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State policy for people with disabilities in micro, small, and medium-sized enterprises in Poland

Summary

Research background: Disability has been identified as an economic, social, global and current problem of the 21st century. It occurs on all continents and countries of the world, both developed, developing and poor. Despite numerous interventions, employment of people with disabilities remains at a low level in Poland compared to the European Union. This state of affairs has not been changed by the act providing the basis for establishing enterprises with a special legal status in Poland. The literature on the subject indicates the gradual subjectivity of disability in social life and the existence of instruments to improve the economic activity of people with disabilities.

Purpose of the article: The cognitive purpose of the work is to define the state policy for people with disabilities in micro, small and medium-sized enterprises in Poland. On the other hand, the application (utilitarian) goal is an attempt to define possible recommendations in the field of supporting state policy for people with disabilities in micro, small and medium-sized enterprises in Poland.

Methods: The data was collected using a questionnaire in the following combination: quantitative - a survey of people with disabilities and qualitative – direct in-depth interviews with enterprises employing people with disabilities. In addition, mathematical analysis tools were used to calculate averages, medians, and variances.

Findings & Value added: The results of the research indicate that the policy of the state has a strong impact on the economic activity of people with disabilities (PwD). The analysis leads to several conclusions. Firstly, government support instruments are insufficient to improve the professional activity of people with disabilities in SMEs. Secondly, PwD do not choose sheltered workshops as a safer working environment over commercial SMEs. Subsequently, people with disabilities want to actively participate in social life. Ultimately, the limitations in finding a job by NGOs do not result from a lack of willingness to migrate. The presented results indicate that research has both economic and social value. They can be a set of recommendations in the field of supporting state policy for people with disabilities in micro, small and medium-sized enterprises in Poland.