

**THE EMPLOYMENT OF THE PEOPLE
WITH DISABILITIES IN TELEWORK
IN POLAND – BEST PRACTICES**



Definition

Telework is specified as work regularly performed outside the company, with the use of electronic communication...

Labor Code, art. 67⁵

Obligations of employer:

- provides necessary equipment to perform work by teleworker;
- insures the equipment; to cover the costs related to the installation, service, usage and maintenance of technical equipment;
- provides a technical assistance and necessary training in the use of equipment by teleworker and work safety training.

Relations between employer and employee :

Employer and teleworker may, in a separate agreement determine:

- insurance coverage, rules for the use and the amount of financial equivalent for the use of work equipment which is owned by the teleworker;

The studies on Telework in Poland

The Institute of Labor and Social Affairs (IPISS) 2001–2002

- 2.3 % of enterprises declared the use of telework
- 4.2 % companies declared the introduction of telework in the future

Polish Agency for Enterprise Development (PARP) 2005–2006

- 1.6 % of enterprises used a telework
- 1.9% of enterprises declared interest in introducing telework in the future

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The studies on Telework in Poland

In 2005 – 1% of employers are teleworkers (PARP)

In 2012 – 2% of employers are teleworkers (PARP)

How many people with disabilities are teleworkers?

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The studies on employment of people with disabilities

The survey of OBOP 2004

- 63% of respondents stated that employers are afraid of low labor efficiency
- 47% of respondents indicated a high absenteeism at work

The Institute of Public Affairs (ISP) 2009

- 27 % of enterprises declared that they considered a employment of people with disabilities
- 10% of enterprises (which did not hire of people with disabilities) expressed such an intention

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The studies on employment of people with disabilities

The Institute of Public Affairs (ISP) 2009

Factors hindering employment of people with disabilities in the opinion of the employer	
Unsuited infrastructure – architectural barriers	69%
Complicated and unclear legal regulations	58%
Inadequate qualifications of people with disabilities	57%
Financial and organizational adaptation of work	55%

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The studies on employment of people with disabilities

The survey of ISP 2007 – opinions of employees of district labor offices on the employment of young people with disabilities (atypical employ.)

The form of employment	High	Rather high	Rather low	Low	Lack of demands
Part-time work	5,1%	21,5%	28,4%	28,4%	14,9%
On call work	0,9%	6,6%	15,8%	21,5%	52,2%
Telework	0,3%	4,5%	11,9%	24,8%	56,4%
Temporary posting of workers (via agency)	0,6%	5,1%	13,1%	18,2%	60,6%
Outside of labor regulations and based on civil law	6,6%	22,1%	25,4%	32,5%	11,0%

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TELEWORK – PROMOTION OF EMPLOYMENT OF PEOPLE WITH DISABILITIES – THE EXAMPLE OF GOOD PRACTICE IN PROJECTS

Telework program, 2003–2004 The State Fund for Rehabilitation

Telework program was a tool of professional activation for people with disabilities, because it offered the opportunity to gain qualifications that are necessary for the performance of work at a distance.

The training was finished by 379 people, 143 proposals were received for the creation of 1,040 posts in:

telemarketing, finance and accounting,
programming, administration and
website creation and creating databases.

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TELEWORK – PROMOTION OF EMPLOYMENT OF PEOPLE WITH DISABILITIES – THE EXAMPLE OF GOOD PRACTICE IN PROJECTS

Telework – the opportunity to combat inequality and discrimination in the labor market, 2004–2008

West Pomeranian Business School in Szczecin

The project had one call center and six telecottages, which were places equipped with computer workstations, where workers with disabilities fulfilled their professional duties (outside the company) and took part in training.

During the project a telework portal was launched, facilitating the exchange of information between persons incorporated in the program and all stakeholders who had a vested interest.

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Telework and other flexible forms of employment of people with disabilities, whose activities were planned to be implemented for 2009–2013 by the State Fund for Rehabilitation

Unfortunately, the program did not commence in the beginning of 2009, due to budget cuts made to the Fund by the government.

The program was to be implemented in two areas:

- financing projects actions activating people with disabilities through telework
- subsidizing the purchase of computer hardware, software, office equipment and the installation of a broadband Internet connection for teleworkers

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TELEWORK – PROMOTION OF EMPLOYMENT OF PEOPLE WITH DISABILITIES – GOOD PRACTICE AMONG EMPLOYERS

Office of the Ombudsman (Warsaw)

- The Office of the Ombudsman employs 15 people with of disability and they represent 5.4% of all employed.
- Thanks to funding from the State Fund for Rehabilitation:
- an office worker job has been tailored to the specific needs of a person moving in a wheelchair; a necessary hardware (scanner, a special mouse pad) were purchased.
- due to the significant degree of disability the employee performs some of the responsibilities at home

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TELEWORK – PROMOTION OF EMPLOYMENT OF PEOPLE WITH DISABILITIES – GOOD PRACTICE AMONG EMPLOYERS

Altix (Warsaw)

- Altix is Poland's largest company engaged in the distribution of electronic equipment for the visually impaired and one of the largest of this kind in Europe, employs 47 people, including 14 people with disabilities (30 % of the workforce).
- The company is also a pioneer in typhlo-informatics in Poland.
- The company provides them with modern equipment – braille monitors, speech synthesizers.
- The approach to the organization of work allowing some employees to work flexible hours in telework.

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Conclusion

Telework can be very a beneficial and reasonable solution for the employer and the employee.

In case when a worker had had an accident and became disabled person – an employer cannot fire an employee.

In the light of legal regulations the employer is obliged to adapt to the needs of the position of disabled employees,

e.g. he can mount a lift in the building or offer the employee a post in telework – considering the financial aspects of the adjustment.

Thank You

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