

Report on the employment of disabled people in European countries

Country: Slovakia
Authors: Kvetoslava REPKOVA, Eneke HANZELOVA, Lydia BRICHTOVA

Background:

The [Academic Network of European Disability experts](#) (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network will support the future development of the EU Disability Action Plan and practical implementation of the United Nations Convention on the Rights of Disabled People.

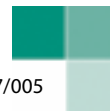
This country report has been prepared as input for the *Thematic report on the implementation of EU Employment Strategy in European countries with reference to equality for disabled people*. The purpose of the report ([Terms of Reference](#)) is to review national implementation of the European Employment Strategy from a disability equality perspective, and to provide the Commission with useful evidence in support of disability policy mainstreaming. More specifically, the report will review implementation of EU Employment Strategy and the PROGRESS initiative with reference to policy implementation evidence from European countries, including the strategies addressed in the EU Disability Action Plan (such as flexicurity and supported employment).

PART ONE: GENERAL EVIDENCE

1.1 Academic publications and research reports (key points)

Currently the research focused on employment of persons with disabilities as a highly prioritised governmental agenda has been provided primarily by the state (governmental) research authorities (mainly by the Institute for Labour and Family Research, www.sspr.gov.sk; selected questions concerning vocational preparation/training of pupils and young people with disabilities have been searched by the Research Institute of the Child Psychology and Pathopsychology, www.vudpap.sk). These institutions are subordinated to the Ministry of Labour, Social Affairs and Family of the Slovak Republic or to the Ministry of Education of the Slovak Republic. There is a lack of the systematic university-based disability research and poor cooperation of governmental research institutions with university setting in this field. The universities (e.g. Comenius University, Trnava University, University in Prešov, University in Nitra) provide some type of disability-focused research primarily within their educational programmes as a part of BC, Master or PhD works, but not as an integral part of their systematic scientific/research programmes.

Different situation is by state research institutions. The employment-focused disability research is taken by them as an integral part of a whole concept of disability research. Commitments for them in this field are explicitly constituted within the strategic document "The National Programme on Development of the Living Conditions of Persons with Disabilities in all Living Areas" (approved by the Slovak Government in June 2001 and up-dated every year). Within the article No 13 "Information and research" is included subArt. No 13.3.2 with the permanent task: „ To support systematic research projects and programmes



on the living conditions of persons with disabilities used as a basis for new conceptions and legislations in a social field". Responsibilities to mentioned task have been given to the Ministry of Labour, Social Affairs and Family of the Slovak Republic in cooperation with The National Council of Persons with Disabilities in the Slovak Republic (umbrella civic organisation of persons with disabilities in Slovakia, official partner of the European Disability Forum). According to the mentioned commitment the Institute for Labour and Family research representing the social ministry in this field has been applying the collaborative/integrative approach to disability-focused research. The approach is based on cooperation with National Council of Persons with disabilities (or with individual civic organisations) as „first-hand experience“ authority by designing disability-focused research projects in all their phases including dissemination strategy.

Some survey initiatives on employment – related topics have been developed and conducted by civic organisations themselves (e.g. by The National Council of persons with disabilities; Reháková, Pavlíková, 2006) thanks to cofinancing by the European Social Fund (review of conducted research projects see in a list of references).

Speaking about employment-focused disability research there is useful to bring information about annual report of Central Office of Labour, Social Affairs and Family „Implementation of the instruments on active labour market policy“ (www.upsvar.sk). The report informs, besides of other, about development of number of persons with disabilities they were supported in previous year by different types of public employment services and provides analysis in this field. The newest governmental document is the Report on Implementation of National Programme on Development of Living Conditions for Persons with Disabilities in all Living Areas for years 2006-2007 (August 2008, www.employment.gov.sk) informing about development in employment field within the whole context of living conditions of persons with disabilities in Slovakia.

Since 2004 up to the present the Institute for Labour and Family Research has been conducted in cooperation with the National Council of Persons with Disabilities some analysis and surveys aimed to the following:

- description of labour market integration of persons with disabilities with connection to the whole system of social protection those persons,
- situation of persons with disabilities in optics of employers' attitudes,
- public social services for persons with disabilities,
- employment situation and access to life-long learning in an experience of visually impaired persons,
- employment-related affairs as a part of living conditions of adult persons with disabilities and their families,
- employment perspective of family caregivers.

Key finding emerged from above mentioned research projects (corresponding with national statistics):

1. High level of economic inactivity of adult (15-64) population with disabilities (more than 70% in comparison to by 25% of non-disabled adult persons)

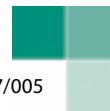
2. Significant low level of employment rate of adult disabled population (by 20% in comparison to by 60% of non-disabled adult persons)
3. High percentage of unemployed and long-term unemployed persons within disabled population
4. High risk of labour market exclusion and poverty risk of people with disabilities because of being out of the regular well-paid job
5. Weak interactivity among subsystems of social protection of people with disabilities, preference of invalidity pension subsystem without utilising of further possibilities provided by e.g. accident insurance subsystem to turn back people with disabilities into labour market and paid job
6. Low level of public employment services accommodating to special needs of people with disabilities, what can produce relatively low level of utilising of public employment services by those persons (number of persons with disabilities in unemployment evidence to seek for a job has been permanently dropped down – from by 26 000 persons in 2003 to by 9 000 persons in 2007)
7. Insufficient access of people with disabilities to lifelong learning often caused by insufficient access (transport, missing of appropriate devices) to the vocational training centres

Lessons resulted from research towards good policy and practice:

1. Improving access of people with disabilities to labour market by early assessment of their specific competence requirements and setting up an approach based on their abilities rather than on their disabilities and work-incapacities
2. Promoting a job retention of people with disabilities by job trial and in-work training
3. Preventing long - term unemployment by individual coaching and vocational guidance
4. Improving employers attitudes towards people with disabilities in order to break down their conventional stereotypes (e.g. perceiving persons with disabilities as definitely non-capable to work) and their fear against need of reconstruction a working place to be suitable for certain person with disability
5. To disseminate and mediate good practices on employment of persons with disabilities (particularly persons with mental disabilities, psychiatric impairments and combined disabilities)

Research focused on deeper recognition of labour market position of people with disabilities, e.g.:

- Wage level of disabled population (by age, gender) compared to non - disabled population
- Participation of disabled population on lifelong learning (by age, gender) compared to non-disabled population
- Poverty risk of disabled population (by type of household) compared to non-disabled population



1.2 Employment statistics and trends (key points)

Main source of employment data is Labour Force Survey performed by Statistical Office of the Slovak Republic.

Statistical data are published quarterly by Statistical Office of the Slovak Republic and are easy to access, reliable and up to date.

Essential source used for calculating employment rate for disabled people in Slovakia is 2002 ad hoc module on employment of disabled people (Labour Force Survey). Comparison of disabled and non-disabled people employment rate brings following table.

Tab1: Employment rate among disabled and non-disabled persons (2002)

	Persons with disabilities from entire adult disabled population	Non-disabled persons from entire adult non-disabled population
Employed persons	56 200 / 19%	2 053 000 / 56%
Unemployed persons	25 400 / 8,5%	458 800 / 13%
Economically inactive population	215 400 / 72,5%	922 600 / 27%

Source: Labour Force Survey, ad hoc modul 2002

Being recipient of invalidity (disability) pension out of the regular labour market and paid job in the “economically inactive” position that is the most frequent situation of adult persons with disabilities in Slovakia. Non-satisfied is not only very low rate of employed persons with disabilities even so the fact that there is relatively low rate of those being included in a position of “unemployed persons” within the active programmes of labour offices.

- Is there any evidence of change or improvement in the numbers/percentages? Labour Force Surveys performed by Statistical Office of the Slovak Republic provide quarterly data of numbers of employed persons with disabilities, that enable to monitor of changes or improvements in this area. Development in this field brings following review.

Tab2: Development of employed persons with disabilities’ number (totally)

year	2004	2005	2006	2007
number	27 900	26 300	32 000	26 000

Source: Labour Force Survey 2004,2005,2006,2007

As we can derive from the table the number of employed persons with disabilities has been permanently dropping down (exception is only year 2006). As we bring information later there is even dropping down tendency in a number of persons being in an evidence of unemployed job-seekers what brings some uncertainties about efficiency of public

employment policy in this field. There is no research work providing relevant evidence-based explanation of the situation. According to the analysis provided by Central office of labour, social affairs and family (www.upsvar.sk) the stagnation by utilising of different types of public employment services by persons with disabilities and potential employers is caused, besides of other, by complicated administrative procedures to apply for public supportive instruments and preference to employ non-disabled persons. Some evidence about a standing out “avoiding strategy” of relevant part of employers to employ persons with disabilities brings the Report on Implementation of National Programme on Development of Living Conditions for Persons with Disabilities in all Living Areas for years 2006-2007 (www.employment.gov.sk). In 2006 employers having legal obligation to employ minimally 3,2% of employees with disabilities (3,2% is a critical minimal limit according to the Slovakian quota system) employed only 1,3% of such employees, in 2007 that was 1,4%. In spite of the fact that portion of employees with disabilities working in companies with more than 3,2% of them within entire staff has been slightly increasing there is a significant part of those employers paying penalties because of non-keeping this obligation (they employ none person with disability or lower than required rate of such persons). For the illustration there has been increased amount of the penalties paid by employers due to that reason (in 2006 that was by 310 mil. SKK/by 10 mil. EURO, in 2007 more then 390 mil. SKK/by 13 mil. EURO).

Labour Force Surveys bring quarterly information about number of adult employed persons with disabilities broken down by gender. The development illustrates the following table.

Tab3: Employed persons with disabilities by gender (totally)

year	2004	2005	2006	2007
men	15 700	16 000	16 300	13 900
women	12 200	10 300	15 700	12 100

Source: Labour Force Survey 2004,2005,2006,2007

There are no available data of employment of disabled population broken down by age.

- People with different kinds of impairments/disability?

Employment of people with different kinds of impairments can be derived from 2002 ad hoc module on employment of disabled people (Labour Force Survey). According to the finding among totally 297 000 employed persons with disabilities were:

- 46% of them with chronic illnesses (internal health chronic problems)
- 39,4% of them with physical impairment
- 9,4% of them with mental or psychiatric impairment
- 2,7% of them with visual impairment
- 1,5% of them with hearing impairment

Other Labour Force Survey issues don't provide information about employment of persons with disabilities broken down by a type of disability (kind of impairment). There is utilised general term “working person with disability”.

- People who were disabled from birth or later in life?

Employment data of disabled people broken down by cause of the health problem are available from 2002 ad hoc module on employment of disabled people (Labour Force

Survey). According to the findings only by 12% of persons were disabled from birth. The rest of them has got disability connected to work, traffic, household, leisure time or sport-related accidents. Often the reason is not yet identified.

There are no available employment data of disabled population who are migrants or from ethnic minorities

1.3 Laws and policies (key points)

Recent changes in laws or policies that affect the employment of disabled people in our country.

- Is the employment of disabled people an important question for politicians and policy makers in your country? Why?
In accordance with Manifesto of the Slovak Government and National Reform Programme Government of the Slovak Republic the country gives special attention to the issue of persons with disabilities employment.
The Act on Employment Services outlines complex issues relating to the employment of Persons with Disabilities. Even though the Act provides various and high quality measures, the situation for people with disabilities and the quality of their lives is still not adequate or satisfactory. This includes also their employment on the open labour market. People with Disabilities still have not same rights, conditions, opportunities and choices as people without disabilities. There are still many barriers (not only physical but also psychological (including the prejudices of employers).
Therefore The Slovak government re-examined the present system for the employment of People with Disabilities with the aim to remove barriers to the creation of new job places and continuity of jobs for this disadvantaged targeted group.
- Which laws or policies are most important for disabled people at this time?
The most important is the Act № 5/2004 Coll. on Employment Services This act contains these measures: (Part Eight : Support of Employment of Disabled Persons) Sheltered workshop and sheltered workplace, Contribution for establishing and maintaining the sheltered workshop and sheltered workplace, contribution for operating and performing self employment to disabled persons, agency for supported employing, contribution to cover operating costs of the sheltered workshop or sheltered workplace and employees transport costs, obligations of the employer, quota system (mandatory proportion of employing person with disabilities – 3,2 % of the total number of employees)
Regulation No 44/2004 Coll. Outlines prescribed conditions and costs of contributions
National Programme for development of living conditions for people with disabilities in every day life
- How are disabled people included in the National Employment Reform Programme for your country? You can refer to sections in the report (see below)
People with Disabilities are included in the National Employment Reform Programme (section 3.1.1 Improvement of employment and social inclusion)
- Have there been any important changes or new employment policies?

There are recent important changes. The Act on employment services and regulation were amended. These come in to force 1 May 2008 and includes changes:

- Job preparation, training skills and skills development for persons with disabilities (also including an assistant to work with person with disabilities for a period up to 1 month, person with disabilities is entitled for income, legal or physical person, who guarantee the job preparation or training receive grant)
 - Contribution to maintain the person with disabilities in job (entitled are employers who employ more than 25 % of persons with disabilities)
 - Contribution to replace out of date technical equipment and property in sheltered workshop or sheltered workplace (for purchasing new machines, equipment, cars for employer who employed in a last 3 years least 50 % of persons with disabilities – paid from state budget)
 - Legislative requirements to create social enterprises by corporate organizations and physical persons with the aim to employ disadvantaged groups of job seekers and to carry out volunteer activities by disadvantaged groups of job seekers, it means also persons with disabilities. The aim of this measure is to support employment of disabled persons on the open market- social enterprises (corporate organizations and physical person) are entitled to contribution for maximum period of 2 years come into force 1 st September 2008)
 - Operational Programme Employment and Social Inclusion (Many activities will be done by means of this programme)
- To what extent are disabled people included within the mainstream of employment policies or treated as a separate group (e.g. are there examples of different employment policies for disabled and non-disabled people)?
Persons with Disabilities have access to employment services as non-disabled persons, however there are also different employment policies, which are only to persons with disabilities, e.g. quota system, job assistance, agencies for supported employment, sheltered workshop and sheltered workplace).
We can assume that complicated administrative procedures to apply for employment support used to lead persons with disabilities and employers to arrange employment completely beyond of public employment services system. The mentioned assumption was confirmed by findings of a tailored – made survey about an employment situation of persons with visual impairment (Hanzelová et al 2006) according which by 50% of visually impaired working respondents had job in open “non-sheltered” labour market places (including blind persons).

1.4 Type and quality of jobs (summary)

- Employment in the open labour market and sheltered employment
There are no general statistical data relating to various employment issues of disabled population. Nevertheless, there are data acquired from sociological survey undertaken by Institute for Labour and Family Research focused on employment and unemployment of visually impaired people. According these data 50,9% of visually impaired respondents worked in open labour market and 47,0% worked in sheltered work places or sheltered workshops. By 13% of respondents had status of the self-employed person. Generally taken relatively low rate of self-employment regime by persons with disabilities used to be interpreted by Central Office of Labour, Social Affairs and Family as a result of experience lack of the persons with disabilities to manage their own job.

- Different industries or employment sectors

There are no evidence disabled population employment broken down by sectors. According to the tailored-made surveys (e.g. Repkova 2006, Hanzelová et al 2006)) persons with disabilities work often in technical, health and social services sector and in industrial sector as qualified or non-qualified worker. For the performed job they need the most often secondary education.

- Full-time or part-time work

There are evidence of full-time or part-time work of visually impaired people gained by sociological survey. According these data majority (87%) of visually impaired people work in permanent employment and in full - time working regime. Nevertheless, incidence of full-time job within visually impaired working population is lower than national average (81% against 95%). On the other hand the spread of part-time within working visually impaired population is significantly higher than national average and oscillate around 19% (national average -2,6%). Notably, there is no significant gender distinctions concerning part-time employment: share of visually impaired men and women in part-time employment is practically identical (51% men and 49% women).

- Public or private sector employment

There are no available data of disabled population employment distribution by public and private sector.

- 'Training' placements vs 'real' (paid) jobs

There are no general evidence of training placement and paid job placement of disabled population. Statistical data of training placement and placement in paid jobs of disabled jobseekers provides Centre for Labour, Social Affairs and Family (Ústredie práce, sociálnych vecí a rodiny <http://www.upsvar.sk/>).

- Employment in the social economy / social enterprises

There are no data of number of disabled people employed in the social economy because of insertion of social enterprises incentives into public employment services only since September 2008

- Supported employment

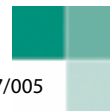
Evidence and statistical data of supported employment of disabled jobseekers provides Centre for Labour, Social Affairs and Family (Ústredie práce, sociálnych vecí a rodiny <http://www.upsvar.sk/>).

Considering the available evidence...

- Do employment activation policies for disabled people focus on specific kinds of work or specific types of jobs?

There is no evidence about this type of tendency, in spite of the fact, that there is some implicit awareness that persons with some type of impairment should perform some type of jobs being as "typical" for them (e.g. "typical" jobs for visually impaired persons – masseur, technical services, telephonist, Braille corrector, etc).

- Is there action in some employment sectors but not others?



There is specific public interest to support within public employment services so called “production cooperatives” (former title) having according the new law a status of sheltered workshops.

- Do some groups of disabled people benefit more than others?
Explicitly, that is not possible because of the legislation shape (based on the principle of antidiscrimination). However, primarily persons with mental disabilities, chronic psychiatric conditions and combined disabilities suffer from the most serious barriers to access to labour market (because of strong prejudices in society) and they are perceived by employers as potentially the most problematic to perform a job. The highest level of acceptance by employers belongs to employees with physical and hearing impairments (Hanzelová et al 2007).

PART TWO: SPECIFIC EXAMPLES

2.1 Reasonable accommodation in the workplace

Specific support to make employment more accessible for disabled people:

- adaptations to the workplace:
Slovak employment legislation (Act №5 /2004Coll.on Employment Services) recognizes following supporting measures to make employment for people with disabilities more accessible:

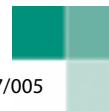
1. Contribution for Establishing the Sheltered Workshop or Sheltered Workplace and for Running Costs

Sheltered workshop and sheltered workplace are primarily designed to enable labour market assertion of disabled persons. An employer who decides to establish sheltered workshop or sheltered workplace shall obtain financial contribution from district employment office. Contribution covers employer’s expenses relating to adjusting work place or employer’s premises, to outfitting of the sheltered workshop or sheltered workplace with machines, equipment and working aids required for the performance of activities of disabled person. The amount of the contribution depends on the type of region eligible for the provision of the State aid and the average rate of registered unemployment of the district.

Availability of contribution: Employer who commencing to establish sheltered workshop or sheltered workplace shall be granted a contribution pursuant to a written agreement with the district employment office.

Financing: Responsible body for financing all active policy measures including contribution for Establishing the Sheltered Workshop or Sheltered Workplace, is Centre for Labour, Social Affairs and Family. The amount of the contribution depends on the type of region eligible for the provision of the State aid and the average rate of registered unemployment of the district. Maximum amount of contribution is 65% of sixteen fold of total price of work (total price of work is: sum of average wage and contributions paid by employer to social insurance and health insurance.)

Outcomes: According of data of Centre for Labour, Social Affairs and Family, in 2007 there were established 862 sheltered workplaces and there were provided 2674 contribution for their running costs.



2. Contribution for Operating or Performing Self-Employment to Disabled Persons

The disabled person commencing the operation or performance of self-employment in sheltered workshop or at a sheltered workplace shall be granted by district employment office a contribution for reimbursement of the expenses related to self-employment. The application for the contribution shall include the business plan and a calculation of the estimated costs of establishing the sheltered workshop or sheltered workplace.

Availability of contribution: The disabled person who is applicant on contribution for operating or performing of self-employment in sheltered workshop or at a sheltered workplace must be registered as job seeker at district employment office at least three months. The district labour office will grant a contribution pursuant to a written agreement with applicant.

Financing: The amount of the contribution depends on the type of region eligible for the provision of the State aid and the average rate of registered unemployment of the district. Maximum amount is 65% of sixteen fold of total price of work (total price of work is: sum of average wage and contributions paid by employer to social insurance and health insurance.)

Outcomes: According of data of Centre for Labour, Social Affairs and Family, in 2007 there were granted by contribution 389 disabled persons.

3. Contribution for activities of assistant at work

The district employment office shall grant to employer or to a self-employed person, who is disabled person a contribution of the personal assistance at work.

Personal assistance at work is defined as the employee who provides assistance to an employee or to employees, who are disabled persons in their execution of employment and personal needs during the working time, or a person who provides assistance to a disabled self-employed person in operating or performing self-employment.

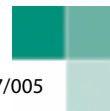
Availability of contribution: The personal assistant at work must have completed 18 years of age and legal capacity. The contribution is granted pursuant to written agreement concluded between employer or disabled self-employed person, personal assistant and district employment office.

Financing: The contribution is provided monthly, maximum amount is 90 % of the total price of work (total price of work is: sum of average wage and contributions paid by employer to social insurance and health insurance.)

Outcomes: According data of Centre for Labour, Social Affairs and Family, in 2007 there were established 46 work places for performing assistance at work for 221 disabled persons.

- flexible employment contracts

In order to improve access of disabled people to employment Slovak Labour Code recognizes flexible employment contracts such as part-time employment (pracovný pomer na kratší pracovný čas), work at home and telework(domácka práca a telepráca). These types of contracts contribute to increasing employment prospects of disabled people. Unfortunately, there no statistical evidence of part-time employment and work at home or telework of disabled persons in Slovakia.



2.2 Other activation policies

Other examples of positive action to support disabled people in employment (relevant to the EU Disability Action Plan)::

- financial incentives to work
Implicitly are persons with disabilities supported to work within a system on compensation of severe disability social consequences. Primarily for those who work are provided, e.g.:
 - cash benefit for purchase a personal car
 - cash benefit for operation a personal car (for petrol)
 - cash benefit for personal assistance
 - cash benefit for procurement of special device (utilizable in work too)

- positive recruitment measures
By offering new workplaces for unemployed people by Centre for Labour, Social affair and Family employers title some of them as workplaces available for persons with disabilities. These workplaces are primarily occupied by persons with disabilities.

- job matching/profiling services, mapping of competencies etc.
This type of professional services are provided according the Act № 5/2004 Coll. on Employment Services. Examples:
 - elaboration of "individual action plan" based on assessment of educational level of job seeker, professional and practical skills, personal traits to fit them with certain job offer,
 - activities of Centres of counselling and information (Poradensko-informačné centrá) established by Centre for Labour, Social Affairs and Family. Presently 6 Centres are operating in Slovakia, they assess a work potential of disabled job seekers, provide counselling for persons with disabilities and employers to fit (match) expectations and skills of persons with disabilities and employer's expectations and requirements of the workplace,
 - activities of Agencies of supported employment (Agentúry podporovaného zamestnávania). Presently 43 agencies are operating in Slovakia, similar competencies as above mentioned Centres.

- job retention schemes
Amendment of Act № 5/2004 Coll. on Employment Services (took effect in May 2008) has established job retention scheme to improve of employment of people with disabilities. This scheme based on providing monthly contribution for employer who employs more than 25% disabled employees from total number of employees to retain disabled employee in employment. The amount of monthly contribution is 0,72% of total price of work (total price of work is: sum of average wage and contributions paid by employer to social insurance and health insurance) per one employed disabled person with more than 70% loss of work capacity and 0,36 % of total price of work for per one employed persons with more than 40% but less than 70% loss of work capacity.

- help with transport to work

Support in this field can be provided by The Act № 5/2004 Coll.on Employment Services as “a cash benefit for operating costs of sheltered workshop or sheltered workplace reimbursement or for employees transport costs reimbursement”. Cash benefit is provided to employer. According to national statistics this type of support has been utilised up to now only in minimal rate.

There is also the scheme provided according a Social Assistance Act (№195/1998). The cash benefit to ensure individual transport for persons with disability to work and back is provided directly to the persons.

Both forms of benefits are paid from direct taxes by Office of labour, social affairs and family according by persons´ with disability residence. In 2007 there were provided individual cash benefits for transport support of persons with disabilities in such structure (average monthly):

- for operation of personal car: 49 000 recipients
- for transport services: 2 100 recipients
- for purchasing an own car: 120 recipients

There is important to add that mentioned types of financial support are provided not only to encourage persons with disabilities for employment but for their social integration in all living areas. Therefore is not possible to point out a precise number of recipients provided by this type of social benefits specially for employment reason.

- supported employment / job coaching
There is no direct scheme of job coaching for persons with disabilities. Above mentioned Agencies of supported employment provide coaching of persons with disabilities after their insertion into work place and some period after that to increase chance for their retention in work .
- vocational training services
Amendment of Act № 5/2004 Coll. on Employment Services (took effect in May 2008) has established new vocational training scheme called “ Príprava na pracovné uplatnenie občana so zdravotným postihnutím” (Preparation for work exertion of person with disability). It is a kind of on-the-job-training which can provide better preparation of disabled person for performing the job on real work place.

2.3 One example of best practice

- Aims and content of the action:
CAFÉ RADNIČKA
The CAFÉ RADNIČKA in Bratislava is an example of the sheltered workshop, which was created thanks to cooperation of the non-profit non-governmental organisation and the local government of the capital of Slovakia – Bratislava. That was established in January 2001. The aim of the Café has been to create jobs for persons with severe disabilities (mental disabilities) within the open (free) labour market (placed where is big flow of the people).
- It is a good example

- because of offering the same services like any other café in the city centre of Bratislava while the services is being provided by the waiters with mental disabilities under the guidance of two qualified waiters,
 - because of the best practice of multi-sectoral cooperation in support of labour inclusion of persons with disabilities (NGO Inclusion, NGO Agency for Supported Employment, Bratislava Municipal Office, Municipal Museum, District Labour Office, Hotel Academy School, Open Society Foundation, other sponsors from business sector and many private volunteers.
- The sheltered workshop has offered job chance for 5 young persons with mental disabilities (waiters) working in partnership with 2 qualified waiters.
 - Wider public visiting the place and taking recognition about working potential of persons with mental disabilities.
 - Costs and benefits of the scheme:
 - District Labour Office (local state administration body) provided initial financial support for creation of the jobs for disabled persons,
 - Hotel Academy School provided initial 6-months taking training course for waiting staff,
 - Open Society Foundation in Slovakia supported the start of the project by a grant.
 - This example could be expanded within our country, or transferred to other countries:
To increase awareness about these type of initiatives by different type of ways (visits, media, dissemination strategy).

References

- Kondášová, A., Pavlíková, E.: Analýza doterajších skúseností subjektov vstupujúcich do procesu zamestnávania osôb so zdravotným postihnutím (*Analysis of the previous experience of subjects entering into employing of persons with disabilities*). VÚPSVR, Bratislava 2002
- Reháková, A., Pavlíková, E.: Bariéry a problémy v oblasti zamestnávania občanov so zdravotným postihnutím (*Barriers and problems to employ persons with disabilities*). NROZP, Bratislava 2006
- Kostolná, Z., Hanzelová, E., Reichová, D., Repková, K.: Nevidiaci a slabozrakí ľudia na trhu práce a v prístupe k celoživotnému vzdelávaniu (*Blind and Partially Sighted People at the Labour Market and their Access to Lifelong Learning*). IVPR, Bratislava 2006. www.sspr.gov.sk/Výskumná_činnosť/Výskumné_projekty/IVPR_a_ESF
- Kostolná, Z., Hanzelová, E., Reichová, D., Repková, K.: Verejné služby zamestnanosti a občania so zdravotným/zrakovým postihnutím (*Public Employment Services and Persons with Disabilities/with Visual Impairments*). IVPR, Bratislava 2007. www.sspr.gov.sk/Výskumná_činnosť/Výskumné_projekty/IVPR_a_ESF
- Hanzelová, E., Kostolná, Z., Reichová, D.: Občania so zdravotným /zrakovým postihnutím v optike postojov a názorov zamestnávateľov (*Persons with Disabilities/with Visual Impairments in optics of Employers' Attitudes*). IVPR, Bratislava 2007. www.sspr.gov.sk/Výskumná_činnosť/Výskumné_projekty/IVPR_a_ESF
- Hanzelová, E., Kostolná, Z., Kešelová, D., Repková, K.: Sociálna ochrana osôb so zdravotným postihnutím po systémových zmenách sociálnej politiky. II. etapa:

Integrácia osôb so zdravotným postihnutím na trh práce: súčasná prax a možné riešenia (*Social protection of persons with disabilities after systemic changes of social policy. II. phase: Labour market integration of persons with disabilities: current practice and possible solutions*). IVPR, Bratislava 2007. [www.sspr.gov.sk/Výskumná činnosť/Výskumné projekty/2007](http://www.sspr.gov.sk/Výskumná_činnosť/Výskumné_projekty/2007)

- Hanzelová, E.: Podpora zamestnávania občanov so zdravotným postihnutím: výskumné zistenia a implikácie pre prax (*Support of employment of persons with disabilities: research findings and practice implications*). [www.sspr.gov.sk/Výskumná činnosť/Výskumné projekty/2007](http://www.sspr.gov.sk/Výskumná_činnosť/Výskumné_projekty/2007)
- Hanzelová, E., Kešelová, D., Kostolná, Z., Repková, K.: Trh práce a občania so zrakovým postihnutím v mozaike výskumu (*Labour Market and Visually Impaired Persons in a research mosaic*). IVPR, Bratislava 2008, ISBN: 978-80-7138-125-9. [www.sspr.gov.sk/Výskumná činnosť/Výskumné projekty/IVPR a ESF](http://www.sspr.gov.sk/Výskumná_činnosť/Výskumné_projekty/IVPR_a_ESF)
- Repková, K.: Životné podmienky rodín so zdravotne postihnutým členom (*Living conditions of families with disabled member*). IVPR, Bratislava 2006. [www.sspr.gov.sk/Výskumná činnosť/Výskumné projekty/2006](http://www.sspr.gov.sk/Výskumná_činnosť/Výskumné_projekty/2006)

Governmental reports

- Realizácia nástrojov aktívnej politiky trhu práce za rok 2007 (*Implementation of the instruments on active labour market policy*) (www.upsvar.sk)
- Správa o realizácii Národného programu rozvoja životných podmienok občanov so zdravotným postihnutím vo všetkých oblastiach života za roky 2006-2007 (*Report on Implementation of National Programme on Development of Living Conditions for Persons with Disabilities in all Living Areas for years 2006-2007*) (www.employment.gov.sk)