

Business and Development Center
BD Center

Situation of disabled people in
Poland



LEGAL ASPECTS. FINANCIAL SUPPORT. GRANTS.

1. Integration of the disabled into the workings world (all current legal means – in private and public sector, contacts)

One of the most important legal acts concerning the disabled in Poland is Occupational and Social Rehabilitation and Employment of the Disabled Act (hereafter called Rehabilitation Act). It is already the second act containing basic regulations about the disabled (the first one was created in 1991 at the beginning of economic and social transformations).

Despite the fact that a new act was enacted on October 9th 1997 (Dz. U. from 1997 No 123, position 776), it was many times amended since that time.

According to the Act: occupational rehabilitation – is aimed at facilitating obtaining and maintaining suitable employment and occupational promotion to the disabled, by means of enabling them to use occupational counseling, occupational training and occupational agency.

Conditions of suitable employment of the disabled are: selecting for them a work consistent with their state of health and qualifications, suitable organization of job position, kind relationship of colleagues to the disabled and also care of them during the time of employment. Sheltered workshops constitute here an important form. However within transformations in the economic system in Poland they have considerable difficulties in accommodating to general economic conditions and the most of them undergo liquidation, what is sometimes tragic in consequences for the disabled employed there.

Enforced by the law, government plenipotentiary for the disabled cares of interests of the disabled from governmental side and he is at the same time President of the Supervisory Board of :

The National Rehabilitation Fund of the Disabled

13 Jan Paweł II Avenue

00-828 Warszawa



<http://www.pfron.org.pl>

e-mail: rzecznik@pfron.org.pl

It is a national earmarked fund, having legal entity.

Receipts of the Fund come mainly from obligatory monthly fees. These fees are effected by employers, who employ 25 employees at least in conversion on the full time work and employment of the disabled employment index in their site is lower than 6%.

The means of PFRON(The National Rehabilitation Fund of the Disabled) are assigned among others for:

- Maintenance of the existing workplaces for the disabled, posed to liquidation ;
- Subsidizing for employers engaging the disabled;
- Subsidizing of job creation;

Also private sector is interested in occupational integration of the disabled.

Organizations uniting employers of the disabled.

Polish Organization of Employers of the Disabled (POPON)

National Supervisory Board Office

12 A Próżna Street, 00 – 107 Warszawa

<http://www.popon.pl>

e-mail: biuro@popon.pl

Goals of the Organizations:

1. Protection and representation of employer interests engaging the disabled and supporting of development for the enterprises engaging the disabled.



2. Support of actions for fulfillment and protection of the principle of the disabled to have equal chances in society.
3. Participation in creating and completion of employment and rehabilitation policy for the disabled and improvement of their working conditions and integration between them and society.
4. Integration of environment of businessmen engaging the disabled and propagating of ethics principles in economic activity.
5. Presentation of opinions and assessments of the disabled employers' and sheltered workshops' environment.

Polish Organization of the Disabled `s Employers (POPON) is the union of employers engaging the disabled.

Organization is member of the Polish Employers' Confederation.

Polish Employers' Confederation (KPP)

3 Kredytowa Street, 3rd floor; 00 – 056 Warsaw

<http://www.kpp.org.pl>

e-mail: kpp@kpp.org.pl

Mission of the Polish Employers Confederation is among others:

- it acts for common interests of employers associated in member organizations of the Confederation, enterprises that frequently compete with each other on the market, but the are same time aware of the necessity to act jointly for the sake of employers' and businessman's environment.
- supports all initiatives aiming at strengthening the role of Polish employers and cooperates for completion of common interests of business environment with all organizations of employers and businessman.
- cooperates with social partners - employee's organizations – for achieving employers' and employees' common benefits resulting from economic

development, fair and stable employment conditions, occupational safety and social calm.

Polish Confederation of Private Employers (PKPP Lewiatan)

6 Klonowa Street, 00 – 591 Warsaw

<http://www.prywatni.pl>

e-mail: lewiatan@prywatni.pl

PKPP Lewiatan concentrates in 54 regional and trade associations about 3 000 companies engaging totally above 600 thousand people.

Furthermore:

- Represents private employers from the whole Poland from different branches of economy
- Is a necessary element of economic harmony creation by means of legally guaranteed participation in enacting the law and in social dialog,
- Thanks to participation in works of the most important institutions of businessman from European Union seeking as good as possible conditions of acting on the Union market for Polish businessman.

2. Help in kind, not financial and/or financial in form of an integration into the world of workings, equipment of workplaces, employment availability

Polish Government offers to the businessmen a financial assistance in terms of the disabled employment.

Forms of the assistance:

A) Subsidy Service System

From January the 1st 2004 the system of subsidizing for pays of the disabled has changed. There had been introduced a monthly pay subsidizing system, which

replaced the system with return of a part or the whole VAT for the sheltered workshops.

The subject authorized to apply for subsidizing to remunerations of the employed disabled workers may be:

- employer running sheltered workshop
- employer engaging at least 25 employees in conversion on the full working time and achieving the disabled employment index amounting at least 6%
- employer engaging in conversion on the full working time less than 25 workers.

The amount of the monthly subsidizing depends on the working time of the disabled employee and:

1. disability degree of employee
2. individual afflictions of employee
3. type of employer who engages the disabled

Employers running sheltered workshops will receive subsidizes amounting to:

1. 130% of the lowest remuneration – in case of the disabled counted to the considerable disability degree
2. 110% of the lowest remuneration – in case of the disabled counted to the moderate degree of disability
3. 50% of the lowest remuneration – in case of the disabled counted to the slight degree of disability

However employers engaging 25 employees at least in conversion in full working time and achieving employment of the disabled index amounting to 6% at least and employers engaging in conversion to full working time at the maximum 25 employees will be entitled to subsidizing amounting to:

1. 70% of above stated amounts
2. 90% of above stated amounts, in case when it will refer to the disabled at whom mental illness, mental retardation or epilepsy will be stated or at blind employees.

Employers seeking subsidizing, before submitting first documents must register in the National Disabled Rehabilitation Fund so as to receive an identifier and access password for IT system.

B) Financing of fees for social insurances

Financing of fees for social insurances applies to both sheltered workshops and employers running activity on the open market. In case of the latter, employers

engaging at least 25 employees and achieving the disabled employment index amounting to 6% at least and employers engaging less than 25 workers, regardless of the disabled employment index can take advantage from the financing. State of employment is established in conversion to full time work.

Amount and type of payments, that may be financed, is dependent on type of employer and of the disability degree of employee.

Financing of payments on social insurances constitutes the simplest form of receiving help for engaged disabled. To receive it, employer marks the right code in clearing declaration submitted to the Social Insurance Institution, and enters the amounts of insurance of the disabled financed by PFRON or by National Budget and the indicated means will stay in the site – employer does not allot them to ZUS(the Social Insurance Institution)

C) Allowances in obligatory payments for PFRON

Employers, which in conversion to full time work , i.e. to full time posts – employ monthly 25 employees at least are obliged to pay for the National Disabled Rehabilitation Fund. Employers which achieve the disabled employment index specified in the act are discharged from the payments for the Fund. Value of this index is 6% for the most employers obliged to pay for PFRON. Employer may lower the required disabled employment index by employing of the disabled with diseases particularly obstructing performing of work. Payments for PFRON are lowered by way of purchase of production or services from employer engaging 25 employees at least, wherein the disabled in considerable or moderate degree make 10% at least

D) Other benefits:

- Employer, who incurs costs of training of disabled employee, may receive their reimbursement
- Employer, who will employ for 36 months at least the disabled, may receive return of costs for adaptation of workplace for them

- Employer may receive return of costs for employment of a worker who helps to the disabled worker in communicating with environment and in activities impossible or difficult to self - reliant performance on given work position.



3. The inadequacies of the implemented measures in Poland

Act about occupational and social rehabilitation and about employment of the disabled creates a support system for the disabled looking for a job. There exists in Poland one of the biggest in Europe sectors of so called sheltered job. At the same time employment index of the disabled places us at the very end among member states of EU.

Disadvantage of the functioning solutions is their variability. Employers engaging the disabled or just planning their engagement do not have the certainty, which regulations they will have to deal with in a month or a year. They have often difficulties in establishing current state of legal regulations. From the other side the variability of law is not only a characteristic of regulations referring to occupational rehabilitation of the disabled. Employers deal with amendments in most areas of their activity.

The problem with employing of the disabled on the open market of work is connected with basic assumption of the national policy to them, that is with principle of integration of these people with society and the role which work plays in this process. At present, **sheltered workshops** play important role in Polish model of employment for the disabled. They were established initially in place of the disabled cooperatives, then step by step – with distinct growth tendency – distinguished from existing companies or were established as a result of their complete transformation. Currently, the companies possessing status of sheltered workshop make the only form of possibility of work for the disabled giving them feeling of their own self-esteem and sense of existence. Only the system guaranteed by State of subsidizing and allowances for plants employing the disabled is a suitable stimulus for employers, so as they create for them job positions. Situation of the disabled on employment market depends considerably on government's policy, which is often variable and not stable enough and in consequence it considerably affects the lack of feeling of certainty in environment of the disabled and their employers. Decisions of State authorities made during last years indicate clear tendency – caused by publicized cases of



often single finance overuses, which are in the most cases effect of individual interpretation of not perfect legal system in our country – they lead to gradual liquidation of allowances, donations and tax allowances for sheltered workshops, shrinking at the



same time employment market for the disabled aggrieved in consequence by decreasing interest in their employment. Whereas changes in functioning of apparatus of fiscal control tools by means of for instance increase of control over correct granting and money administration for donations and subventions and more precise looking at using different kinds of allowances and leaves instead of just their liquidation could bring measurable effects. The scale of overuses in sector of sheltered workshops is not precisely known, nevertheless certainly looking globally at the market of sheltered workshops they refer to a part of above mentioned market only and cannot be perceived as the whole.

More and more usual are opinions among businessmen, which state that from employment of the disabled they do not have, beside satisfaction –any benefits. Company giving work to the disabled must similarly as the other ones consider economic accounts. Meanwhile the expenditures connected with employment of such people are not in enough degree reimbursed by the State.

Among significant part of employers still exist prejudices against the disabled. Companies prefer paying grease for PFRON, imposed on them when they do not employ the right number of the disabled, than to employ them.

A clinical example of such prejudices may be Social Insurance Institution. ZUS – is the national institution dealing including but not limited to: the disabled. It may seem that just ZUS should be among leaders employment of the disabled. Meanwhile ZUS will pay another time high fee for PFRON. It is hard to understand such an attitude. After all, among the disabled are people with suitable qualifications. And next to it in ZUS seats, particularly newly built, there are no architectonic barriers as a rule. Not to say about it, that employing of the disabled with dysfunctions could considerably improve, not too positive, social image of ZUS.

It is hard to find a job in Poland. High unemployment affects youth and students, work is lost and not recaptured by older people, moving towards retirement. The disabled are not taken into consideration in unemployment statistics. Formally they are not unemployed – that means they cannot receive



such a status if they are receive disabled pension (wherein social pension).
However they have not job.



Disabled pension system discourages from taking a job. The disabled could work additionally for more money, but they are afraid. They are afraid to lose the small, but relatively certain source of maintenance, i.e. allowance ensured by social protection system. Revenues from work cause formally only temporary decrease or suspension of allowances. The disabled are afraid, that when they would work it would be a signal for the institution deciding about the right for pension, i.e. Social Insurance Institution, which would like to check, if given person is still unable to work. Such an atmosphere is surely deepened by serious debates and accompanying them media speculations about the necessity to verify pensioners.

4. **Obstacles in integration of the disabled on the work market**

Social integration of the disabled by means of work makes in Poland very demanding assignment difficult for achievement. There are many factors influencing unfavorably employment of the disabled. On supplying side these are – beside relatively low qualifications of the disabled – weak motivations and numerous institutionally – infrastructural barriers, and on demand on work side : animosity of employers and as a consequence considerable cost of motivating them and generally difficult work market, characterized by weak dynamics in creating workplaces.

Almost **half of the disabled has, at the most basic education**, and this causes additional difficulties in entering the work market and maintaining of employment. The most people posed to the risk of unemployment are the worse educated both in group of fully fit and the disabled as well.

At present in Poland only 4% of the disabled has upper education, while in the whole population of people with upper education there is about 9% (source: BEAL). This disproportion speaks for existing social (mental) and physical barriers obstructing the disabled in achieving middle and upper education. Educational institutions with simultaneous financial support of organizations

and institutions essentially appointed for these purposes should seek suitable conditions mobilizing the disabled to take education on middle and upper level.

Qualifications and education become since the most important asset for the disabled in rivalry for employment on the open work market. The disabled cannot find employment then, when they are active, well educated, dedicated to work and are checked out in that what they do. These are the features, which should characterize every employee. However, how a lot of the disabled state, their preparation to the given occupation must be considerably better than in case of "fully fit". Only then they are able to break distrust of employer and persuade him to the benefits, which he will have, employing specialist on the wheelchair, blind or with hearing aid. Unfortunately, the level of education of the disabled is lower and grows slower than level of education of the rest of society. Barriers in access to education are liquidated with difficulties. Self – governmental authorities make savings on disabled children and youth choosing for them not the most favorable, but the cheapest forms of education. Employment agencies are not the places, where the disabled are too often, because their training offers are not adapted to their needs. It is hard for disabled to compete on the work market in such situation.

Also breaking prejudices of employers in relation to the disabled is extraordinary important , and financial support for small companies, which cannot afford adapting workplaces, or liquidation of architectonic barriers.

Employers do not believe in skills of the disabled. They do not believe in their efficiency. They are convinced that the disabled more often use leaves, make use of longer holiday leaves and intervals at work to which they are entitled. The fact, that we are just getting used to he presence– on equal rights – of the people on wheelchairs, or with white stick, is visible in social life exactly by the attitude of employers. Isolating the disabled for years at home, or in special institutions or in sector of sheltered workshops (for instance in numerous in 80ies disabled cooperatives) created in us a distance and distrust to the disabled. Employers are not an exception here and changes in this sphere follow slowly.



Work gives an opportunity to satisfy basic needs including these material and ambition related ones, and work is also a rehabilitation factor in case of the disabled.

While the high level of unemployment in Poland makes, that work becomes the most wanted commodity even for graduates of academies. That is why possibilities of employment of the disabled are very slight, and this unfavorable situation is additionally affected by limited number of full time jobs in sheltered workshops or just by their liquidation.

A separate problem in our country is still persisting belief, that the disabled should seek employment only in sheltered workshops or in other "special" locations and regardless of the kind of individual potential, education and qualifications. Many times during recruitment of workers to open institutions, not qualifications of the disabled decide about eliminating their candidature – that is the fact of disability that prejudices in advance about convicting on unemployment, regardless of position on which these qualifications could be with great prosperity used.

Undoubtedly essential role in reviving to occupational life of the disabled plays financial factor but not only. Fundamental is the matter of awareness characterizing perceiving the disabled as fully valuable citizens in every domain of life. Last years have strengthen in us the prejudice, that the disabled are checked out in artistic, sport professions achieving often better results than fully fit people. Unfortunately in relations with employer there have still to overcome barriers not only architectonic but also mental ones.

In some European countries or in USA changes in employment of the disabled were made thanks to very strong lobby of the disabled, who demanded the right legal stipulations regulating obligatory employment of workers deriving from groups of especially posed to unemployment or from other reasons excluded from the work market. Initial compulsion transformed into natural phenomenon because the opinion on the subject of the role of the disabled in environment of work has changed. Gradually companies from their own,



opened themselves on integration of occupational groups, achieving at the same time positive image to the outside being promoted by them.



Among others, this is why in Poland there is a distinct –division into foreign companies, which do not see any obstacles in employing the disabled, if of course candidates meet the requirements stated by company and companies from public sector which very unwillingly take discussion on this topic and avoid employing the disabled.

Changes in regulations concern also formula of granting (for instance by PFRON) of financial means for institutions deciding to employ a disabled person. Current regulations are so constructed that employer after a dozen or so attempts to receive means on adapting of a job position for the disabled, discouraged resigns from such type of support. These experiences close more and more the work market for the disabled.

The next stereotype sticks in attitude to looking for a work for the disabled. It almost became a rule, that they ask about offers addressed clearly to them, what limits their opportunity to find work. Regardless of fitness degree they should answer to every offer, where of employer's requirements cover with qualifications and skills of candidate and with character of work to be performed comes within possibilities of the given person unless there is a clear stipulation concerning very good state of health.

Disability is very complex issue. Disability may be assessed not only from the point of view of medical criteria but also of social ones. It is sad that generally perceptible are the medical criteria , and they usually interfere honest, reliable and competent performance of work the least. The matter to change mentality needs time, patience, tenacity and consequence, and the disabled people certainly possess the traits.

5. Affirmative actions

Campaign FULLY FIT AT WORK

In 2005 Government Plenipotentiary for the Disabled took honorary under his wings the Poland wide information – promotional media campaign “Fully Fit at Work” for employment of the disabled. The campaign was a common initiative of Government Plenipotentiary and of the Integration Friends Association.

MAIN GOALS OF THE CAMPAIGN:

- breaking of a negative stereotype on the disabled person – a useless one -in mentality of employers and fully fit employees as well,
- boosting employers’ interest in engaging disabled workers – breaking mental resistances, passing on information about benefits resulting form engaging of the disabled and also passing on of knowledge on needs, possibilities and occupational achievements of the disabled,
- building up good atmosphere among fully fit workers for cooperation with the disabled
- activation of unemployed disabled which for the first time enter the work market or which were unemployed for a long time

Potential employers and disabled were the main receivers of the campaign. Except for communication about financial benefits resulting from employment of disabled, campaign showed how to break the fear related to employment of the disabled and persuaded that this kind of actions belong to good business practice.

The Campaign encouraged the disabled to enter active occupational life.

Unfortunately no data about effectiveness of the campaign was published, but it does not mean that it was not necessary because change of mentality follows very slowly and requires a lot of actions like this one.



"ICEBREAKERS 2006"

Objective of the Competition Icebreakers announced by Polish Organization of Employers of the Disabled was including but not limited to breaking down barriers and prejudices, breaking the ice. This is the first action of this type aimed directly at businessmen. Its goal is to propagate a responsible personnel policy, to break social stereotypes and to promote the employers, which present a responsible attitude to occupational rehabilitation issue, worthy to be imitated. Organizers want to show that there are employers for whom, despite of many stereotypes and legal barriers, employing the disabled is not an obstacle in achieving economical success of the company.

The competition awarding the most socially sensitive businessmen

(and encouraging others to imitate them) is addressed to all employers.

Very important action taken on behalf of employment of the disabled is a Project completed within an European EQUAL program: " Labor Union Promotion and Protection of Equal Rights for the Disabled in Employment" (ZORON)

Employment of a disabled person on opened work market is the main goal of ZORON project.

ZORON Project is created by 9 partners. There are institutions representing different groups among them: the disabled, employers, trade union activists and also scientists. This wide range of partners' actions enables to achieve the main goal.

Completion of ZORON project's goal has to ensure among others limitation of discrimination for the disabled in employment though creation and implementation of the model for equal rights culture for the disabled on open work market, increased participation of the disabled in employment under equal rights in enterprises of open work market, increased level of social acceptance in plants for employment and kept employment of the disabled or introduction of tools for protection against losing work of employees with hidden or acquired disability.

50 sites from the whole Poland take part in the project. Whereas participation of the disabled in the project enables to establish Clubs for Occupationally Active Persons.



ZORON project is a chance for disabled person to have a normal life. Life, where the possibility to complete a work satisfies human natural need of occupational activity.

Opening slightly the door to plants on the open work market for the disabled is the condition for of social existence, in society where there is no discrimination and its members have equal chances to live on a fair level.

The project is underway of completion.

6. Collective agreements and cross- sectional means as means for integration

Polish government is constitutionally obliged to lead the social dialog. Different and equal partners take part in it, where none of them dominate with status, none of interests is from the force of law more important than the others, where law of stronger does not function, where differences in opinions are leveled as a result of mutual concessions.

Partners of social dialog are: self – government organs, occupational self – government organs, trade unions, employers’ organizations and also other social organizations and representatives of occupational and creative environments.

Trilateral Commission for Social – Economical Affairs is an organizational hard core of social dialogue in Poland.

Trilateral Commission has referenced competences in 2 domains only: in establishing of payrise indicators in enterprises and in budget area, and in initial works on national budget as well. Furthermore Commission has the right to express the opinion in every issue with great economical and social importance, when it recognizes, that its solution is crucial for keeping of social calm.

Social agreements concluded with trade unions and employers' organizations have also influence on situation of the disabled in Poland. However, until now, concluded corporate agreements do not contribute in a considerable way to better integration of the disabled in enterprises and public sector.



STATISTIC DATA ABOUT EMPLOYMENT AND UNEMPLOYMENT OF THE DISABLED.

1. Number of the disabled (unemployment index, the most often occurring handicaps...); Number of enterprises employing the disabled

There is over 5.5 million of the disabled in Poland. Majority of the disabled – 84% - earning their living from social allowances: pensions, retirements and allowances. For 8% of this population only, work is the main source of living off and the next 8% is supported by other people, not possessing their own means for living.

Since many years , occupational activity index of the disabled decreases. In the first quarter of 2005 it amounted to 15,7%. Also employment index decreases – to 12,8% in the first quarter of 2005.

There was a clear increase of the disabled unemployment rate to 19,6% in 2004. (18,5% in the first quarter of 2005). Above all alarming is unemployment rate among the disabled at production age- 22,6% in 2004 (20,8% in the first quarter of 2005). Finding work for people with mental handicap is still the most difficult task.

Definitely major form of employment for the disabled is engaging in sheltered workshops (200 thousand in the first half-year of 2004, in the second half-year- decrease to about 190 thousand people). The right for monthly salary subsidizing of the disabled at production age, implemented since January 2004, resulted in increased interest of employers from open work market (increase of applications from about 2000 – 3000 employers at the beginning of 2004 to about 4400 employers in June 2005).

Construction of “Sheltered Workshop” which received special tax privileges from authorities, so as to encourage employers to engage the disabled, was created specially for them.

Majority of employees are individuals having decision about slight or equal degree of disability (about 66%) and individuals permanently disabled (60%). Over 88% of employees are characterized by limited fitness, the most often in consequence of motor organs injuries, circulatory system diseases and neurological diseases. Thus it can be stated that limitations in mental and psychological abilities, particularly in connection with limited fitness minimize chances of finding work. One states generally that mentally ill, mentally handicapped, diabetes or epileptics have the biggest obstacles to find job. The fact, that over a half of them (55%) considers the possibility of worsening of the present state of disability, one in ten does not know how his disability will develop, poses a certain risk for possibilities of further performance of work by the disabled. Social and population structure of working disabled is generally very similar among men and women. Thus sex does not distinguish clearly working groups neither in criteria of type and group of disability, degree of disability, nor in criteria of education level or age. The disabled work mainly in private sector (about 90%).

Except agriculture (61% of all working) there are plants running industrial food processing (about 21% of working), trade and repairs (13%) and service for real estate and companies operation (5%). These four types of activity give work to 79% of all working disabled. These are generally small plants, in which the number of working does not exceed 10 people (63%), seldom big plants (over 100 working) – about 13%. Almost 86% of the disabled have full time work, and not much above 14% casual labor. Only 29 thousand of working disabled (wherein 20 thousand men) declared, that they are looking for other job (5% of employees). The main reason for looking for a job is expectation better financial conditions (59%). It becomes understandable, when we point out the fact, that about 51% of working disabled assess their earnings as bad or very bad, and further 40% as average.

As a result only part of people having bad earnings decided to look for other work.

It cannot be also excluded that generally difficult situation on the Polish work market, discourages the disabled from looking for other work. All the more, that over 85% of employees are at non mobile age (above 45 years) and is characterized by 20 years of work experience at least, what is not always an asset in looking for a new work presently.



GOOD PRACTICES IN ENTERPRISES:

1. Enterprises employing the disabled [short description of current situation; aspects of management; equipment of workplaces; the role of trade unions in better integration of the disabled]

INTEGRALIA FOUNDATION was established by **Ergo Hestia S. A. Group** – subject on insurance market with seat in Sopot. The main goal of the foundation's activity is to enable to skilled disabled a start of occupational career. Foundation cooperates with academies – also foreign, employers by means of organizing practices, placements, workplaces for the disabled along with their adaptation so as to achieve this objective. Employers can get information on such issues as employment and adaptation of workplaces for the disabled and receive also legal advice. There are also organized different activating training courses for unemployed disabled.

BANK OF SOCIAL – ECONOMICAL INITIATIVES BISE in cooperation with of Integration Friend Association organized the series of monthly free of charge placements for the disabled. Project is a response to the lack of initiatives of this type addressed to the disabled in our country. The disabled (with different type and degree of disability) take practices in Commercial Department, Accounting Department, Marketing Department, in Warsaw, in the Headquarter.

DR IRENA ERIS Company was rewarded by European Commission as an example of Polish company from the MŚP group for creation friendly workplaces

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The enterprise completes following activities:

- the company employs the disabled
- employees can make use of loans under specified rules, of subsidizing of rehabilitation holidays for themselves or their relatives

- training program "Management Laboratory Eris" is completed for employees of all levels
- within the activity of the Training Centre Dr Irena Eris occupational – developing training courses for employees, cooperatives and clients are conducted
- subsidizing of education for employees in high schools a. universities,
- company engaged consulting and nursing room on the area of the company to take care of employees' health
- periodical examinations and vaccinations against flu are made, women have additionally ensured gynecological care – financed by the company
- production lines are equipped with ergonomically designed chairs,
- employees take advantage of special discounts on services in Cosmetic Institutes Dr Irena Eris and in SPA Hotel Dr Irena Eris in Krynica Zdrój as well.

Developed based on following materials:

<http://www.mpips.gov.pl>

<http://www.pfron.org.pl>

<http://www.niepelnosprawni.info>

<http://www.pelnosprawniwpracy.pl>

<http://www.bezbarier.pl>

<http://www.praca.pl>

<http://www.pracodawca.net>

<http://www.lodolamacze.info>

<http://www.kigr.pl>

<http://www.zpchr.pl>

<http://www.zoron-equal.pl>





<http://www.eu-integra.org>

<http://www.porozumienie.com.pl>

<http://www.ozon.org.pl>

<http://www.poPON.pl>

<http://www.kpp.org.pl>

<http://www.prywatni.pl>

<http://www.integracja.org>

<http://www.idn.org.pl/sonnszz>

<http://www.stat.gov.pl>

