

THE SUMMARY OF THE DOCTORAL THESIS:

Professional activation of disabled people in Poland from European Social Fund

The main purpose of the dissertation is to conduct a comprehensive analysis of applicable legal solutions, aimed at entering disabled people into the labor market by increasing the effectiveness of the process of their professional activation and supporting the activities of entities to enable this objective to be met.

Disability is characterized by a limitation of the body's efficiency which impedes functioning in various spheres of everyday life, but in principle does not result in a complete exclusion of the possibility of performing work. Such a person can therefore work, but its integration into the labor market requires a closer adaptation of activation solutions to the predispositions and demand on the labor market. In this context, measures aimed at supporting projects that can contribute to a continuous increase in the efficiency of services are of particular importance. There is an increase in the number of people affected by limitations of the body's fitness. Their employee potential should not be ignored. There is a need to implement more effective solutions in this area.

The experience acquired in the previous financial perspective from 2007-2013 showed numerous information and organizational barriers that hindered the implementation of possible projects. A significant number of formal requirements and poor promotion of such initiatives discouraged people with disabilities to benefit from support. This situation was aggravated by communication problems. The issue of increasing the availability of assistance for people with disabilities has been reflected in programming the budget of the new EU perspective for 2014-2020. An element of the implementation of the implemented projects is the principle of non-discrimination, equality in employment and accessibility for people with disabilities. As a mechanism securing their participation in the projects, the principle of universal design and rational improvements was introduced. Thanks to these activities, a disabled person can actively participate in various forms of professional activity.

The European Social Fund plays an important role in supporting pro-employment initiatives and activating people with disabilities. As part of its tasks, it supports projects aimed at raising the social awareness of non-disabled people, promoting their employment. Thanks to financial assistance provided from this fund, innovative projects are supported, which are aimed at

increasing employment effectiveness indicators of labor market instruments. In addition, EU funds affect the domestic labor market by supporting projects undertaken by social economy entities, such as social cooperatives, non-governmental organizations and social employment institutions. Innovative solutions are also promoted which have been successfully adopted in Western European countries, i.e. assistant services, job coaching or flexible forms of the labor market. The financial resources available to the fund may contribute to the introduction of new tools to more effectively match the support provided, and in the longer term to increase the employment effectiveness of legal solutions applied to persons with incomplete efficiency of the body.

The issue of professional activation of disabled people has been the subject of numerous considerations of the literature, however, the focus was on the previous EU financial perspective 2007-2013.

The dissertation consists of the introduction, four chapters and the ending, as well as the bibliography.

The first chapter addresses issues related to the general specifics of disability and case law in this matter. There are also regulations regarding the right to work and the prohibition of discrimination of disabled people in employment. The second chapter presents the factors of exclusion and inclusion affecting the position of a disabled person in the labour market. In addition, basic services and selected labor market instruments as well as institutions responsible for their implementation were presented. The third chapter is devoted to special professional rights, guaranteed to persons with disabilities in domestic law and various employment systems of these people, enabling them to find a job corresponding to their predispositions, qualifications and education. The fourth chapter concerns the support of the European Social Fund and demonstrating barriers in the implementation and implementation of operational projects. At the same time, initiatives for people with disabilities were presented with the support of the European Social Fund and recommendations on the steps to overcome the encountered barriers to be taken.

Key words: disability, professional activation, employment, European funds, support