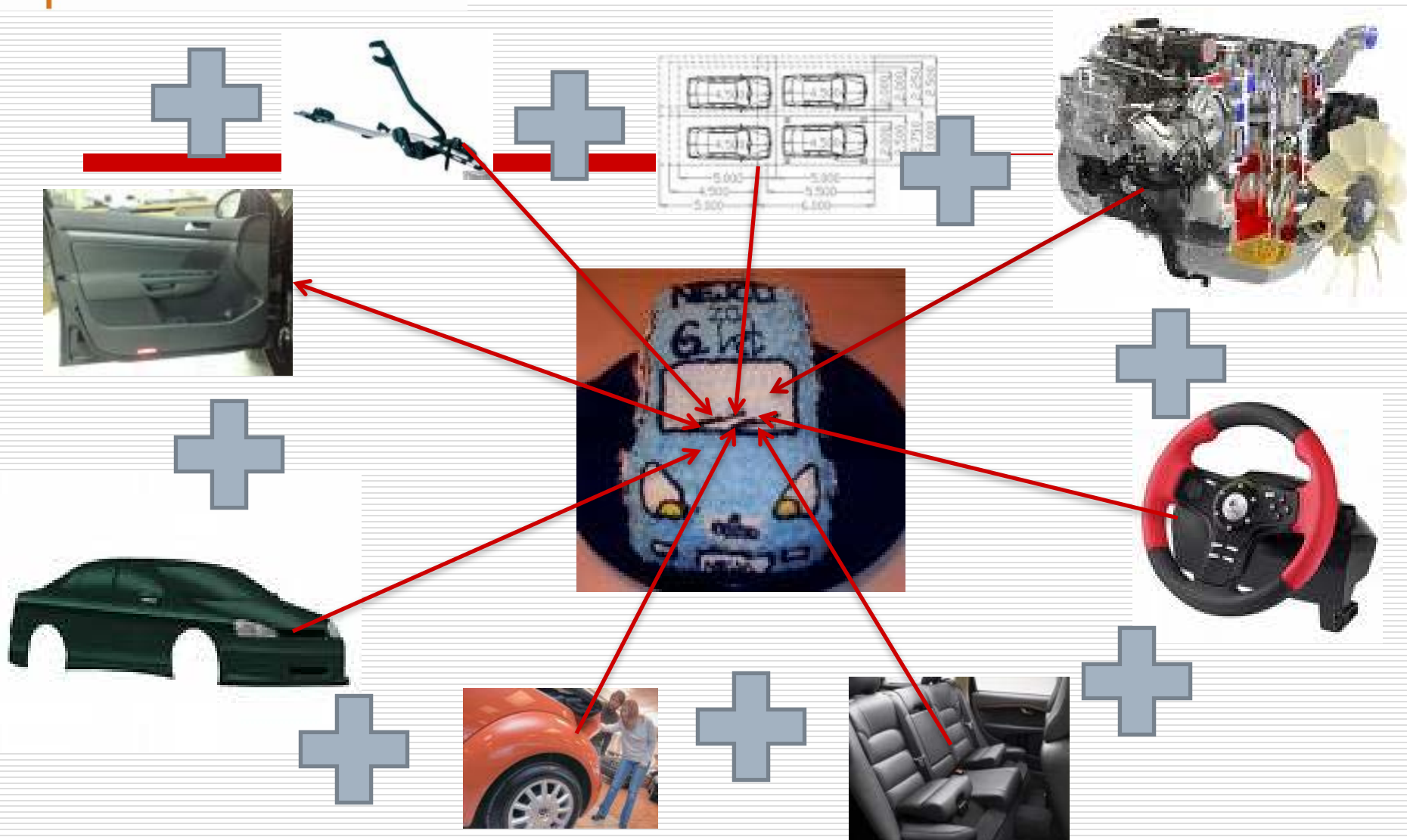

EMPLOYMENT OF PERSONS WITH DISABILITIES GOOD PRACTICES AND EXAMPLES - SLOVENIA

mag. Cveto Uršič, Direktorat za invalide



DISABILITY POLICY



- ☐ approximately 170.000 of persons with disabilities (8% to 9% of the total population)
- ☐ National Assembly adopted an Action Programme for persons with disabilities 2007 - 2013
- ☐ More than 70 laws

ARTICLE 14- equality before the law



- In Slovenia everyone shall be guaranteed equal human rights and fundamental freedoms irrespective of national origin, race, sex, language, religion, political or other conviction, material standing, birth, education, social status, disability or any other personal circumstance.
all are equal before the law.

Key developments 2000 -2011

- ☐ Ratification of the CRPD, 2008
- ☐ Action programme for PWDs 2007 – 2013, 2006
- ☐ Rehabilitation and employment act 2004, amendments 2005 and 2006, 2011
- ☐ Act on disability organizations, 2002
- ☐ Act on the slovene sign language, 2004
- ☐ Equalization of Opportunities for PWD Act (2010)
- ☐ Stable financing of organization of PWDs (Lottery, ...)
- ☐ EU Council presidency
- ☐ National social protection strategy and social 2005 - 2010
- ☐ Directorate for PWD – at Ministry of Labour, Family and Social Affairs
- ☐ Government Council for PWD
- ☐ National Assembly - Committee
- ☐ National Council - Commission

MODERNIZATION OF DISABILITY POLICY - 2012



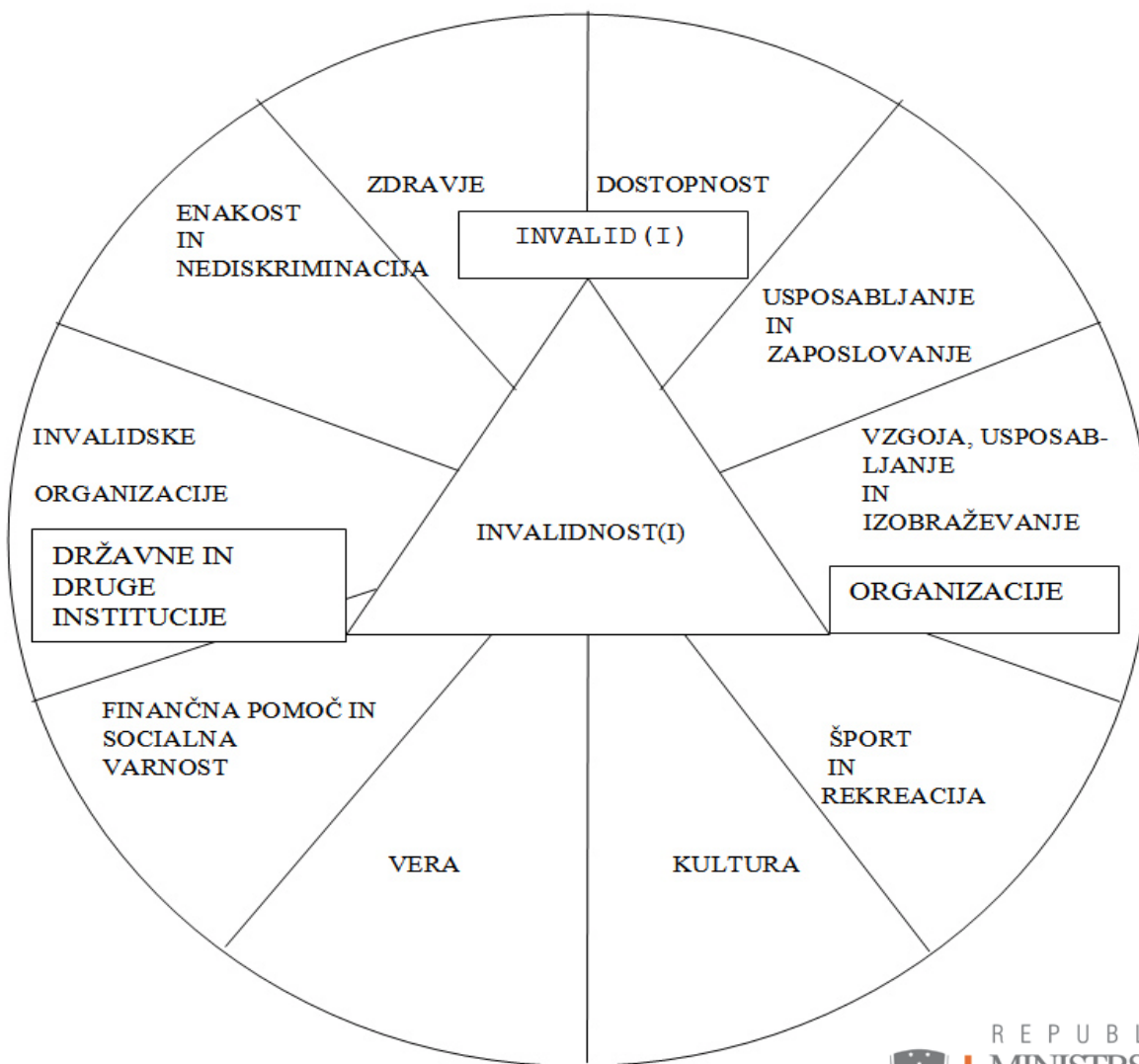
- ☐ Implementation of EQUALIZATION OF OPPORTUNITIES FOR PERSONS WITH DISABILITIES act
- ☐ ACT ON PERSONAL ASSISTANCE FOR PERSONS WITH DISABILITIES
- ☐ ACT ON SOCIAL INCLUSION OF PERSONS WITH INTELLECTUAL AND SEVERE PHYSICAL DISABILITIES
- ☐ Act on long term care
- ☐ Modernization - Pension and disability insurance act

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- Both a development and a human rights instrument
- A policy instrument which is cross-disability and cross-sectoral
- Legally binding
- A paradigm shift



ACTION PROGRAMME FOR PERSONS WITH DISABILITIES 2007 - 2013



GOALS IN ACTION PROGRAMME FOR PWDs 2007 - 2013 (1)

- ❑ Expand awareness throughout society;
- ❑ All PWDs have the right to decide, on an equal basis with others and without discrimination, where they wish to live and have the right to fully participate in community life;
- ❑ Ensure PWDs access to physical environment, transport, information and communications;
- ❑ Ensure, on an equal basis with others and without discrimination, an inclusive educational system at all levels and lifelong learning;
- ❑ Ensure PWDs access to work and employment without discrimination in a work environment that is open, inclusive and accessible;
- ❑ Ensure PWDs adequate standard of living financial assistance and social security;

GOALS IN ACTION PROGRAMME FOR PWDs 2007 - 2013 (2)

- ❑ Ensure to PWDs effective health care;
- ❑ Enable PWDs full inclusion in cultural activities and collaboration in the area of accessibility of cultural materials on an equal basis with others;
- ❑ Ensure PWDs participation in sports and cultural activities;
- ❑ Ensure that PWDs may participate in the religious and spiritual activities of their communities on an equal basis with others;
- ❑ Strengthen the position of organizations of persons with disabilities;
- ❑ Detecting and preventing violence and discrimination against PWDs.

MONITORING – IN COOPERATION WITH PWDs

Rehabilitation and employment act

- ☐ Rehabilitation programmes
- ☐ integration measures that follow directly after an acute problem is solved
- ☐ specific, specialised and individually planned measures and support
- ☐ promotion of employment for PWD in an open labour market
- ☐ positive measures for employers
- ☐ quota system
- ☐ social economy
- ☐ obligation for the employers to deal with disability
- ☐ network of rehabilitation centres

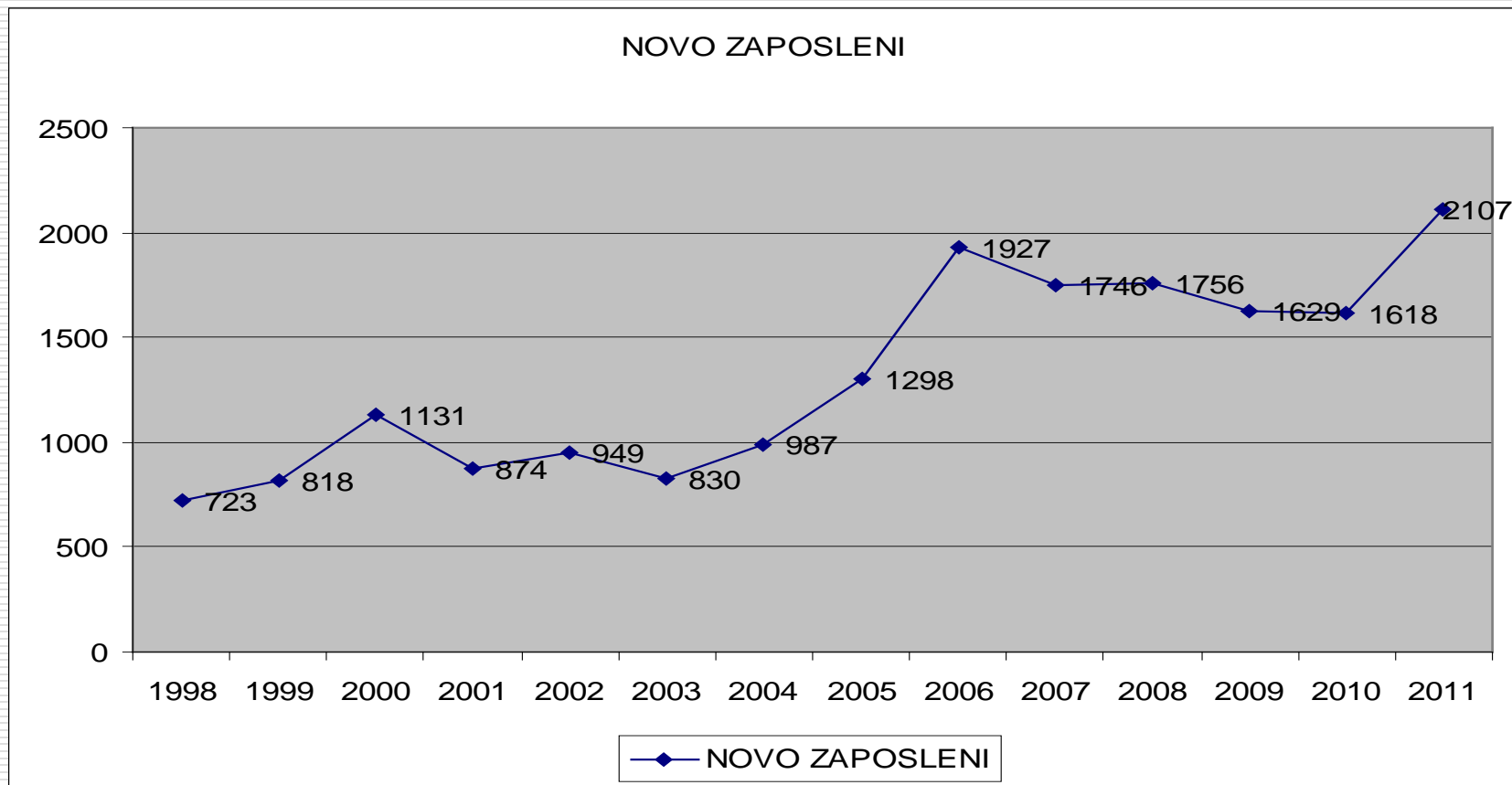
**GOAL: TO RAISE EMPLOYMENT LEVEL OF PWD!
TO PROMOTE ACTIVE MEASURES ...**

Quantitative data for 2011

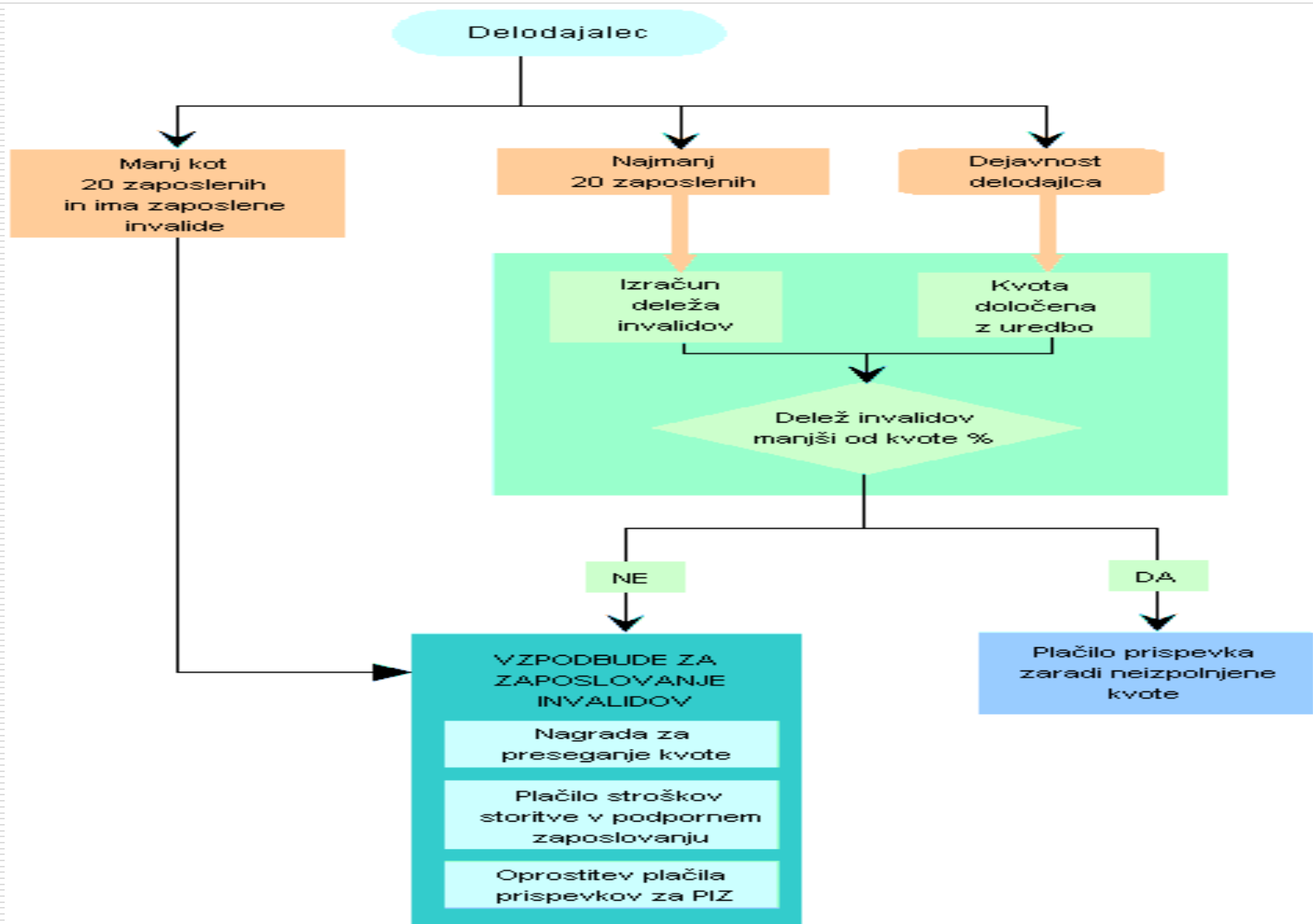
- ❑ 2011 - about 32.000 of PWD's were employed (app. 81% on the open labour market 19% in social economy);
- ❑ 12/2011 - 16.873 unemployed PWD's (53% more then in 12/2008- total number of unemployed persons raised for 70%);
- ❑ 17 rehabilitation centers all over Slovenija (treating app.1600 PWD per year);
- ❑ App.155 companies for PWD's (app. 11.500 employees, 45% of them PWD's)
- ❑ Employment centers, day care centers, etc

IN THE PERIOD 2008 - 2011 THE SITUATION OF PWD'S ON THE LABOUR MARKET HAS CHANGED ON WORSE!

Number of PWD's being newly employed in period 1998 - 2011



Kvotni sistem



Standards of services of employment rehabilitation

- ☐ Disability assessment is based on the Rules
- ☐ Teams of experts have to be well educated and have to have work experiences in disability
- ☐ Conditions regarding other conditions (accessibility, respect of needs, ethical codes) are also addressed
- ☐ Principle of excellency (European platform for rehabilitation) has to be respected
- ☐ Affordability, availability, accessibility
- ☐ Rights oriented approach
- ☐ Partnership with employers, NGO, public and private organizations
- ☐ Active approach
- ☐ Person centered planning
- ☐ Working on constant improvement

Social economy

- ☐ Companies for PWD's
- ☐ Employment centers
- ☐ Day care centers



THANK YOU!