„Determinants of employment of persons with disabilities in medical entities”

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Abstract

The observed phenomenon of an aging population and shrinking labor resources may lead to a crisis in the labor market. It is expected that there will be an excess of labor demand over labor supply. One way to reduce the effects of this phenomenon is to look for alternative human capital resources. Analyzing the unemployment rate of people with disabilities, which in 2021 was 5.6%, it can be concluded that there are untapped labor resources in this social group (*Aktywność ekonomiczna ludności Polski - IV kwartał 2021 roku*, 2022).

The health care and social assistance section has the highest growth rate in terms of employment of people with disabilities among the four sectors with the highest share of employed people with disabilities in total employment.

The survey was conducted among 1254 medical entities in 2020-2021. The territorial scope of the study was 16 provinces.

The main objective of the research was to identify and assess the determinants of employment of people with disabilities in medical entities. The most frequently indicated barrier in hiring the disabled was legislation regulating the employment of the disabled, while the most frequently indicated benefit of hiring the disabled was exemption from mandatory payments to PFRON.

The survey also found that:

– the most common type of disability among those employed is physical disability,

– medical entities most often declared that they employ disabled people in the position of nurse and administrative worker,

– about 98% of medical entities employing people with disabilities gave positive evaluations of their work,

– the most common reason for not hiring the disabled in medical entities was the lack of people with a disability certificate willing to take the job,

– the most frequently indicated suggestion for change that could improve the employment of people with disabilities was an increase in financial assistance from PFRON.