

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

ZAMESTNÁVANIE ĽUDÍ SO ZDRAVOTNÝM POSTIHNUTÍM FORMOU TELEWORKU V POĽSKU – PRÍKLADY DOBREJ PRAXE

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Abstract

Telework as a flexible form of employment can play an important role, among others, in the process of professional activation of the people with disabilities¹. It allows to limit the problems associated with commuting to the work place. It also provides access to new ICTs and specialized equipment used during work. First of all it gives a disabled person a sense of freedom and independence. From the point of view of the employer, telework also brings significant benefits: reduces the costs associated with maintaining of the office, affects the growth of labor efficiency and also gives the employer the ability to hire skilled workers whose actual skills are valued more than their disability. The implementation of telework as a form of employment to the labor law in 2007, did not result in a significant increase in employment in the form of distance work. It did not contribute to the improvement of the work conditions of people with disabilities either. This article presents the regulations of employment of people with disabilities, indicates the reasons for low popularity of this form of employment, exemplifying it with good practice projects and employment of people with disabilities. Finally it formulates demands addressed to the government, employers' representatives, the State Fund for Rehabilitation of Persons with Disabilities, which should be taken into account when implementing an effective telework employment policy of disabled people.

Abstrakt

Telework ako flexibilná forma zamestnávania môže hrať dôležitú úlohu, okrem iného, v procese profesionálnej aktivizácie ľudí so zdravotným postihnutím. Umožňuje obmedziť problémy spojené s dochádzaním do práce. Poskytuje tiež prístup k novým informačno-komunikačným technológiám a špecializovanému zariadeniu používanému pri práci. Po prvé dáva zdravotne postihnutej osobe pocit slobody a nezávislosti. Pre zamestnávateľa poskytuje telework tieto výhody: znižuje náklady spojené s prevádzkou kancelárie, ovplyvňuje nárast produktivity práce a tiež poskytuje zamestnávateľovi možnosť najat' kvalifikovaných pracovníkov, ktorých skutočné schopnosti sú cenené napriek ich handicapu. Úprava teleworku ako formy zamestnávania v pracovnej legislatíve od roku 2007 neprinesla výrazné zvýšenie zamestnanosti formou práce na diaľku. Neprispela ani k zlepšeniu pracovných podmienok osôb so zdravotným postihnutím. Tento článok prezentuje úpravu zamestnávania osôb so zdravotným postihnutím, uvádza dôvody nízkej popularity tejto formy zamestnávania, ilustrujúc ich na príkladoch dobrej praxe zamestnávania osôb so zdravotným postihnutím. Nakoniec formuluje požiadavky adresované vláde, zástupcom zamestnávateľov, Štátnemu fondu pre rehabilitáciu osôb so zdravotným postihnutím, ktoré by mali byť vzaté do

¹ J. Borek, Aktywizacja zawodowa osób niepełnosprawnych [w:] Głabicka K., Gagacka M. (red.) Badania społeczne środowiska polityków społecznych. PTPS Oddział w Radomiu. Radom 2011. ISBN 978-83-7351-477-5. pp.179-180.

úvahy pri implementácii efektívnej politiky zamestnávania osôb so zdravotným postihnutím formou telepráce.

1 REGULATIONS CONCERNING TELEWORK EMPLOYMENT OF PEOPLE WITH DISABILITIES IN POLAND

The process of the implementation of law regulations of telework into national law of EU member countries began on 16 July 2002, when the European social partners (ETUC, UNICE, UEAPME and CEEP) signed a Framework Agreement on Telework.

By virtue of art. 139 of the EC Treaty, the European social partners chose for the first time ever to implement their European framework agreement using their own means, under the procedures regulated in art. 139 § 2 of the EC Treaty. They decided not to implement those regulations by an EU directive.

In Poland, the basis of implementation of the European Framework Agreement on Telework was the project of agreement on teleworking signed by Polish social partners on 10 June 2005, which was a result of negotiation process between organizations representing the trade unions and the employers' organizations in the Round Table for Social Dialogue on European Integration. The 2005 bipartite agreement was a milestone in the course of implementing telework into the Polish legal framework, and resulted in the completion of the work on the government's draft legislation².

On 16 October 2007, amendments to the Labor Code of 27 August 2007 regulating the rights and obligations of employers and teleworkers were implemented (Ustawa z dnia 27 sierpnia 2007 r. o zmianie ustawy - Kodeks pracy oraz niektórych innych ustaw - Dz. U. Nr 181, poz. 1288).

Telework is specified as work regularly performed outside the company, with the use of electronic communication... (art. 67⁵).

People with disabilities are often discriminated against³ in the labor market. Thence in art. 67¹⁵ §2 of the Labor Code, teleworkers are protected by a non-discrimination clause. Therefore, in no case may an employment contract be terminated due to an employee's refusal to undertake telework. Telework is voluntary for the worker and employer. As a result, an employment relation in the form of telework can only be established on the mutual consent of both parties. In the case of an employee already working under a 'traditional' employment contract and expressing a willingness to undertake telework, the employer should as far as possible, accede the employee for their work in the form of teleworking (art. 67⁷).

The employer is obliged (art. 67¹¹): to provide necessary equipment to perform work by the teleworker; to insure the equipment; to cover the costs related to the installation, service, usage and maintenance of technical equipment; to provide technical assistance and necessary training in the use of equipment by the teleworker and work safety training.

However, the Labor Code specifies that the employer and teleworker may, in a separate agreement determine:

² J. Czarzasty, Telework in Poland, European Foundation for the Improvement of Living and Working Conditions, Dublin 2008, p. 2.

³ Studies indicate that people with disabilities do not believe that they are discriminated against, and the sense of discrimination is strongly related to the degree of disability - it is twice as high for those with certificate of disability in severely, see: Social Diagnosis 2013, Objective and subjective quality of life in Poland, ed. by J. Czapliński, T. Panek, Warsaw 2013, ISSN: 2084-0845, p. 367.

- insurance coverage, rules for the use and the amount of financial equivalent for the use of work equipment which is owned by the teleworker;
- rules of communicating between the employer and the teleworker, including the acknowledgment of the presence of the teleworker in the work place;
- methods and form of controlling a teleworker by their employer;
- rules of protection of data transmitted to the teleworker and carrying out, instruction and training sessions regarding the data security topic in this area, when necessary;
- methods of communication by means of electronic communication, or similar means of personal distance communication.

The above-mentioned rights of the employer to control a teleworker in the workplace, should be carried out while maintaining the right to privacy of the teleworker as well as their family, especially in cases when the employee works at home (art. 67¹⁴ §3).

2 STUDIES ON TELEWORK AND EMPLOYMENT OF PEOPLE WITH DISABILITIES IN POLAND

The analysis of the studies on telework indicate that the number of people employed as teleworkers has gradually increased since 2000, however this increase is not significant.

The first research project: *Flexibility in Demand for Telework in Poland. Analysis and Simulation* was implemented at the turn of 2001 and 2002, by the Institute of Labor and Social Affairs in Warsaw. The study comprised 264 enterprises. Only 2.3 % of companies declared the use of telework at the time of the study, and only 4.2 % of companies declared that they were considering the introduction of telework in the future⁴.

Another research project was financed by the European Social Fund. The project *Telework. Nationwide Program of Promotion and Training for Entrepreneurs* was conducted among companies in 2005-2007. The results of the survey indicated that telework was used by almost 16% out of the 1,000 enterprises surveyed, with a further 19% of companies declaring interest in introducing telework in the future⁵.

The above research projects were intended to show a range and opportunities for employment in telework in Poland as seen from the perspective of enterprises and companies. It is worth recalling the opinion polls related to the employment of people with disabilities and attitudes of employers in this matter.

In the study implemented by TNS OBOP in 2004, 63% of respondents stated that employers are afraid of low labor efficiency of disabled people and their high absenteeism at work (47%)⁶.

In the study conducted by CBOS in 2007, in which the respondents were asked about attitudes towards employing disabled people, the vast majority (79%) felt that people with disabilities who are willing to work and whose health enables them to work, should work, even if their pension is sufficient. The opposite opinion was expressed by 16% of respondents⁷. In

⁴ M. Pawłowska, *Perspektywy rozwoju telepracy w Polsce – raport z badań, e-mentor*, nr 30 2009, ISSN 1731-6758, p. 81.

⁵ Czarzasty J., *op. cit.*, p. 1.

⁶ TNS OBOP - the survey "Poles on people with disabilities" was conducted on 19-22 February 2004 on a nationwide random sample consisting of 1005 people.

⁷ Since 2000, there has been a 7-point increase in the percentage of respondents supporting the employment of people with disabilities, and a 6-point drop in the percentage of those who are opposed to taking their work.

addition, 76% of respondents were of the opinion that people with disabilities should work primarily in open labor market with healthy people, rather than in sheltered workshops⁸.

In 2009, the Institute of Public Affairs (ISP) examined the opinions of employers regarding the employment of people with disabilities. In light of the studies the employers generally were reluctant to hire people with disabilities. Only 27% of the surveyed declared that they considered such a possibility and only 10% of employers, which did not hire the people with disabilities, expressed such an intention. Among the factors hindering the employment of people with disabilities, employers mentioned factors that were directly or indirectly associated with the obligatory costs associated with the adjustment of workplace. A common problem (particularly in SME) was the inadequacy of technical infrastructure. The barriers to employment of people with disabilities was also unstable law and its complexity and problems with access to information, see Table 1:

Table 1, The barriers in employment of people with disabilities in the opinions of employers

Factors hindering employment of people with disabilities in the opinion of the employer	
Unsuited infrastructure - architectural barriers	69%
Complicated and unclear legal regulations	58%
Frequently changing regulations concerning the employment of the people with disabilities	58%
Inadequate qualifications of people with disabilities	57%
Financial and organizational adaptation of work	55%
Problems with obtaining reliable information	46%
Reduced efficiency of people with disabilities as employees	35%

Source: J. Bartkowski, B. Gąciarz, E. Giermanowska, A. Kudlik, P. Sobiesiak, Pracodawcy o zatrudnianiu osób niepełnosprawnych, Instytut Spraw Publicznych, Warszawa 2009, ISBN 978-83-7689-008-1, p. 20.

It is worth citing the studies of the Institute of Public Affairs (2007) concerning the advantages and disadvantages of employment of young people with disabilities in the open labor market⁹. The studies presented opinions of employees of district labor offices on the employment of young people with disabilities in the context of flexible forms of employment (including telework). In the opinion of the staff of labor offices the need for atypical work of people with disabilities was not too significant (table 2). The most frequently mentioned forms were contract based on civil law (28.7%) and part -time employment (26.6 %). Other forms, such as temporary work, telework, on call work, were mentioned rarely.

Table 2, The demand for labor in the poviat for people with disabilities for an atypical employment

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%

⁸ CBOS - the survey " Attitudes towards people with disabilities", Warsaw 2007, BS/169/2007, pp. 5-6.

⁹ Młodzi niepełnosprawni, aktywizacja zawodowa i nietypowe formy zatrudnienia, (red.) E. Giermanowska, ISP, Warszawa 2007, ISBN: 978-83-89817-07-5.

Outside of labor regulations and based on civil law	6,6%	22,1%	25,4%	32,5%	11,0%
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Source: E. Giermanowska, Upowszechnienie nietypowych form zatrudnienia a aktywizacja zawodowa młodych osób niepełnosprawnych, [w:] Młodzi niepełnosprawni, aktywizacja zawodowa i nietypowe formy zatrudnienia, (red.) E. Giermanowska, ISP, Warszawa 2007, ISBN: 978-83-89817-07-5, p. 103.

In discussing the issue of the employment of people with disabilities, it is necessary to refer to the data of the Central Statistical Office for the activity of people with disabilities. Since 2004, there has been an increase of the activity rate as well as the employment rate, whereas the unemployment rate is strongly linked to the impact of the economic crisis on the labor market. See graph below:

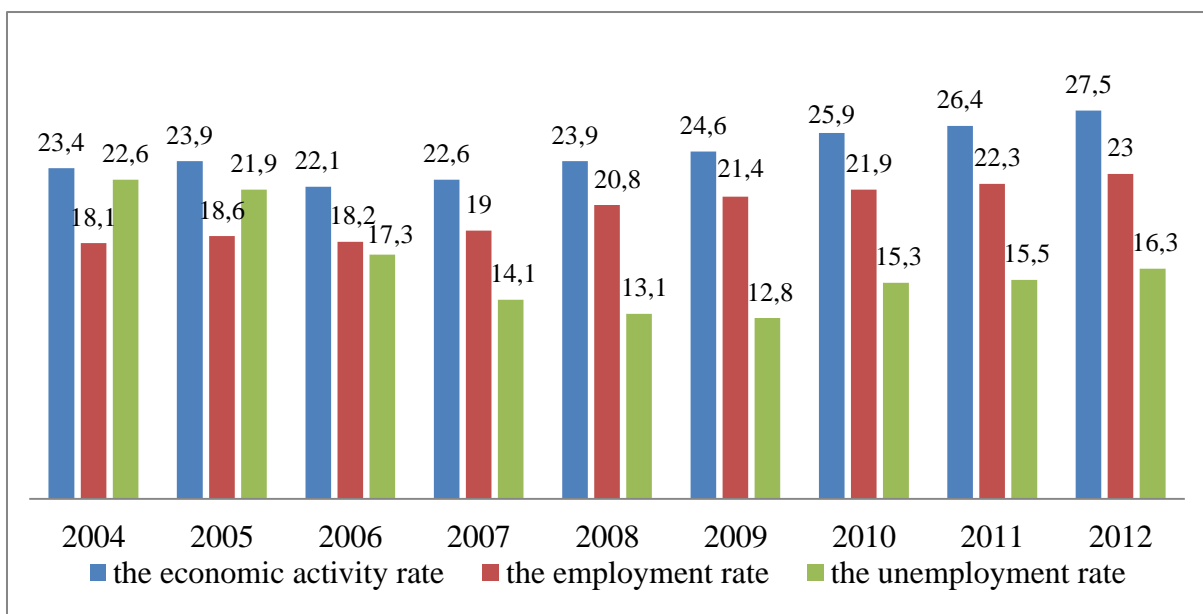


Figure 1: The economic activity of disabled people of working age (18-65) in the years 2004-2012

Source: Data from the Central Statistical Office, Studies of economic activity 2005-2013, own elaboration.

In conclusion, the study confirms a relatively rigid and not very diverse range of forms of employment of people with disabilities. On this basis, we can conclude that the most common form of employment of people with disabilities in companies and institutions of an open labor market is employment on full-time contract¹⁰. In half of workplaces that employ people with disabilities a part-time contract is used. In contrast, telework is rarely used as well as other forms, such as supported employment involving an assistant of a disabled person or temporary employment.

¹⁰ Depending on the degree of disability, working hours can be reduced from 40 to 35 hours a week - art. 15 of the Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of Disabled Persons (Dz. U. z 2011 r. nr 127, poz. 721).

3 ADVANTAGES AND DISADVANTAGES OF TELEWORK AS A FORM OF EMPLOYMENT FOR PEOPLE WITH DISABILITIES

Telework is a complex phenomenon, which could be considered in various aspects, technical, economic, rehabilitation and organizational. Certainly it is worth emphasizing the usefulness of information and communication technologies (ICT) for people with disabilities. They allow to reduce the negative effects of disability and create new opportunities for study and work by people with disabilities.

Visually impaired people can use speech synthesizers, braille displays, scanners and screen magnifications programs are an invaluable for visually impaired people, providing them with significantly increased access to information.

Hearing impaired people can use speech recognition systems and the Internet allows for elimination of communication barriers.

For people with movement impairment, the computer, the Internet and various media in the area of telecommunications could greatly facilitate communication and increase access to information, they also allow to removing of architectural barriers by total or partial elimination of commuting to work¹¹. Among other benefits of telework, the fact that appearance and the age of the employee is of a lesser importance should be mentioned, flexible way to implement professional activities is also an advantage.

For this group of persons with disabilities telecommuting may be the best way to stimulate employment.

In the view of the foregoing, it is clear that telework, especially a home version, provides a unique opportunity for people with disabilities to increase their professional activity. Telework creates favorable conditions for the employment of people with disabilities. It can be performed at home, thus avoiding the problems associated with transport to workplace.

However, work at home provided by a disabled worker has also its drawbacks. It can result in a deepening sense of social isolation that often accompanies people with disabilities. The ability to work in call centers allows for social integration of employees, therefore, is an important part of the process of social rehabilitation but requires adaptation of buildings to the needs of a disabled person, for example, installing a lift. Another obstacle is the concern for proper organization of work (the aforementioned flexibility in the implementation of obligations in the absence of control by the employer, may result in workaholism).

4 TELEWORK - PROMOTION OF EMPLOYMENT OF PEOPLE WITH DISABILITIES - THE EXAMPLE OF GOOD PRACTICE IN SELECTED PROJECTS

Internet platform for the Disabled - is an example of a portal collecting information and part of the organization for people with disabilities , a job market functioning on the site . The platform was created in 1996 by the Foundation Supporting Mathematicians and IT Specialists with Disabilities, which since 1992 has supported activities of persons with disabilities by conducting learning to use computer hardware and software, job search, advice and legal consultation in the field of signing contracts and assistance in acquiring equipment.

¹¹ J.M. Nilles, Telepraca. Strategie kierowania wirtualną załogą, NWT, Warszawa 2003, ISBN: 8320427819, p. 21.

The Foundation implementing the project "Internet Node for the Disabled" attempted to organize local communities for the physically disabled. The portal operated a job board. Such mini-centers of the Internet for people with disabilities were created in Chelmża and Trójmiasto. The internet cafe EPEA was established, which integrated the environment of people interested in telework¹².

Telework program implemented in 2003-2004 by the State Fund for Rehabilitation of Persons with Disabilities 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, and are useful for all people living in the information society. The "Telework" program was carried out in the four regions of Lublin, Pomerania, Wielkopolska and Lower Silesia. In 2003 the first stage, dedicated to training and applying for grants was completed. 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. By the end of the first half of 2004, the program was attended by approximately 400 people, of whom more than 60% gained employment¹³.

Telework - the opportunity to combat inequality and discrimination in the labor market - the project was organized in the west Pomeranian province during the years 2004-2008, and its administrator was the West Pomeranian Business School in Szczecin. The aim of the project was to activate the physically disabled. The pilot project was implemented in Western Pomerania and Piła and its beneficiaries were 20 SME's and a group of physically disabled employees, who were at risk of losing their jobs and the unemployed, a total of 100 people. 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. An integral part of the project was to popularize its results among employers, people with disabilities and local and central authorities. Cooperation with several partnerships implemented under Equal resulted in the creation of Flexible Forms of Employment Vortal, which is an information service, addressed to different audiences offering comprehensive information on flexible employment model.

After the introduction of telework to the labor law, the State Fund for Rehabilitation of Disabled Persons (PFRON) has developed a new program *Telework and other flexible forms of employment of people with disabilities*, whose activities were planned to be implemented during 2009-2013. Unfortunately, the program did not commence in the beginning of 2009, due to budget cuts made to the Fund by the government. The strategic objective of the program was the activation of the disabled through employment in the form of telework, and the operational objectives of the program were:

- to increase the competence of people with disabilities enabling them to be employed as teleworkers;
- to reduce the barriers to employment of people with disabilities through purchase of computer hardware, office software and installing a broadband Internet connection;
- to promote telework among employers.

¹² M. Pawłowska, op. cit., p. 81.

¹³ Z. Sadowski, Telepraca – stan obecny i warunki dalszego rozwoju, „Rynek Pracy” 2004, nr 2, p. 98, Telepraca, Wojewódzki Urząd Pracy. Centrum Informacji i Planowania Kariery Zawodowej, Warszawa 2013, p. 28, <http://wup.mazowsze.pl/new/images/warszawa/CIPKZ/publikacje/2013/telepraca2013.pdf> (14.03.2014).

The target groups are non-governmental organizations for people with disabilities. To participate in the program certain conditions must be met. The program has been developed in such a way that an employer who intends to employ a person with a disability, can use participating organizations to contact the appropriately trained and motivated employee who would not be able to perform the assigned telework task without additional adaptation. The program was to be implemented in two areas: financing project's actions activating people with disabilities through telework and subsidizing the purchase of computer hardware, software, office equipment and the installation of a broadband Internet connection for teleworkers¹⁴.

5 TELEWORK - PROMOTION OF EMPLOYMENT OF PEOPLE WITH DISABILITIES - EXAMPLES OF GOOD PRACTICE AMONG EMPLOYERS

Office of the Ombudsman - the employment of people with disabilities in the Office of the Ombudsman is a natural consequence of the role played by the Ombudsman as an independent body for equal treatment and it is one of many activities undertaken by the institution for the equalization of opportunities for peoples with disabilities. The Office of the Ombudsman employs 15 people with a disability and they represent 5.4% of all employed. Thanks to funding from PFRON, an office worker job has been tailored to the specific needs of a person moving in a wheelchair, a separate room with an easy access to toilets was allocated on the ground floor and 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. Working in the Office, he is supported by a personal assistant¹⁵.

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. The company is based in Warsaw, employs 47 people, including 14 people with disabilities (30% of the workforce). The company is also a pioneer in typhlo-informatics in Poland. The founders of the company fully understand the needs of their customers, because they are visually impaired themselves. Altix is distinguished by a very high level of customization of jobs for the disabled. 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 is characteristic of the Altix Company¹⁶.

CONCLUSIONS

The first reflection concerning social barriers in employment of people with disabilities in Poland, which are still visible, are referred to as negative attitudes and prejudices against persons with disabilities because they cause limitations in their participation in social life,

¹⁴ M. Olszewski, Promowanie elastycznych form zatrudnienia osób niepełnosprawnych w Polsce i w Unii Europejskiej, [w:] Pomoc społeczna odpowiedzią na problemy społeczne?, A. Kurzynowski (red.), WSNSiT, Radom 2010, ISBN 978-83-927273-1-6, pp. 161-164.

¹⁵ Projekt Polscy niepełnosprawni - moduł III: Wyrównywanie szans w zatrudnieniu osób z niepełnosprawnościami. Dobre praktyki pracodawców. Doświadczenia polskie i międzynarodowe, <http://polscyniepelnosprawni.agh.edu.pl/wp-content/uploads/02.RzecznikPrawObyw.pdf> (15.03.2014).

¹⁶ Projekt Polscy niepełnosprawni - moduł III: Wyrównywanie szans w zatrudnieniu osób z niepełnosprawnościami. Dobre praktyki pracodawców. Doświadczenia polskie i międzynarodowe, http://polscyniepelnosprawni.agh.edu.pl/wp-content/uploads/01.Altix_.pdf (15.03.2014).

activity and in performing various professional roles. Similar causes result in the slow growth of employment in telework. As representatives of employers¹⁷ state the biggest obstacle in providing telework is the mentality of people, not law. Therefore, it is necessary to take into account the operational program “Knowledge, Education, Development” planned for 2014-2020 (currently in the consultation phase). The possibility of supporting the employment of people with disabilities in telework (e.g. in 9 Priority - instruments of promoting employment and keeping their jobs)¹⁸.

Despite numerous advertising campaigns promoting the employment of people with disabilities which were implemented after 2004, it is needed to pursue advisable campaigns promoting employment of people with disabilities, this time to emphasize the importance of flexible forms of employment. The reason is a slow change of attitudes towards people with disabilities and their work as well as the slow change of people with disabilities themselves. People with disabilities of working age (18-65 years) indicate financial problems in the first place, but at the same time the value of work is placed in the fourth position¹⁹. It is an important problem, which results in a low employment rate and promotes passivity of disabled people. They do not undertake work as they have a fear of possible loss of benefits.

The expenditure of funds to support professional activation and the employment of people with disabilities should be evaluated. Financing of salaries results in job security, but it does not help in the development of professional skills or improvement of professional skills of persons with disabilities. The recommendation to the government is a proposal to change the funding so that the funds are allocated for purchasing equipment and for the development of professionals skills. Therefore the government, together with the State Fund for Rehabilitation of Disabled Persons (PFRON) should reactivate the program *Telework and other flexible forms of employment of people with disabilities* planned for 2009-2013.

The fact that there is no data on the employment of disabled people in telework, indicates a marginal importance of telework, which should be treated as a wasting of opportunities created by ICT. The potential of city located tele-centers is also wasted despite the fact that public transport is easily accessible to people with disabilities.

These suggestions as well as examples of good practice cited by employers are a viable alternative to the employment of people with disabilities in telework. In conclusion, teleworking can also be a very beneficial and reasonable solution for the employer and the employee. In a case where a worker had had an accident and became a disabled person - an employer cannot fire an employee²⁰. In the light of legal regulations the employer is obliged²¹ to adapt to the needs of the position of disabled employees, e.g. he can install a lift in the building or offer the employee a post in telework - considering the financial aspects of the adjustment.

¹⁷ M. Zakrzewska – Konfederacja Pracodawców Prywatnych Lewiatan, [w:] K. Wójcik-Adamska, *Praca w domu nadal mało popularna*, Rzeczpospolita, 6.02.2012.

¹⁸ Program Operacyjny Wiedza Edukacja Rozwój 2014-2020, Ministerstwo Rozwoju Regionalnego, Warszawa 2014, wersja z 14.01.2014 r., p. 150.

¹⁹ K. Roszewska, *Zatrudnianie i aktywizacja zawodowa osób z niepełnosprawnościami*, [w:] *Najważniejsze wyzwania po ratyfikacji przez Polskę Konwencji ONZ o Prawach Osób Niepełnosprawnych*, Biuletyn Rzecznika Praw Obywatelskich 2012, nr 10 Warszawa 2012, , ISSN 0860-7958 p. 54.

²⁰ For example, citing the need to adjust for the technical and construction work, prohibited by art. 113 of the Labor Code.

²¹ The Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of Disabled Persons (Dz. U. z 2011 r. nr 127, poz. 721).

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