For the disabled

Data publikacji: 29.09.2019 Data modyfikacji: 29.09.2019 Departament Rynku Pracy MRPiPS

Who is a disabled person?

A disabled person is the one whose physical, psychological or mental state hampers, limits or prevents performance of social roles permanently or temporarily, including but not limited to the abilities to do a job, if s/he obtained a relevant certificate.

How can you obtain a disability degree?

A disability degree certificate is granted by competent evaluation boards on the request of the interested person. They include poviat and voivodeship disability evaluation boards (the latter is a second-instance institution for appeals)

There are three disability degrees:

- Significant disability degree corresponding to the first disability class,
- Moderate disability degree corresponding to the second disability class,
- Light disability degree corresponding to the third disability class.

What assistance can be expected by a disabled person registered in the Labour Office?

A disabled person can be registered in the Poviat Labour Office as:

- **An unemployed person** — this is a person who has a disability certificate but is not eligible to receive e.g. a disability pension, social pension or a permanent benefit.
- **A jobseeker** — this person has a disability certificate and is eligible to receive e.g. a disability pension, social pension or a permanent benefit.

A person with a disability degree who is capable of commencing employment in at least one half of the working time, holding an unemployed status, can use all the services offered by the Labour Office and instruments provided for an unemployed person

Moreover, a disabled person registered in the Poviat Labour Office as a jobseeker who is not employed can also use the following services or instruments, in line with the rules stipulated for the unemployed, as specified in the Act on the promotion of:

- training;
- traineeship;
- intervention works;
- vocational training of adults;
- medical or psychological examination mentioned in Article 2 section 3 of the Act on promotion;
- reimbursement of costs mentioned in Article 45 section 1, 2 and 4 of the Act on promotion;
- funding of costs mentioned in Article 45 section 3 of the Act on promotion;
- post-graduate courses;
- training under tripartite training agreements executed by and between the starost, employer and training institution;
- occupancy voucher;
- training voucher;
- traineeship voucher.

The disabled persons holding a jobseeker status and not employed can use the Labour Office services and instruments funded by PFRON (National Disabled Persons Rehabilitation Fund).

The instruments are addressed directly to the disabled people and to their employers.

Rights of an employer employing a person holding a disability degree	• Monthly subsidies for the employee's remuneration. • Reimbursement of workplace adaptation costs. • Reimbursement of workplace equipment costs. • Reimbursement of the employee's training costs. • Reimbursement of employment costs of an employee assisting disabled person's work. • Exemption from the contributions to PFRON. • Subsidies for a part of the remuneration or social insurance contributions.
Rights of a person holding a disability degree who is capable of work, holding an unemployed or jobseeker status	• Help finding employment (employment services). • The ability to acquire, complement, improve professional qualifications and obtain professional experience (training, post-diploma courses, traineeship). • Help selecting an appropriate workplace, considering vocational aptitudes and health abilities as well as requirements in a given work environment (career advisor).
Disabled people commencing and running their economic or agricultural activity	• Financial support for starting business or agricultural activity or for making a contribution to the social cooperative. • Subsidies for a banking loan interest. • Subsidies for the contributions to the Social Insurance Institution.

The type of support granted will be conditional on the help profiled during a meeting with the customer advisor in a Poviat Labour Office.

What privileges are held by a disabled person?

The basic legal act governing the rights and obligations of employers employing disabled people and also the rights of a disabled employee is the Act of 27 August 1997 on the Vocational and Social Rehabilitation and Employment of Persons with Disabilities (Journal of Laws of 2018, item 511 as amended).

In employment relationships, the rules are governed by the labour law provisions, including but not limited to the Labour Code, just like for all the other employees.

	• The working time cannot exceed 8 hours a day and 40 hours a week. • A disabled person cannot work at night and overtime.

Light disability degree	• A disabled person is entitled to an extra break for conditioning exercises or rest. The break duration is 15 minutes and is included in the working time.
Moderate and significant disability degree	• The working time cannot exceed 7 hours a day and 35 hours a week. • A disabled person cannot work at night and overtime. • A disabled person is entitled to an extra break for conditioning exercises or rest. The break duration is 15 minutes and is included in the working time. • A disabled person is entitled to an extra holiday leave of 10 working days in a calendar year. • A disabled person is entitled to free time, retaining the right to remuneration, of 21 working days to participate in a rehabilitation stay or undergo any specialist examinations, therapeutic or rehabilitation procedures, if the said activities cannot be done outside working hours.

Note!
The above working time limitations of all disabled persons do not apply:

- for people employed for monitoring and
- if a physician carrying out preventive examination of employees or, if there is no such a physician, a physician taking care of such a person agrees to it on request of the employed person.

How can a disabled person use help looking for a job?

People holding disability degrees may look for a job both on the open labour market and in supported employment enterprises, depending on the recommendations included in the disability degree certificate. Classification of a person for a significant or moderate disability degree does not exclude the possibility of employing such a person by an employer who does not hold a supported employment enterprise status
in the case of:

1. adapting the workplace to the needs of the disabled person by the employer,
2. employment to do telework.

A list of supported employment enterprises can be found at www.zpchr.pl

The Labour Offices can receive both offers from the open labour market
and the supported employment enterprises. To obtain information on job offers, a disabled person can come to the Labour Office directly or contact it over the phone. All job offers for people registered in the Labour Office are available also on the website.

Other job offers for people holding a disability degree can be found e.g. at:

- www.niepelnosprawni.pl
- www.sprawni-niepelnosprawni.pl

- www.popon.pl
- www.bezbarier.pl

Job offers both for people with and without disabilities can be found on all available websites for jobseekers.
Detailed information on the privileges of disabled employees and benefits of employing disabled persons can be found on:

- www.niepelnosprawni.gov.pl
- www.pfron.org.pl
- www.pzon-tychy.pl
- www.niepelnosprawni.pl
- www.sprawni-niepelnosprawni.pl
- www.niewidzialni.eu
- www.popon.pl