of Mentally and Physically Handicapped Persons (1983); has a written order of disability commissions of the Pension and Disability insurance Institute that he/she is permanently incapable of work of the written order of the Employment Office (see Part 2). The disability commission makes the written order for the person who is also obliged to pay for the work of the commission.

The Act Concerning Social Care of Mentally and Physically Handicapped Persons (1983) is an example of a law which prevents flexibility. Parents are keen to get the child labelled by this law in order to secure some disability related expenses (288.89€/month); the consequence is that the child is permanently in the statues of the juvenile and cannot enter the labour market. The parents may have prolonged parental rights over the child.

## Example of good practice (avoiding ‘benefit traps’ or ‘making work pay’)

*Can you identify an example of promising practice in your country that might help other countries to ease the transition from benefits to work for persons with disabilities, and to avoid benefit traps?*

I cannot detect any good practice in this area, as no research exist, even no data.

# Accessible housing

## Relevant law and policy

*Is there any definition of ‘accessible housing’ in national law or policy?*

* *If so, what is that? It is not necessary to provide us with detailed technical information about the accessibility standards.*
* *Are there any rules / requirements regarding the accessibility of newly built houses?*
* *Are there any rules / requirements regarding newly refurbished houses?*
* *Do these rules / requirements apply to the private sector, to social housing, or both?*

Accessible housing is regulated by the Construction Act[[46]](#footnote-47) and the Regulation of the Requirements and Provision of barrier-free access, entrance and the use of the buildings in the public use and multiple-flats buildings.[[47]](#footnote-48) This Regulation does not apply for newly built individual houses, if they are not built for public use. The later includes the definition of accessible housing. The definition speaks about “barrier-free access” and means that the “access and the entrance of the building has no built or communication barriers and that the functionally disabled persons can enter independently and safely to the areas of the public use and to the flats or living units and also that persons can use the public areas” (Art.3).[[48]](#footnote-49) This definition applies to multi-flats buildings with more than 10 flats; to protected flats with 5 living units or more and to the social buildings for special social groups if they have more than 30 living units (Art. 5, Regulation of the Requirements and Provision of barrier-free access, entrance and the use of the buildings in the public use and multiple-flats buildings). The law applies to all new communal areas buildings.

The Construction Act[[49]](#footnote-50) requires that all of the buildings in the public use which are newly built and buildings which are reconstructed and are in the public use need to be accessible without built and communication barriers for functionally disabled persons to access, enter and use them. This also means that buildings higher than a ground floor are required to have a lift (Art. 17).

In 2012 the Article 17 of the Construction Act was changed. Before 2012 the Act required that all public buildings with more than 10 flats had at least one tenth of the flats accessible for disabled persons to access, enter and use the flats. Since 2012 this requirement was left out of the Act.[[50]](#footnote-51) One of the problem is that there is no rigorous checks whether public building are really accessible (public administration officers which are responsible for issuing written orders of the building allowance don’t really investigate if the planed building is accessible; sometimes there is no lifts; the doors are too narrow; the toilets are too small for disabled persons) (ibid.).

## Housing in multiple occupation (communal areas)

*In multi-occupied housing (e.g. apartment buildings) is there an obligation to make accessible the communal part of buildings (e.g. entrances and other communal areas)?*

* *Who does this obligation fall on? How is it triggered? Is there funding to support such adaptions?*

The requirements about the sizes of the specific parts of the apartments (openings of the doors etc.) are defined in the Rules on minimum technical requirements for the construction of apartment buildings and apartments does not mention the issue of accessibility.[[51]](#footnote-52) It is interesting that this legislation does not mention the issue of accessible housing in any of the articles and disability is not mentioned at all.

The Association of the Paraplegics of Slovenia has a similar critique of the ‘Regulation of the Requirements and Provision of barrier-free access, entrance and the use of the buildings in the public use and multiple-flats buildings’ on its web-site. It says that the Regulation is not respected enough, especially that the ramps are often too steep and too narrow.[[52]](#footnote-53)

The older communal buildings don’t fall under the regulation of accessibility and are mostly not accessible; especially those built in the 1960s and 1970s and are four to seven floors high; most of these buildings are without the lifts which make them fully inaccessible for disabled persons with physically impairments. In some of the buildings people use their private money to build a lift or the ramps. There are no funding available for adjustments.

The Report on the Implementation of the National Action Plan for Disabled people 2014- 2021 for the year 2015 for example does not mention accessible housing at all.[[53]](#footnote-54) It would be important to focus on this issue in the future years.

## Example of promising practice in making accessible housing available

*Can you identify one or more examples of promising practice in your country that might help other countries to increase the accessibility of housing stock to persons with disabilities?*

The example of promising practice are those public areas with large blocks of multi-occupied housing which belong to the municipality of Ljubljana and haven’t been privatized. The municipality is obliged to renovate communal areas which are too old and destroyed. When these areas have been renovated by the municipality of Ljubljana, they become more accessible (ramps are built; pavements are removed).

1. Elementary School Act [*Zakon o osnovni šoli*], Official Gazette 12/1996, 81/2006 and further. <http://pisrs.si/Pis.web/pregledPredpisa?id=ZAKO448>. [↑](#footnote-ref-2)
2. Placement of Children with Special Needs Act [Zakon o usmerjanju] Official Gazette, 58/2011, 40/2012. <http://pisrs.si/Pis.web/pregledPredpisa?id=ZAKO5896>. [↑](#footnote-ref-3)
3. Statistical Yearbook of the Republic of Slovenia. <http://pxweb.stat.si/pxweb/Dialog/Saveshow.asp>. [↑](#footnote-ref-4)
4. Social Care of Mentally and Physically Disabled Persons Act, 1983 and further.

 <http://zakonodaja.gov.si/rpsi/r06/predpis_ZAKO1866.html>. [↑](#footnote-ref-5)
5. INVESTT (2016). Inclusionary Vocational Education after Special Education for Disabled. EU Life Long Learning Programme. Project No: 527924-LLP-1-2012-1- BE. Leonardo LMP. 2012- 2015. Social Protection Institute of the Republic of Slovenia.

 <http://www.investt.eu/sites/default/files/css/EAS%20006-13%20SLOV.pdf>. [↑](#footnote-ref-6)
6. The Youth Guarantee Implementation Plan 2016–2020 [*Jamstvo za mlade. Izvedbeni načrt 2016-2020]*.

 <http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti__pdf/zaposlovanje/JAMSTVO_ZA_MLADE_2016_2020.pdf>. [↑](#footnote-ref-7)
7. Phone communication with the director of the department for the labour market and employment Jurij Snoj, 13.6. 2017. [↑](#footnote-ref-8)
8. Report about the implementation of the Youth Guarantee Scheme 2014-2015. Ministry of Labour, Family, Social Affairs and Equal Opportunities of the Republic of Slovenia, 2016. [↑](#footnote-ref-9)
9. The Report on the Implementation of the Action plan of the Youth Guaranteee Scheme 2014-2015 [Poročilo o izvajanju izvedbenega načrta jamstva za mlade 2014-2015], June 2016. Ministry of Labour, Family, Social Affairs and Equal Opportunities. <http://www.mddsz.gov.si/si/delovna_podrocja/trg_dela_in_zaposlovanje/jamstvo_za_mlade/>. [↑](#footnote-ref-10)
10. Phone communication with the director of the department for the labour market and employment Jurij Snoj, 13.6. 2017. [↑](#footnote-ref-11)
11. Report about the implementation of the Youth Guarantee Scheme 2014-2015. Ministry of Labour, Family, Social Affairs and Equal Opportunities of the Republic of Slovenia, 2016. [↑](#footnote-ref-12)
12. Vocational Rehabilitation and Employment of Disabled Persons Act [Zakon o zaposlitveni rehabilitaciji in zaposlovanju invalidov], Official Gazzette 16/2007 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3841>. [↑](#footnote-ref-13)
13. Pension and Disability Insurance Act [Zakon o pokojninskem in invalidskem izobraževanju], Official Gazette 96/2012 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO6280>. [↑](#footnote-ref-14)
14. Employment Relationship Act [*Zakon o delovnih razmerjih, ZDR-1].* Official Gazette of the Republic of Slovenia 21/2013, 78/2013, 47/2015-ZZSDT, 33/2016-PZ-F, 52/2016. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO5944>. [↑](#footnote-ref-15)
15. Rules on technical aids and adapting vehicles [Pravilnik o tehničnih pripomočkih in prilagoditvi vozila]. Official Gazette, 71/2014 <http://www.pisrs.si/Pis.web/pregledPredpisa?id=PRAV12201>. [↑](#footnote-ref-16)
16. Vocational Rehabilitation and Employment of Disabled Persons Act [Zakon o zaposlitveni rehabilitaciji in zaposlovanju invalidov], Official Gazzette 16/2007 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3841>. [↑](#footnote-ref-17)
17. Pension and Disability Insurance Act, Official Gazzette of the Rep. of Slovenia, 96/2012, 39/2013, 99/2013 and later (*Zakon o pokojninskem in invalidskem zavarovanju*, ZPIZ). <http://pisrs.si/Pis.web/pregledPredpisa?id=ZAKO6280> (31.3.2017). [↑](#footnote-ref-18)
18. Cugelj, Robert and Tabaj, Aleksandra (2016) Evaluation of the Employment rehabilitation for 2015. URI- Soča. <http://www.rczr.uri-soca.si/f/docs/2016_2/01._Evalvacija_zaposlitvene_rehabilitacije_za_leto_2015_30._06._2016_dopolnjeno_29.pdf> (31.3.2017). [↑](#footnote-ref-19)
19. Vocational Rehabilitation and Employment of Disabled Persons Act [Zakon o zaposlitveni rehabilitaciji in zaposlovanju invalidov], Official Gazzette 16/2007 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3841>. [↑](#footnote-ref-20)
20. Vocational Rehabilitation and Employment of Disabled Persons Act [Zakon o zaposlitveni rehabilitaciji in zaposlovanju invalidov], Official Gazzette 16/2007 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3841>. [↑](#footnote-ref-21)
21. Vocational Rehabilitation and Employment of Disabled Persons Act 2007 and further. [↑](#footnote-ref-22)
22. Employment Relationship Act (*Zakon o delovnih razmerjih, ZDR-1*), Official Gazette of the Republic of Slovenia 21/2013, 78/2013, 47/2015-ZZSDT, 33/2016-PZ-F, 52/2016. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO5944>. [↑](#footnote-ref-23)
23. Vocational Rehabilitation and Employment of Disabled Persons Act [Zakon o zaposlitveni rehabilitaciji in zaposlovanju invalidov], Official Gazette 16/2007 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3841>. [↑](#footnote-ref-24)
24. Employment Relationship Act [Zakon o delovnih razmerjih], Official Gazette 21/2013, and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO5944>. [↑](#footnote-ref-25)
25. Disability Fund (Invalidski sklad) <http://www.jpi-sklad.si/skladi/invalidski-sklad/obrazci-in-vloge/> recently changed from: Public Guarantee and Maintenance Fund (*Javni jamstveni in preživninski sklad*), <http://www.jpi-sklad.si/skladi/invalidski-sklad/pravice/subvencija-place-za-invalida/>. [↑](#footnote-ref-26)
26. The Law on Minimal Wage. Official Gazette of the Republic of Slovenia, 13/2010; 92/2015. [↑](#footnote-ref-27)
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30. Social Assistance Benefits Act [Zakon o socialnovarstvenih prejemkih]. 61/2010 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO5609>. [↑](#footnote-ref-31)
31. Act Concerning Social Care of Mentally and Physically Handicapped Persons, 41/1983 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO1866>. [↑](#footnote-ref-32)
32. Pension and Disability Insurance Act [Zakon o pokojninskem in invalidskem zavarovanju] 96/2012 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO6280>. [↑](#footnote-ref-33)
33. Pension and Disability Insurance Act [Zakon o pokojninskem in invalidskem zavarovanju] 96/2012 and further. <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO6280>. [↑](#footnote-ref-34)
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35. E-communication April 2017. [↑](#footnote-ref-36)
36. Implementation of the Action Plan for Disabled Persons 2014-2021 for the year 2016. Unfinished draft version requested for ANED reporting. March 2017. [↑](#footnote-ref-37)
37. Statistical Office. <http://www.stat.si/StatWeb/prikazi-ovico?id=5426&idp=10&headerbar=8>. [↑](#footnote-ref-38)
38. Disability supplement, Ministry of Labour, Family, Social Affairs and Equal Opportunities
<http://www.mddsz.gov.si/si/delovna_podrocja/sociala/nadomestilo_za_invalidnost/>. [↑](#footnote-ref-39)
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