



## Report on the employment of disabled people in European countries

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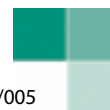
### Background:

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).

The first version of the report was published in 2008. This is the second version of the report updated with information available up to November 2009.



## Summary of changes since 2008

### New quantitative data:

The Czech statistical data on disability and employment are limited. The statistics provide only overall information on number of persons with disability registered as unemployed and number of vacancies suitable for persons with disabilities and number of persons with disabilities eligible for one vacancy. With regards to where persons with disabilities are employed, there are only statistical data available on new work places in sheltered workshops. Similarly, there is no overall data on fulfilment of the quota.

	2005		2006		2007		2008			
	Frequency	%	Frequency	%	Frequency	%	Frequency	%		
<b>Unemployed persons in total</b>	510 416	100%	448 545	100%	354 878	100%	352 250	100%		
<b>Unemployed persons with disabilities</b>	75 316	14,8%	71 318	15,9%	65 216	18,4%	61 136	17,4%		
<b>Harmonized rate of unemployment processed by EUROSTAT</b>	<b>CR</b>	-----	7,8%	-----	6,7%	-----	4,7%	-----	4,4%	
	<b>EU (25)</b>	-----	8,3%	-----	7,5%	-----	6,9%	-----	7,1	
<b>Vacancies in total</b>	52 164	100%	93 425	100%	141 066	100%	91 189	100%		
<b>Vacancies suitable for persons with disabilities</b>	1 802	3,5%	3 170	3,4%	4 568	3,2%	3 290	3,6%		
<b>Number of persons with disabilities per 1 vacancy</b>	41,8	-----	-	-----	22,5	-----	-	-----	18,6	-----

Source: Ministry of Works and Social Affairs' Statistics, 2005 - 2008

The table demonstrates indicators such as the number of persons unemployed in a whole population or the rate of unemployment. Both have shown a decreasing tendency in years 2005 – 2008, whereas in the population of people with disabilities unemployment has stagnated or even slightly increased. The number of unemployed people evidenced by labour offices in the Czech republic has decreased and the number of unemployed individuals with disabilities has increased. It is also necessary to point out that labour office evidence of unemployed persons with disabilities is not comprehensive, as the group of people who receive Full Disability Pension is not obliged to register at the labour office. It can be therefore assumed that there are even more unemployed people with disabilities than the evidence of the labour office shows.

### New policy changes:

National Plan for the Support and Integration of Persons with Disabilities 2006 – 2009. The Plan was adopted by Government Resolution No. 1004 of 17 August 2005.

In 2010, a new disability policy plan will be introduced. It is expected that the Government will significantly change the structure used in the plan 2006 - 2009. The Declaration of Rights of Persons with Disabilities, OSN 2007 article 27 will be a primary source and a guideline in drafting the plan. The first draft is due in March 2010.

**New research evidence:**

In 2008, the National Board of Persons with Disabilities conducted a survey on employment of persons with disabilities in public administration.

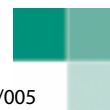
The survey shows that most of the ministries, regional authorities and municipalities fulfil their duties given by the law. The Act No. 435/2004 Coll. On Employment stipulates that companies employing over 25 employees must employ 4% workers with disabilities.

The Board concludes that employment of persons with disabilities employed by public administration is constantly increasing. Most of the ministries, regional authorities and municipalities employ persons with disabilities directly or indirectly (for example buying products from sheltered workshops); only a few contribute financially to the state budget instead of providing direct or direct employment.

<http://www.nrzp.cz/tiskova-zprava-k-zamestnavani-osob-se-zdravotnim-postizenim--721/>

**The economic crisis:**

It is evident that the economic crisis has had a negative impact on employment of people with disabilities. Václav Krása, chair of the National Board Reports indicates that there are no places suitable for persons with disabilities.



## PART ONE: GENERAL EVIDENCE

### 1.1 Academic publications and research reports (key points)

In May 2008 the Czech Statistical Office published a document “Results of Selected Report on People with Disabilities 2007”. It is the first and only survey conducted across various sectors of life of people with disabilities. The report revealed that there are 60% of men with disabilities who are active in employment and only 40% women. However, the report does not offer any concrete recommendations for positive action.

#### “Medium-Term Conception of State Policy towards People with Disabilities”, June 2004

The Government accepted the Medium-Term Conception of State Policy towards People with Disabilities 2004 – 2009 (hereafter, Medium-Term Conception) in June 2004. The Medium-Term Conception contains suggested changes to State support in the area of employment, including an increase in the number of active employment services, and identifies necessary financial resources for the maintenance of a new system of state support subsidies for the employment of people with disabilities. The conception prioritises the employment of people with disabilities in the open labour market and sets as a long-term goal the creation of inclusive workplaces. It also stipulates the need to create incentives for firms with less than 25 employees to employ people with disabilities (to whom the quota law does not apply).

#### Research needed:

According to policy documents labour offices should play a significant role in counseling for persons with disabilities. However, it is argued that people with disabilities rarely contact labour office and people living in large residential institutions in particular do not benefit from this. Research is therefore needed to analyze the current role, use and effectiveness of labour offices and to propose suggestions for positive change.

### 1.2 Employment statistics and trends (key points)

Data on employment of disabled people are available at The Ministry of Labour and Social Welfare and the Czech Statistical Office. Data is readily accessible via the internet.

However, comprehensive and valid statistical data on the numbers of people with disability and impairment categories are still not available and estimates rely on sample inquiries and studies. The Czech employment statistics system does not gather concise data according to categories of disabilities or ethnic minorities.

#### Unemployment of persons with disabilities in the Czech Republic

	2005		2006		2007		2008	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
<b>Unemployed persons in total</b>	510 416	100%	448 545	100%	354 878	100%	352 250	100%
<b>Unemployed persons with disabilities</b>	75 316	14,8%	71 318	15,9%	65 216	18,4%	61 136	17,4%
<b>Harmonized rate of unemployment processed by EUROSTAT</b>	CR	7,8%	6,7%	4,7%	4,4%			
	EU(25)	8,3%	7,5%	6,9%	7,1%			
<b>Vacancies in total</b>	52 164	100%	93 425	100%	141 066	100%	91 189	100%
<b>Vacancies suitable for persons with disabilities</b>	1 802	3,5%	3 170	3,4%	4 568	3,2%	3 290	3,6%

<b>Number of person with disabilities per 1 vacancy</b>	41,8	-----	22,5	-----	14,3	-----	18,6	-----
				-		-		-

Source: Ministry of Works and Social Affairs' Statistics, 2005 – 2008

The table demonstrates that the total number of unemployed persons decreased between 2005 – 2008. However, for the population of people with disabilities employment has remained the same or slightly increased. Czech republic labour offices report that the number of unemployed people has decreased and the number of unemployed individuals with disabilities has increased. It should also be pointed out that the labour office evidence on unemployed persons with disabilities is not comprehensive as people who receive Full Disability Pension are not obliged to show evidence of this at labour offices. It can be therefore be assumed that there are more unemployed people with disabilities than the labour office evidence shows.

### New research evidence:

In 2008 the National Board of Persons with Disabilities conducted a survey on the employment of persons with disabilities in public administration. The survey shows that most of the ministries, regional authorities and municipalities fulfil their legal duties. The Act No. 435/2004 Coll. on Employment stipulates that employers with more than 25 employees must employ 4% of people with disabilities. The Board concludes that employment of persons with disabilities employed in public administration is constantly increasing. Most of the ministries, regional authorities and municipalities employ persons with disabilities directly or indirectly (for example by buying products from sheltered workshops). Only a few contribute financially to the state budget instead of directly or indirectly employing disabled people.<sup>1</sup>

## 1.3 Laws and policies (key points)

### Policy Documents

The Joint Inclusion Memorandum<sup>2</sup> (JIM) (2003) recommends the improved preparation of disadvantaged groups of students (including people with disabilities) from mainstream and special schools for employment in the labour market.

The “National Plan on the Equalisation of Opportunities for Persons with Disabilities” (hereafter, National Disability Plan), which was first introduced in 1998 and last amended in 2007, is an important strategic Government document in the area of disability. It sets out a series of measures that aim to improve the position of people with disabilities.<sup>3</sup>The Government Board for People with Disabilities is the governmental body primarily responsible for the preparation of the National Disability Plan and for monitoring its implementation. The Government consulted widely before adopting each of the National Disability Plans. Public discussions were held and comments and suggestions were solicited prior to the adoption of the plan. The views of some stakeholders were exchanged in journals of education, health and social care. Draft proposals for each plan were also submitted to an “internal suggestion” procedure, whereby they were sent to relevant Government bodies and State or public organisations (such as trade unions), for comments.

The National Disability Plan is a Government resolution and is therefore not a legally binding document. It sets broad goals for the different ministries but the Government has not established an enforcement mechanism for its implementation.

<sup>1</sup> <http://www.nrzp.cz/tiskova-zprava-k-zamestnavani-osob-se-zdravotnim-postizenim--721/>

<sup>2</sup> [http://ec.europa.eu/employment\\_social/spsi/docs/social\\_inclusion/cz\\_jim\\_en.pdf](http://ec.europa.eu/employment_social/spsi/docs/social_inclusion/cz_jim_en.pdf)

<sup>3</sup> <http://www.vlada.cz/scripts/detail.php?id=3934>



Also relevant is the "Medium-Term Conception of State Policy towards People with Disabilities 2004 - 2009, which prioritises the employment of people with disabilities on the open labour market and sets as a long-term goal the creation of inclusive workplaces. The Medium-Term Conception suggests changes to State support in the area of employment, including an increase in the number of active employment services, and identifies the necessary financial resources for the maintenance of a new system of support. The conception prioritises the employment of people with disabilities on the open labour market and sets as a long-term goal the creation of inclusive workplaces. It also states the need to create incentives for firms with less than 25 employees (to whom the quota law does not apply) to employ people with altered working capacity.

In 2010 a new national disability policy plan will be introduced. It is expected that the Government will significantly change the structure used in the plan 2006 - 2009. The Declaration of Rights of Disabilities, OSN 2007, article 27, will primarily serve as a guideline in drafting the plan. The first draft is due in March 2010.

## Legislation

Amendments to the Labour Code in 2004 introduced a definition of direct and indirect discrimination in employment. The most important legislation on the employment of people with disabilities is the Law on Employment, which entered into force in 2004 and established the responsibilities of employers towards people with disabilities. As with the Labour Code, the law on employment distinguishes between direct and indirect discrimination.

The main ways in which the Government presently encourages the employment of people with disabilities is through a quota system and State subsidies. The Law on Employment 2004 established a quota requirement for firms and organisations that employ more than 25 employees. Employers must ensure that four per cent of their workforce consists of people with disability. The quota requirements are the same for the public and private sectors.

To meet the quota requirement, firms may instead commission goods from employers whose workforce is made up of at least 50 per cent of employees with altered working capacity or people at a disadvantage on the open labour market.

The final option for firms avoiding the quota system is to make payments to the State budget. In practice, most employers currently choose this option, as this is the least expensive and most convenient. However, under the Law on Employment 2004, for each non-fulfilled quota place, payments to the State budget are now equivalent to 2.5 times the average monthly wage.

Employers who do not meet the quota requirement in one of these three ways can be penalised by labour offices.

In accordance with the Law on Employment 2004, State subsidies are also available for supported employment agencies. This law also increased the level of funding to sheltered workshops. Nevertheless, it does not provide adequate incentives (tax advantages or subsidies) for the employment of people with disabilities in small and medium-sized enterprises, which are not covered by the quota system.

The State also reimburses firms for capital expenditures that are directly connected to manufacturing programmes that engage people with disabilities, such as for sheltered work positions and sheltered workshops. A sheltered work position is one created by an employer for an individual with a disability based upon a written agreement with the Labour Office and it must be maintained for at least 2 years from the day specified in the agreement. A sheltered workshop is an employer's work unit in which a minimum of 60 per cent of the employees are persons with disabilities.



The Labour Office may award an employer a contribution towards the creation of a sheltered work position and a sheltered workshop. An employer who provides training for disabled individuals may receive full costs of such training for disabled individuals, from the Labour Office. An employer who employs more than 50 per cent persons with disabilities, out of the total number of employees, is entitled to a contribution.

In creating public works and other socially useful job opportunities, preferential treatment is given to people identified as “extremely difficult to place on the open labour market”. The Ministry of Labour and Social Affairs subsidises the salaries for public works and socially useful jobs. An employer may establish public works or a socially useful job opportunity through a contractual agreement with a labour office; municipalities also establish such positions.

Employers of people with disabilities may also benefit from tax deductions. The total available tax deduction depends primarily on the number of people with disabilities and the legal status of the employer (a corporation or a given person). However, the amount of the tax deductions is not much of an incentive for firms.

This current system (Law on Social Insurance No. 155/1995 Coll., Edict No. 284/1995 Coll.) of assessment for the purpose of disability pensions has been based on a negative assessment of working incapacity. The system has been criticised as old and not reflecting developments in medical sciences related to disability, assessment and rehabilitation. Therefore a new law No. 306/2008 Coll. will come into force on January 1, 2010. The main aim of the new law is to refine the system of medical assessment of disability towards a positive evaluation of the remaining working capacity of a person, reflecting developments in medical science since the old Law came of 1995. Two former levels of disability (partial and full disability) will be replaced by three levels of disability (invalidity).

This change will not have any effect on the amount of pension an individual receives. However, it is expected that fewer people will be eligible for disability pensions. It is therefore important to provide support in employment services, for example employment rehabilitation, for those persons with disabilities who will no longer be eligible for disability pensions and those who will be eligible for lower disability pensions.

### **European Union’s Council Directive 2000/78/EC**

The Czech Republic has fully complied with the provisions of the European Union’s Council Directive 2000/78/EC of 29 June 2000, implementing the principle of equal treatment between persons irrespective of racial or ethnic origin (hereafter, Equality Directive); and the Council Directive 2000/78/EC of 27 November 2000, establishing a general framework for equal treatment in employment and occupation (hereafter, Employment Directive).

The decision to introduce a single general law on equal treatment and protection from discrimination was taken only after lengthy discussion in the Czech Republic on how best to bring existing legislation in line with the provisions of the two directives.

The General Law on Equal Treatment and Protection against Discrimination, No. 198/2009 Coll., which explicitly prohibits discrimination on the grounds of disability was passed by the Parliament in 2009 and came into force in September 2009. It is the first comprehensive antidiscrimination law. The ombudsman is responsible for implementation of the law. His task is seen mainly to be monitoring and reporting and not direct support for the victims of discrimination (e.g. writing complaints, actions).



## 1.4 Type and quality of jobs (summary)

### Employment in the open labour market and sheltered employment

The Czech Republic belongs to the countries with the highest share of people with disabilities in ordinary employment. Data indicate that in the Czech Republic the highest share in ordinary employment is mainly those who are “not severely disabled”

Within sheltered workplaces, Czech legislation does not clearly distinguish between employment and unpaid vocational therapy. The various sources of funding for sheltered workshops are also poorly coordinated. People with more severe and/or intellectual disabilities are mainly employed in sheltered workplaces established by NGOs, which are more focused on social and vocational rehabilitation than on income generation. Here, employees often do not have an employment contract and do not receive a wage; in some cases, they may even need to pay a fee to attend. A second type of sheltered workplace is operated by large for-profit enterprises, which receive funding from labour offices. People in these workshops mainly receive the minimum wage and have an employment contract. The third type of workplace is that established in residential institutions for people with disabilities. However, the conditions under which residents within institutions work are poorly regulated. Therefore there is much variation in:

- Different industries or employment sectors
- Full-time or part-time work
- Public or private sector employment
- ‘Training’ placements vs. ‘real’ (paid) jobs

The Law on Employment 2004 treats the service user as a partner who, together with a labour office, will decide on the form and content of vocational rehabilitation. Vocational rehabilitation services are to be tailored to the individual; primarily through the development of “individual vocational rehabilitation plans” prepared in cooperation with an “expert group”. The composition of the expert groups however is not multidisciplinary. Moreover, under this law, labour offices can contract out vocational rehabilitation services to NGOs and other service providers. With its emphasis on partnership and an individualised approach, if the new law is to benefit people with disabilities, labour office personnel need to undergo training to acquire new skills and attitudes, in particular: patience, using simple, clear language in speech and writing, and cooperation with parents and support persons.

The composition of the expert group is one of the most controversial aspects of the Law on Employment 2004. The expert group consists of NGO representatives and employers with workforces composed of more than 50 per cent people with disabilities. During preparation of the law it was proposed that the expert group be multidisciplinary, comprised of a medical doctor, representative of municipality, psychologist, and an expert on vocational rehabilitation, but unfortunately this is not the case (Šiška, 2005). Assessments are over-medicalised and not multidisciplinary. They do not adequately take into account the capabilities and employment potential of people with disabilities. In addition, there is a lack of coordination between all relevant sectors. The application procedures for employment services and for the various available social benefits are overly complicated, and the decision-making process is not sufficiently transparent.

In 2008 The National Board of Persons with Disabilities conducted a survey on the employment of persons with disabilities in public administration. The survey shows that most of the ministries, regional authorities and municipalities fulfil their duties given by the law the Act No. 435/2004 Coll. On Employment, which stipulates that companies employing over 25 employees must employ 4% workers with disabilities. The Board concludes that the employment of persons with disabilities in public administration is constantly increasing.





Most ministries, regional authorities and municipalities employ persons with disabilities directly or indirectly (for example buying products from sheltered workshops) and only a few contribute financially to the state budget instead of providing direct or direct employment (The National Board of Persons with Disabilities, 2008, Survey on Employment of Persons with Disabilities in Public Administration Agencies).



## **PART TWO: SPECIFIC EXAMPLES**

### **2.1 Reasonable accommodation in the workplace**

The results of a Selected Report on People with Disabilities 2007 have indicated that accessibility and the availability and choice of technical aids for people with disabilities is limited .

New Edict No. 492/2006 Coll. to the New Law on Building No. 183/2006 Coll. came on force in January 1, 2008 and was implemented in 2009, since it was necessary to update the Edict No. 369/2001 Sb. on general technical requirements. The purpose of the Edict No. 492/2006 Coll. is to ensure use of buildings by persons with mobility and orientation limitations. It has been implemented as the new law No. 183/2006, which came into force in January 2007. The edict contains instruments for designing and constructing buildings (such as for example labour offices) for persons with physical disability and visual impairments. The Edict No. 492/2006 Coll. is not a revolutionary new development. It is based on experience of implementing the previous Edict.

### **2.2 Other activation policies**

Supported employment is a relatively new scheme implemented in the Czech Republic. Supported employment services, provided by NGOs, are already available in all the regions of the country, and provide people with disabilities with the support they need to secure and maintain employment in a mainstream environment. Importantly, since the Law on Employment 2004 now makes State subsidies available for providers of supported employment services, these services should become more widely available. This funding is available within the framework of vocational rehabilitation services. However, the new law does not specifically mention the supported employment methodology, and implementing legislation is not yet in place.

### **2.3 One example of best practice**

#### **Project "Fighting for our Rights"**

In the period 2004 – 2006, European NGOs of persons with disabilities and their families (Inclusion Together) with their national partners (Inclusion Czech Republic) conducted a project "Fighting for our Rights!" (FFOR).

The project was focused on:

- Analysis of how the concepts relevant for persons with intellectual disability included in the Directive had been transposed and defined in national law.
- Analysis of the conditions and procedures under which legal action can be undertaken at national level to help people with intellectual disability to claim their rights.
- Analysis of how the European Institutions should enforce a complete and meaningful implementation of the Directive.
- Development of a comprehensive partnership with actors at different levels.
- Providing accessible information for people with intellectual disability on their rights and how to claim them effectively using existing non-discrimination legislation.
- Training of disability activists and advocates at local, national and European levels in the use of non-discrimination legislation.
- Identifying and supporting potential plaintiffs with intellectual disability in defending their rights.
- Cooperating with European Institutions to the greatest possible extent in ensuring a full transposition of the Directive into national law, both of the present Member States and the accession countries.



The overall purpose of the whole project was to influence the implementation process of the Employment Framework Directive (Council Directive 2000/78/EC) in order to maximize its positive effects for people with intellectual disability. The project promoted the establishment of a code of good practice on implementation of the directive.

The FFOR project consisted of two phases:

1. The preparatory phase, or Phase I, started on 1 March 2004 for a six-month period.
2. The implementation phase started on 1 December for a two year period. The project continued until the end of 2006.



## PART THREE: SUMMARY INFORMATION

### 3.1 Conclusions and recommendations (summary)

The Czech Republic has comprehensive anti-discrimination legislation, which ensures protection from discrimination for people with disabilities. The Government adopted the General Law on Equal Treatment and Protection against Discrimination to ensure that it specifically prohibits discrimination on the grounds of disability and it includes a definition of disability.

It is recommended that the supply of counseling and vocational training programmes for job applicants who experience particular difficulties in finding a job should be expanded, according to their needs (persons with intellectual disabilities in particular). The Government should also ensure that employment services are more widely available and accessible.

According to policy documents, labour offices should play a significant role in counseling for persons with disabilities. However, it is argued that people with intellectual disabilities, in particular people living in large residential institutions, rarely contact labour offices. Research is therefore needed to analyze the current role, use and effectiveness of labour offices and to propose recommendations for positive change.

### 3.2 References

Study Of Compilation Of Disability Statistical Data From The Administrative Registers Of The Member States Study Financed By Dg Employment, Social Affairs And Equal Opportunities (Contract No Vc/2006/0229 – Eur 363,268.42), Applica & Cesep & European Centre, Final Report, November 2007, [http://ec.europa.eu/employment\\_social/index/comp\\_disb\\_final\\_en.pdf](http://ec.europa.eu/employment_social/index/comp_disb_final_en.pdf)  
Czech statistical office: <http://www.czso.cz/>

Ministry of Labour and Social Affairs: <http://www.mpsv.cz>

Publication: <http://www.czso.cz>

Statistical Yearbook of Labour Market in the Czech Republic

Results of Selected Report on People with Disabilities 2007,  
[http://www.czso.cz/csu/2008edicniplan.nsf/t/4100269DD7/\\$File/3309083.doc](http://www.czso.cz/csu/2008edicniplan.nsf/t/4100269DD7/$File/3309083.doc)

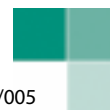
Project “Fighting for our Rights”, <http://www.inclusion-europe.org>  
European Commission, *Annual Report on Equality and Non-discrimination 2006*, DG Employment and Social Affairs, European Commission, available on the commission website at: [http://ec.europa.eu/employment\\_social/fundamental\\_rights/pdf/pubst/poldoc/annualrep06\\_en.pdf](http://ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/poldoc/annualrep06_en.pdf)

ILO, *National Labour Law Profile: Czech Republic*, ILO International Observatory of Labour Law, section on Equal Treatment

National Plan for the Support and Integration of Persons with Disabilities 2006 – 2009 adopted by Government Resolution No 1004 of 17 August 2005: <http://www.nrzp.cz/strednedoba-koncepce/>

ŠIŠKA, Jan. Nový zákon o zaměstnanosti a začleňování osob s postižením do světa práce. [New law on employment and access of persons with disabilities to the world of work]. *Speciální pedagogika*, 2005, roč. 15, č. 1, s. 31-35. ISSN 1211-2720.

The National Board of Persons with Disabilities, 2008, Survey on Employment of Persons with Disabilities in Public Administration Agencies. <http://www.nrzp.cz/tiskova-zprava-k-zamestnavani-osob-se-zdravotnim-postizenim-721/>



## Annex 1: quantitative data on the employment of disabled people

Year:	Absolute? (N)	Percentage (%)	Change (from previous year)
<b>Disability rate (2006)</b>	1 015 548 <sup>4</sup>	9,87%	
<b>Activity rate of disabled people</b>	'no data available'	'no data available'	'no data available'
<b>Inactivity rate of disabled people</b>	'no data available'	'no data available'	'no data available'
<b>Employment in open labour market</b>	'no data available'	'no data available'	'no data available'
<b>Employment in sheltered workshop</b>	'no data available'	'no data available'	'no data available'
<b>Reason for leaving the labour market due to disability or long standing health problem</b>	'no data available'	'no data available'	'no data available'

Year:	% Permanent	% Temporary
<b>Permanent contracts vs. short term contracts</b>	'no data available'	'no data available'

Year:	% Full-time	% Part-time
<b>Full time vs. part time jobs</b>	'no data available'	'no data available'

Year:	Public sector	Private sector	(e.g. comment or give % employers meeting obligations?)
<b>Fulfilment of employment quota (if it exists)</b> An employment quota does exist (every employer employing more than 24 employees has to employ 4% of disabled persons or it can buy products or services from employers employing more than 50% of disabled or it needs to pay reimbursement to the state budget), but there is no statistics that reflect its fulfilment.			

<b>Participation in training of disabled people</b>	7488 (2008) 7869 (2007) 6010 (2006)	<b>(e.g. comment or give number of people participating in vocational or work-related employment)</b> <b>Number of people with disabilities involved in</b>
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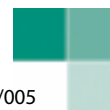
<sup>4</sup> Český statistický úřad. *Výběrové šetření zdravotně postižených VŠPO 07. [Sample Survey of people with disabilities in the Czech Republic]* [online]. 2007.



		<b>vocational rehabilitation programmes or work retraining programmes only<sup>5</sup></b>
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<sup>5</sup> Available at Ministry of works and social affairs web pages: <https://portal.mpsv.cz/sz/stat/rek>



## Annex 2: 2008-9 laws and policies on the employment of disabled people

<b>Name of law:</b>	Antidiscrimination Law No. 198/2009 Coll.
<b>Date of entering into force:</b>	September 1, 2009
<b>Objective:</b>	Since the Czech Republic started negotiating procedures for full membership of the European Union there has been effort to introduce an anti-discrimination law. In September 2009 the antidiscrimination law No. 198/2009 Coll. came into force. Discrimination in areas such in accessing employment, business, education, health care, social aids and housing are included in the act. Disability is included as a ground for discrimination in the act. Disability as such is defined. The ombudsman is responsible for implementation of the law.
<b>Impact assessment (positive/negative):</b>	First comprehensive antidiscrimination law. The ombudsman is responsible for implementation of the law. His task is seen as mainly monitoring and reporting and not direct support for victims of discrimination (e.g. writing complains, actions).

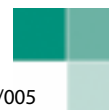
<b>Name of law:</b>	New Edict No. 492/2006 to the New Law on Building No. 183/2006 Coll
<b>Date of entering into force:</b>	January 1, 2008
<b>Objective:</b>	It was necessary to update Edict No. 369/2001 Sb. on general technical requirements to ensure use of buildings by persons with limitations in mobility and orientation. The new law No. 183/2006 came into force in January 1, 2007. The edict contains instruments for designing and constructing buildings (such as for example labor offices) for persons with physical disability and visual impairments.
<b>Impact assessment (positive/negative):</b>	The Edict No. 492/2006 Coll. is not completely new. It is based on experience in implementing <i>the</i> previous Edict.

<b>Name of law:</b>	Proposal of a new edict, which provides an assessment of disability incapacitation and calculates percentages of functional job performance.
<b>Date of entering into force:</b>	
<b>Objective:</b>	<p>The main aim is to refine system of medical assessment of disability, with respect to development in medical sciences since the old edict came into force in 1995 and to reduce number of disability pensions.</p> <p>Two former levels of disability (partial and full disability) have been replaced by three levels of working capacity).</p> <p>All persons with partial or full disability pension will be registered as pensioners by age when they reach 65. Data on disability pensioners after 65 years of age have not been comparable with EU statistics. This has been a requirement of European Union and Eurostat. This change will not have any effect on the amount of the pension for an individual.</p>
<b>Impact assessment</b>	It is important to provide support in employment services



<b>(positive/negative):</b>	(for example) employment rehabilitation) for those persons with disabilities who will no longer be eligible for disability pensions and those who will be eligible for lower disability pension. Positive changes in this respect have not been evident so far.
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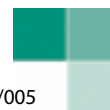


### Annex 3: 2008-9 research/evaluation on the employment of disabled people

<b>Publication details (author, date, title, etc):</b>	Soukup T., Michalička L., Kotíková J.: Classification of PES claimants - solving problems of targeting of active employment policy and counselling. Praha: VÚPSV, 2009. 50 s. ISBN 978-80-7416-027-1. VÚPSV = Research institute for labour and social affairs (abb. RILSA)
<b>Key findings from the research:</b>	Various alternatives for selecting PES claimants are analysed and compared in this study. Claimants are classified on the basis of the individual's risk of becoming long-term unemployed. An assessment carried out by the relevant counsellor may be the most accurate method, however, accuracy and objectivity depend very much on the personality of the counsellor and the amount of time he/she has available. This time-consuming work naturally entails high costs. At-risk groups seem to be inaccurately defined by employment legislation; there is a high degree of heterogeneity within each group. Using time limits would seem to be the most objective method, but it is not possible to use this method in terms of a preventative approach. Finally, statistical profiling would seem to represent the optimal compromise between accuracy, objectivity and costs. Suitably implemented profiling can be used for selecting claimants for zone counselling groups as well as for effective ALMP allocation.
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	Höhne S., Štátná A., Šlapák M., Kozelský T.: Main Economic and Social Indicators of the Czech Republic 1990 - 2008. Bulletin No 24. Praha: VÚPSV, 2009.53 s. ISBN 978-80-7416-033-2. VÚPSV = Research institute for labour and social affairs (abb. RILSA)
<b>Key findings from the research:</b>	This publication has been published annually using whole-year data in the form of long-term time series mostly since 1990. It is a statistical survey of main economic indicators (production, productivity, employment, unemployment, prices, wages, foreign trade and balance of payments) and selected social data. Demographic data and long-term time series of employment by industry.
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	Kulhavý V., Sirovátka T.: The evaluation of efficiency of active employment policy programs and related tools and projects of employment policy in 2007. Praha: VÚPSV. 2008. 145 s. ISBN 978-80-7416-012-7.
<b>Key findings from the research:</b>	The study focuses on the evaluation of the targeting and effects of the active Labour market programs and other projects of Labour market in the Czech Rep. in 2007. The goal is therefore to explore the effects of the programs, the structure of the effects in different groups of unemployed people. The paper focuses the quantitative methods of the social science research to fulfill the goals.

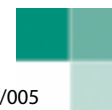


	Authors hold the line of the progress where they emphasize the comparison of risks of the participants and non-participants as the first step, and further they evaluate the efficiency of the programs by comparing the successful participants with those who are not successful. The new method of the study is the application of match pairing. The basic finding is that programs of new job creation have more effect than training.
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	Sirovátka T., Kulhavý V.: Programmes of active employment policy. Evaluation of effects on unemployment in 2006. Praha: VÚPSV – research centre Brno, 2007. 106 s. ISBN 978-80-87007-66-2.
<b>Key findings from the research:</b>	This analytical report deals with evaluation of the Active Labour Markets Measures (ALMMs) in the Czech Republic. Besides effects of different ALMMs (training, activation and subsidized jobs) the influence of program parameters such as subtypes, duration, subsidies or combination of programs are analysed. Effects are perceived in the period of one year and a half after the end of the particular program. The main innovation of the research is the application of the matching pairs methodology. To see the overall effects, the participants are examined at least six months after the end of the program.
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	MPSV ČR. Analýza příčin nízké zaměstnanosti zdravotně postižených žen, závěrečná zpráva pro MPSV ČR – projekt HR137/05. [Analyzing cause of women with disabilities low employment] [online]. 2005. [cit. 2009-07-03]. Dostupné z: < <a href="http://www.vlada.cz/assets/clenove-vlady/ministri-pri-uradu-vlady/michael-kocab/rovne-prilezitosti-zen-a-muzu/dokumenty/Nizka-zam-zdrav-post-zen.pdf">http://www.vlada.cz/assets/clenove-vlady/ministri-pri-uradu-vlady/michael-kocab/rovne-prilezitosti-zen-a-muzu/dokumenty/Nizka-zam-zdrav-post-zen.pdf</a> >.
<b>Key findings from the research:</b>	
<b>Comment or assessment:</b>	

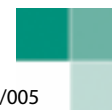
<b>Publication details (author, date, title, etc):</b>	EUROSTAT. Employment of disabled persons (LFS adhoc module 2002). [online]. 2002. [cit. 2009 – 09 – 14]. Dostupné z: <a href="http://epp.eurostat.ec.europa.eu/cache/ITY_SDDS/EN/hlth_empdis_esms.htm">http://epp.eurostat.ec.europa.eu/cache/ITY_SDDS/EN/hlth_empdis_esms.htm</a> .
<b>Key findings from the research:</b>	In order to provide data for the European Year of People with Disabilities 2003, the 2002 European Union Labour Force Survey (LFS) contained an ad hoc module concerning the employment of disabled people. The module consisted of 11 variables dealing with the existence, type, cause and duration of long standing health problem or disability, work limitations (regarding the kind of work or the amount of work, and mobility problems), and assistance needed or provided to work.



	<p>The results refer to persons aged 16-64 years, living in private households. Disabled persons are those who stated that they had a longstanding health problem or disability (LSHPD) for 6 months or more or expected to last 6 months or more.</p> <p>The indicator used is the percentage prevalence of people with disabilities in various socioeconomic groups as well as the percentage distribution of certain characteristics of disability or of certain socioeconomic characteristics among those reporting disability.</p> <p>The survey was conducted in all the 15 old Member States of the EU as well as in 9 at that time acceding or candidate countries (Czech Republic, Estonia, Cyprus, Latvia, Hungary, Malta, Slovenia, Slovak Republic and Romania) and in Norway.</p>
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	<p>Soukup T., Michalička L., Kotíková J.: Classification of PES claimants - solving problems of targeting of active employment policy and counselling. Praha: VÚPSV, 2009. 50 s. ISBN 978-80-7416-027-1.</p> <p>VÚPSV = Research institute for labour and social affairs (abb. RILSA)</p>
<b>Key findings from the research:</b>	<p>Various alternatives for selecting PES claimants are analysed and compared in this study. Claimants are classified on the basis of the individual's risk of becoming long-term unemployed. An assessment carried out by the relevant counsellor may be the most accurate determination method, however, accuracy and objectivity depend very much on the personality of the counsellor and the amount of time he/she has available. This time-consuming work naturally entails high costs. Risk groups defined by employment legislation seem to be inaccurate; there is a high degree of heterogeneity within each group. Using time limits would seem to be the most objective method, but it is not possible to use this method in terms of a preventative approach. Finally, statistical profiling would seem to represent the optimal compromise between accuracy, objectivity and costs. Suitably implemented profiling can be used for selecting claimants for zone counselling groups as well as for effective ALMP allocation.</p>
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	<p>Höhne S., Šťastná A., Šlapák M., Kozelský T.: Main Economic and Social Indicators of the Czech Republic 1990 - 2008. Bulletin No 24. Praha: VÚPSV, 2009.53 s. ISBN 978-80-7416-033-2.</p> <p>VÚPSV = Research institute for labour and social affairs (abb. RILSA)</p>
<b>Key findings from the research:</b>	<p>This publication is published in annually with the whole-year data in the form of long-term time series mostly since 1990. It is a statistical survey of main economic indicators (production, productivity, employment, unemployment, prices, wages, foreign trade and balance of payments) and selected social data.</p>

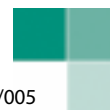


	Demographic data and long-term time series of employment by industry.
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	Kulhavý V., Sirovátka T.: The evaluation of efficiency of active employment policy programs and related tools and projects of employment policy in 2007. Praha: VÚPSV. 2008. 145 s. ISBN 978-80-7416-012-7.
<b>Key findings from the research:</b>	The study focuses on the evaluation of targeting and effects of the active Labour market programs and other projects of Labour market in the Czech Rep. in 2007. The goal is therefore to explore the effects of the programs, the structure of the effects in different groups of unemployed people. The paper focuses the quantitative methods of the social science research to fulfill the goals. Authors hold the line of the progress where they emphasize the comparison of risks of the participants and non-participants as the first step, and further they evaluate factors of the efficiency of the programs by comparing the successful participants with those who are not successful. The new method of the study is the application of the match pairing. The basic finding is the programs of the new jobs creation have higher effects than the training.
<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	Sirovátka T., Kulhavý V.: Programmes of active employment policy. Evaluation of effects on unemployment in 2006. Praha: VÚPSV – research centre Brno, 2007. 106 s. ISBN 978-80-87007-66-2.
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<b>Comment or assessment:</b>	

<b>Publication details (author, date, title, etc):</b>	MPSV ČR. Analýza příčin nízké zaměstnanosti zdravotně postižených žen, závěrečná zpráva pro MPSV ČR – projekt HR137/05. [Analyzing cause of women with disabilities low employment] [online]. 2005. [cit. 2009-07-03]. Dostupné z: < <a href="http://www.vlada.cz/assets/clenove-vlady/ministri-pri-uradu-vlady/michael-kocab/rovne-prilezitosti-zen-a-muzu/dokumenty/Nizka-zam-zdrav-post-zen.pdf">http://www.vlada.cz/assets/clenove-vlady/ministri-pri-uradu-vlady/michael-kocab/rovne-prilezitosti-zen-a-muzu/dokumenty/Nizka-zam-zdrav-post-zen.pdf</a> >.
<b>Key findings from the research:</b>	Main reasons for economic inactivity of persons with disabilities (those who are not employed and those who do not seek employment): personal health conditions not compatible with the demands on person's work productivity, scepticism about finding a job.
<b>Comment or assessment:</b>	



<b>Publication details (author, date, title, etc):</b>	The National Board of Persons with Disabilities, 2008, Survey on Employment of Persons with Disabilities in Public Administration Agencies <a href="http://www.nrzp.cz/tiskova-zprava-k-zamestnavani-osob-se-zdravotnim-postizenim--721/">http://www.nrzp.cz/tiskova-zprava-k-zamestnavani-osob-se-zdravotnim-postizenim--721/</a>
<b>Key findings from the research:</b>	The National Board of Persons with Disabilities conducted in 2008 a survey on employment of persons with disabilities in public administration. The survey shows that most of the ministries, regional authorities and municipalities fulfil their duties given by the law. The Act No. 435/2004 Coll. On Employment Stipulates that companies employing over 25 employees must employ 4% workers with disabilities. The Board concludes that employment of persons with disabilities employed by public administration is constantly increasing. Most of the ministries, regional authorities and municipalities employ persons with disabilities directly or indirectly (for example buying products from sheltered workshops), only few contributes financially to the state budget instead of providing direct or direct employment.
<b>Comment or assessment:</b>	