

**I would like to work, who can help me?
Strengthening cooperation between
policy-makers and NGOs in the area of
labour market integration of people with
disabilities
(RTW project)**

Kick-off meeting, July 19th, 2019

Central European Labour Studies Institute (CELSI)

Slovak Governance Institute (SGI)

University of South-Eastern Norway (USN)

Context

- **Change in population structure and characteristics:**
 - ageing population across the EU including Slovakia
 - chronic diseases on the rise (6 large groups: cardiovascular, cancer, musculoskeletal, mental, chronic respiratory, diabetes)
 - policy relevance: how to keep populations health and active in the labour market (in the context of current labour shortages)
- **Changes related to labour market participation and the character of work:**
 - low LM participation of people with disabilities (less than 17% compared to almost 67% of healthy population in Slovakia, data for 2015)
 - digitalization's impact on the future of work – these people are more vulnerable to be affected
 - dual disadvantage – ethnic minorities and homeless people, impact on their health, vulnerability for chronic diseases higher
 - Policy relevance: how to assure longer labour market involvement (more efficient for the society)

Context

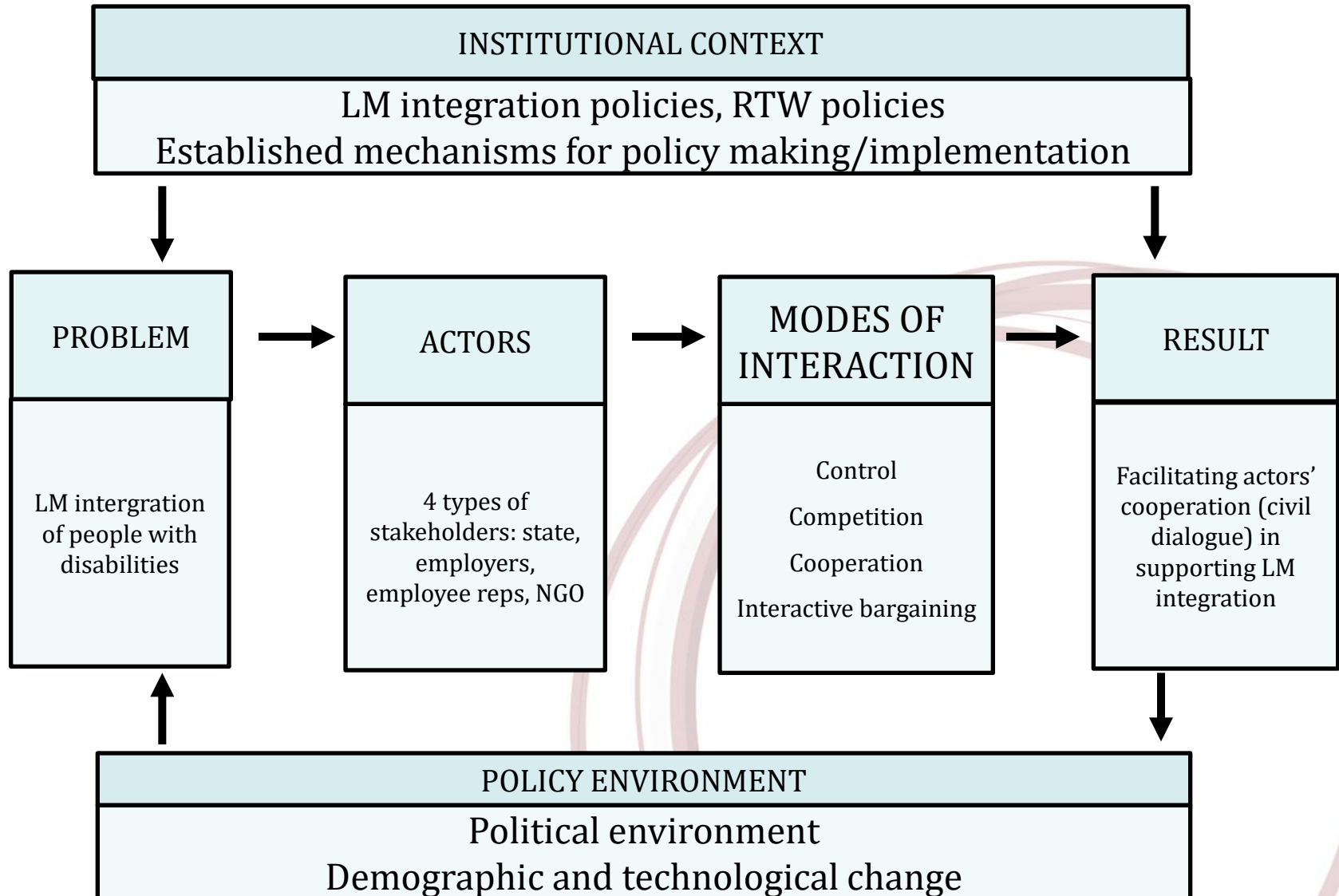
- **Barriers to LM involvement of people with disabilities:**
 - Extent/scope of legislation to deal with LM integration of people with disabilities
 - Obstacles with implementation of ALMPs to facilitate sustainable decent jobs for people with disabilities (e.g. hard to shift from temporary protected LM arrangements to the primary LM)
 - Low awareness of people with disabilities about their LM/RTW opportunities, they often end up on disability pension whereas with some support and integration measures they could work (increase LM participation)
 - Lack of interest representation of people with disabilities and therefore lack of access to supportive measures for their LM integration
 - Lack of cooperation between various stakeholders (state, social partners, NGOs) in policy making and policy implementation

Project aims

- Mapping the policy framework and policy implementation practice on LM integration of people with disabilities
- Collecting examples of good practice
- Evaluating the needs of people with disabilities at the labour market and position/capacities of relevant stakeholders to address these needs
- Formulate recommendations for changes in policy implementation practice
- Formulate recommendations with legislative impact (policy making, 3 legislative Acts)
- Facilitate interaction between various stakeholders in facilitating LM integration of people with disabilities

Concepts

- People with disabilities or a broader term (in Slovak: ľudia so zdravotným znevýhodnením) to embrace those that do not have a formal status of disability
- Policy making
- Policy implementation
- Labour market integration
- Return to work
- Actor-oriented analytical approach



Project partnership and expertise

- **CELSI:**
 - Projects focused on reintegration of people with disabilities (CANWON, REWIR)
 - Role of institutions and stakeholders in the process of return to work
 - Labour market and work conditions data, Wageindicator data
 - Strong research focus
- **SGI:**
 - Labour market policies, labour market integration, social enterprises
 - Social policies, social inclusion
 - Marginalized Roma communities
 - Policy advocacy, policy-making
- **USN**
 - Return to work, people with disabilities
 - Research focused

Timeline

Activity	Description	Time period
1. Analysing/mapping out legislative framework and existing labour market integration policies	Mapping out legislation, ALMPs and other integration policies in Slovakia and Norway targeting people with disabilities; desk research and data analysis.	June – Aug 2019
2. Data collection and data analysis (field research and case studies)	Mapping out key stakeholders in four categories of stakeholders, conducting interviews and two case studies (Roma & people who experienced homelessness). Outputs: (1) register of relevant orgs; (2) analysis of interviews; (3) two cases studies and benchmark study (Norway).	Sept 2019 – Feb 2020
3. Enhancing cooperation between relevant stakeholders	Organizing three roundtables in three regions (BA, BB, KE) for approx. 30 people from 4 categories of stakeholders	March – April 2020
4. Dissemination of findings	...through websites of partner orgs, FB pages ,mass media. Outputs:(1) final study; (2) policy briefs; (3) podcast; (4) press release blog, commentary; (5) video.	April – Oct 2020
5. Preparation of the academic journal article	...based on the bilateral Slovak-Norwegian cooperation, international journal (e.g, Journal of European Public Policy)	Sept – Oct 2020

Methodology

- **Definition of people with disabilities:** a broader one, which includes not only people with a legal status, BUT ALSO those w/o a legal status still facing different barriers in the LM;
- Lifestyle, mental, cardiovascular, movement disorders/diseases etc.
- Intersectional and actor-oriented approach
- **Case studies - specific focus on two groups of people with disabilities**
(1) Roma men and women; (2) men and women who experienced homelessness

Data collection and data analysis

- **Desk research:** legislation and strategic materials, analysing secondary data (e.g. data from the Social Insurance Agency, LOs) and examining already existing ALMPs and other programmes/policies on labour market integration of people with disabilities
- **30 semi-structured interviews** with representatives of four categories of stakeholders (1) trade unions; (2) employers; (3) public sector; (4) NGOs;
- **Two case studies** (1) integration of Roma men and women; (2) men and women who experienced homelessness
- **Norwegian case study/benchmark study:** based on already existing research findings and expertise; focus on good practice examples and policy recommendations for particular stakeholders;
- **Roundtables:** both dissemination activity and data collection (+validation of findings)

Outputs/Deliverables

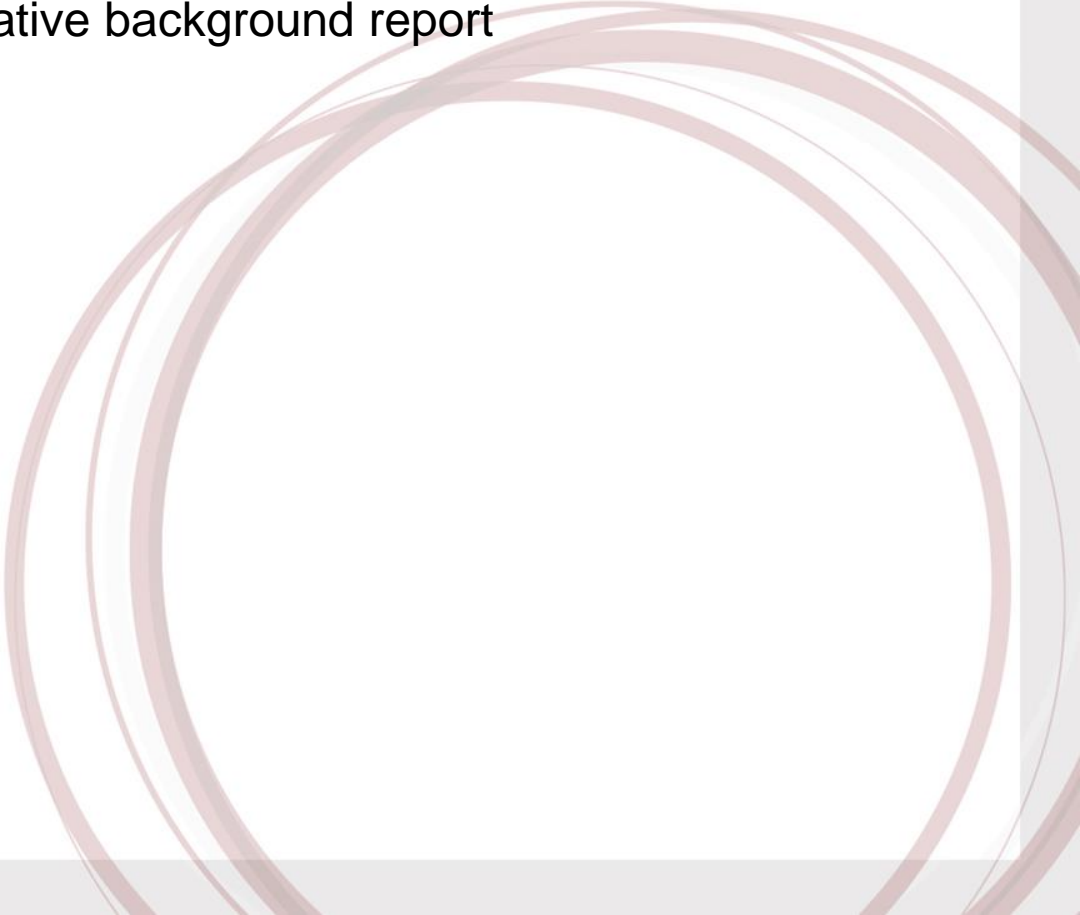
Output	Communication platform	Deadline
Comparative study of legislation	Webpage, FB page	8-2019
Register of relevant stakeholders	Webpage, FB page	9-2019
Two case studies	Webpage, FB page	2-2020
Case/benchmark study (Norway)	Webpage, FB page	2-2020
Information about roundtables (3 regions)	Webpage, FB page	3-2020
Final study in Slovak	Webpage, FB page	6-2020
Summary of findings in English	Webpage, FB page	6-2020
Policy brief 1 : general findings	Webpage, FB page	7-2020
Policy brief 2: findings on integration of Roma w/ disabilities	Webpage, FB page	7-2020
Policy brief 3: findings on integration people w/disabilities who experienced homelessness	Webpage, FB page	8-2020
Podcast	Webpage, FB page	8-2020
Press release	Press agencies	9-2020
Blog	CELSI Blog	9-2020
Newspaper article	SME, Denník N, Aktuality, etc.	9-2020
Video	Webpage, FB page	9-2020
Draft of the academic article	Academic journal article	10-2020

Dissemination

Main aims

- To raise awareness about different issues of labour integration of people with disabilities
- To present policy recommendations
- To enhance partnership/cooperation between relevant stakeholders
- To share findings within the research community


Division of tasks: CELSI

- Overall coordination and reporting
 - Data collection/interviews with four groups of stakeholders
 - Analytical work for the comparative background report
 - Organization of round-tables
 - Policy briefs
 - Draft academic paper
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Division of tasks: SGI

- Involved in all project tasks
- Key role in fieldwork focused on two groups with multiple disadvantages (ethnicity, poverty, living conditions in combination with poor health status): Roma and homeless people
- Comparative background report, final study, policy briefs, draft academic paper
- Blogs, video, podcast – supporting CELSI in dissemination and PR

Division of tasks: USN

- Norwegian case study/benchmark study (20-30 pages)
 - Feedback on intermediary outputs
 - Contribution to policy recommendations/policy briefs (based on Norwegian good practice)
 - Draft academic paper
 - Participation in two meetings in Slovakia
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Open questions/discussion

- **Research perspective:**
- Do we need a detailed analytical framework?
- Synergies with CELSI's REWIR project – to what extent we can integrate the REWIR data into the RTW project (survey among social partners, interviews with medical organizations, NGOs, labour market authorities, government representatives, company-level workers' survey on RTW, two roundtables with representatives of companies and trade unions)
- Analysis of administrative data and big data for Slovakia (Lucia MK, LK), analysis of google searches of people aiming at RTW to learn what kind of information they are looking for and to use this for recommendations for particular types of stakeholders (CELSI)
- Division of work between CELSI and SGI on tasks where both partners participate

Open questions/discussion

- **Project management perspective:**
 - Volunteer recruitment and use in the project (LK)
 - Co-financing/external fundraising (LK/LMK/MK)
 - (Revised?) Timeline
 - Operational responsibilities (flow of information, sharing/storing of documents and drafts, means of communication, regular skype meetings?) (MK)
- **Dissemination perspective:**
 - Have the final report both in Slovak and English (not only an English summary)?
 - Think about additional dissemination activities throughout the project (to meet the project aims and to fit the own interests of the partners).
Perspective: we do not aim to implement „a project“, we aim at improving the current situation
 - How to make more use of the Norwegian findings in the Slovak dissemination activities?



**THANK YOU FOR YOUR
ATTENTION!**

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