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**ENHANCING EMPLOYMENT OPPORTUNITIES FOR PERSONS
WITH DISABILITIES: THE IMPORTANCE OF INCLUSIVE
STRATEGIES AND INNOVATIVE TOOLS**

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Abstract

Employment of persons with disabilities (PwDs) is not only a matter of financial independence but also has numerous benefits that can enhance their quality of life and enable them to fully participate in society. Along with providing a sense of purpose, socialization and networking opportunities, skill development, and improved health and well-being. Eurostat, the statistical office of the European Union, show that the employment rate of PwDs aged 20-64 in the EU was 52.8% in 2020, while the employment rate of persons without disabilities in the same age group was 78.3%.

In the R. Macedonia the employment prospects for PwDs have been declining over the years. In 2020, only 1040 people with disabilities were able to secure employment, which indicates a significant reduction in job opportunities. Unfortunately, the pandemic situation and subsequent economic downturn have only worsened the situation.

Erasmus UNITY project developed a specialized tool called "Passport for Employment" to facilitate CV creation for individuals with disabilities. The tool features an easy-to-use interface, step-by-step guidance, and a customizable template. The paper provides a comprehensive examination of the tool and the process of piloting on a sample of 100 PwDs across all partner countries involved in the project. The tool is comprised of four distinct segments, with each segment undergoing a separate qualitative analysis using focus groups. Based on the outcomes, necessary modifications were implemented to address the specific needs of each disability category. It is available in four languages, namely Macedonian, Portuguese, Cypriot, and English, to cater to the project partners and an international audience.

This tool has the potential to enhance employment opportunities for PwDs and promote inclusive strategies in the workforce. It represents a bridge between PwDs and employers and enables greater visibility of PwDs in the labour market.

Key words: *disability, employment, inclusion, employability, innovative tools*

1. Commitment to Disability Rights and Employment

The EU has long recognized and emphasized the rights of PwDs in various legal instruments. Since 1997, the EU Treaties have incorporated provisions to combat discrimination, including disability, as stated in Article 19 of the Treaty on the Functioning of the European Union (TFEU). The Charter of Fundamental Rights of the European Union, adopted in 2000, further dedicates Article 26 to promote the social and professional integration of PwDs through concrete measures.

The EU's commitment to disability rights was strengthened with the adoption of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) in 2006. As the first legally binding international instrument for the rights of PwDs, it became a crucial reference for the EU. Article 27 of the UN CRPD specifically recognizes the right to work and employment as a fundamental right.

The principles of empowerment, social inclusion, dignity, and respect for individuals are fully integrated into the concept of supported employment. In accordance with the Information booklet and Quality Standards of supported employment in Europe, there is a consensus on the values and principles that should underpin all stages and activities of supported employment, while also upholding the full citizenship rights of individuals:

- **Individuality:** Supported Employment recognizes the uniqueness of each person, considering their specific interests, preferences, conditions, and life experiences.
- **Respect:** Supported Employment ensures that all activities are age-appropriate and promote dignity and personal growth.
- **Self-determination:** Supported Employment assists individuals in exploring their interests, expressing their choices, and creating a personalized employment and life plan based on their individual and contextual circumstances. It encourages self-advocacy by informing service users.
- **Choice:** Supported Employment helps individuals fully understand their options, enabling them to make consistent choices aligned with their preferences while being aware of the consequences.
- **Empowerment:** Supported Employment supports individuals in making decisions regarding their lifestyle and participation in society. They are actively involved in the planning, evaluation, and development of services.
- **Confidentiality:** The provider of Supported Employment services treats all information shared by individuals as confidential. The service user has access to their personal information collected by the provider, and any disclosure is made with the individual's discretion and agreement.

- **Flexibility:** Staff and organizational structures in Supported Employment are adaptable to meet the needs of service users. Services are flexible, responsive, and can be tailored to specific requirements.
- **Accessibility:** Supported Employment ensures that services, facilities, and information are fully accessible to all individuals with disabilities.

Unemployment may lead to poverty and social exclusion. Barriers preventing access to the employment market are most of the times based on misconceptions and judgments on a person's abilities. The European Commission recently adopted the 2021-2030 Strategy for the Rights of Persons with Disabilities. This strategy recognizes the need for personalized approaches and cooperation with partners to address the multiple barriers faced by individuals with disabilities. The Commission emphasizes the importance of improving labour market outcomes for PwDs through the Employment Package and highlights the collaboration with the PES (Public Employment Services) Network. Additionally, the Commission urges Member States to enhance the capacities of employment services for PwDs and strengthen collaboration with social partners and disability organizations.

2. Statistical indicators of employment of PwDs

The concept of decent work encompasses six dimensions that define its principles:

- *Opportunities for work:* Ensuring that all individuals who seek employment have access to suitable job opportunities.
- *Work in conditions of freedom:* Promoting freedom of choice in employment, eliminating bonded labour and slave labour, and respecting workers' rights to join workers' organizations.
- *Productive work:* Ensuring that workers receive fair and adequate earnings for their labour.
- *Equity in work:* Eliminating workplace discrimination and ensuring equal opportunities in both finding and retaining employment.
- *Security at work:* Safeguarding workers' health, providing adequate pension schemes, and offering protection in case of job loss or loss of livelihood.
- *Dignity at work:* Promoting respectful treatment of workers and creating a work environment that upholds their dignity.

These six dimensions of decent work are applicable to all individuals, including the poorest and most vulnerable groups. It is evident that individuals with disabilities face disadvantages in the labour market, and it is crucial to improve their employment prospects. Disabled individuals should have equal opportunities and treatment in accessing, retaining, and advancing in employ-

ment. Whenever possible, employment opportunities should align with their personal choices and consider their individual suitability for such positions (International Labour Office, 2007).

The latest Human Rights report titled "Right to Work" (Felix, 2023) highlights the ongoing challenges faced by individuals with disabilities in accessing quality employment. The report reveals that merely 51.3% of working-age individuals with disabilities in the EU are engaged in paid employment. Furthermore, women and young people encounter additional barriers, as only 49% of women and 47.4% of young individuals with disabilities are employed.

The employment situation is particularly concerning in four EU countries. Greece and Ireland are at the forefront of this concerning trend, with less than one-third (32.6%) of individuals with disabilities being employed. Croatia follows closely with only 37% employed, while Spain lags behind with 39% employment rate for PwDs.

3. Employment of PwDs in UNITY project countries

3.1. Employment of PwDs in Macedonia

The Law on Employment of Disabled Persons provides the opportunity for employers to employ PwDs in the private sector, in public enterprises, institutions, agencies, funds and other entities.

General information about the employment of Persons with Disabilities (PwDs) in Macedonia

1. **Employment Rate:** Macedonia has faced challenges in promoting the employment of PwDs. The employment rate for PwDs has historically been lower compared to the general population, and many PwDs have faced barriers to accessing the labour market.
2. **Legislation and Policies:** Macedonia has taken steps to address disability issues and promote the inclusion of PwDs in the workforce. The country has implemented laws and policies that aim to protect the rights of PwDs and ensure equal opportunities in employment.
3. **Unemployment Rate:** PwDs in Macedonia have often experienced higher unemployment rates compared to individuals without disabilities. This disparity can be attributed to various factors, including limited access to education, training, and employment opportunities.
4. **Inclusive Employment Initiatives:** Some employers in Macedonia have taken initiatives to create inclusive workplaces and hire PwDs. However, there is still a need for more extensive efforts to enhance the inclusion of PwDs in the labour market.
5. **Vocational Training and Skills Development:** Access to vocational training and skills development programs is crucial for PwDs to en-

hance their employability. Efforts to provide relevant training opportunities for PwDs can positively impact their chances of finding suitable employment.

6. **Barriers to Employment:** PwDs in Macedonia face various barriers to employment, including societal stigma, inaccessible workplaces, lack of reasonable accommodations, and discriminatory attitudes from employers.
7. **Social Protection and Support:** Macedonia has social protection measures in place to provide support to PwDs, including financial assistance and disability benefits. However, the effectiveness of these measures may vary, and more comprehensive support systems are necessary to ensure the economic well-being of PwDs.

Inclusive Education: The availability and quality of inclusive education can significantly influence PwDs' transition from education to employment. Efforts to improve inclusive education can lead to better employment prospects for PwDs in the long run. The Employment Agency of the Republic of North Macedonia (EARNM) conducts a constant statistical analysis of the employment rate of PwDs. These statistics are the main indicators in creating the employment policy for PwDs, especially in creating the annual Operational Plan. The official website of the EARNM provides a latest review analysis of the structure of unemployed PwDs for 2022, the data are structured by gender, age structure, level of education and type of disability.

Table 1: Overview of unemployed PwDs by age structure:

Age structure	Women (f)	Men (m)	Total
15-19	3	6	9
20-24	19	52	71
25-29	28	69	97
30-34	45	77	122
35-39	72	114	186
40-44	72	110	182
45-49	61	132	193
50-54	59	115	174
55-59	58	107	165
Above 60	36	104	140
Total	453	886	1339

From the statistical indicators in the Table 1, we can see that most of the unemployed are aged 45 to 49 years. In terms of gender, the number of men is almost twice high compared to the number of women. Regarding the level of education, the largest number of unemployed persons are without and with primary education, 839 persons or about 63%. A detailed overview is given in Table no. 2.

Table 2: Overview of unemployed PwDs by level of education

Level of education	Women (f)	Men (m)	Total
Without education and with primary education	286	553	839
Incomplete secondary education	64	151	215
Complete secondary education	90	161	251
High education (VI degree)	0	4	4
High education (VIII degree)	13	16	29
Master's degree	0	1	1
PhD	0	0	0
Total	453	886	1339

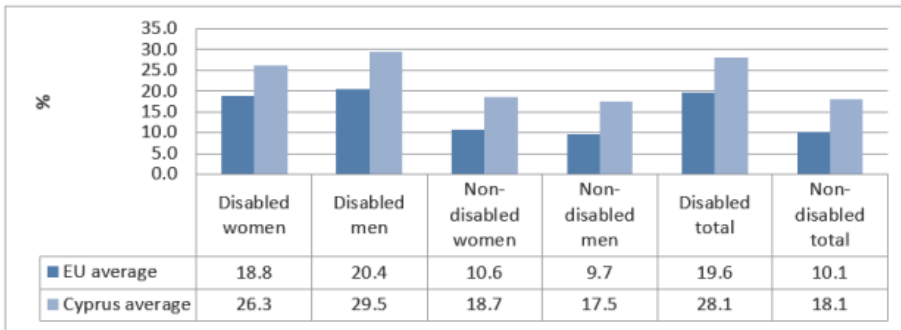
1.1 Employment of PwDs in Cyprus

Access to employment presents a significant challenge for disabled individuals in Cyprus, with over 10,000 qualified individuals remaining unemployed (Parlalis, 2013). This situation has resulted in adverse effects, including financial instability and psychological distress (Petasis, 2021).

Unofficial estimates from affiliated organizations, such as the Department of Social Inclusion of Persons with Disabilities, indicate that approximately 12,000 disabled individuals are registered as unemployed in Cyprus. This accounts for nearly 16% of the total unemployed population, which stands at 75,000 individuals out of the 428,000 working-age population (Ministry of Labour and Social Insurance, 2013).

In a study conducted by Petasis (2021), the unemployment and under-employment status of individuals with physical disabilities in Cyprus was investigated using primary data collection methods. The study revealed that approximately 42% of the participating disabled individuals were unemployed.

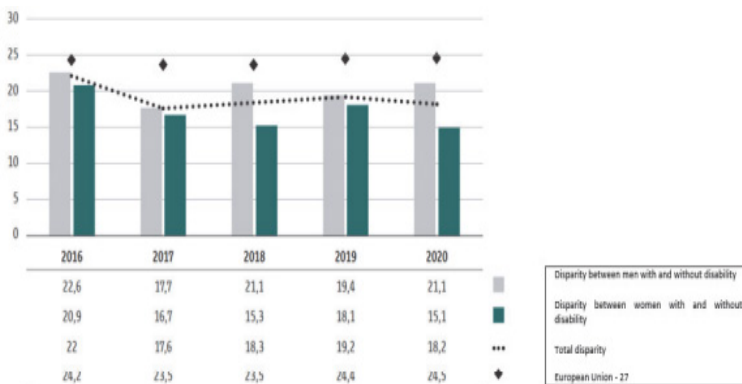
Figure 1: Unemployment rates by disability and gender (aged 20-64)



1.1 Employment of PwDs in Portugal

- According to the European Union Statistics Service – Eurostat, results show that in 2020 in Portugal, the difference in the employment rate between people with and without disabilities (“disability in employment gap”) was 18.2 percentage points. In evolutionary terms, it was found that, in Portugal, between 2018 and 2019 the disparity increased, but in 2020 it decreased again slightly (-1 p.p. compared to 2019). Over the past few years, the difference in the employment rate between people with and without disabilities has been lower in Portugal than the average for EU-27 countries, where, in 2020, the difference was 24.5 percentage points (see Figure 2).

Figure 2: Evolution of the disparity in the employment rate between people with and without disabilities, by sex, 2016-2020 (15-64 years old; Portugal; EU-27; percentage points)



Fonte: Eurostat (2022a). Disability employment gap by level of activity limitation and sex (source EU-SILC). Disponível em: https://ec.europa.eu/eurostat/databrowser/view/hlth_dim200/default/table?lang=ens.

According to the latest data published in 2023, Portugal has the lowest “disability in employment gap” in Europe and it still remains at the same 18.2 percentage points

4. UNITY project toward inclusive strategies and innovative tools

This project is prioritized for adults with disabilities and their support for transition into the labour market from education and training and making employment accessible by providing essential information and guidelines for employers, improving competencies of educators and for the persons with disabilities as well.

The key objective of this Erasmus+ Strategic Partnership project is to contribute by creating dynamic and inclusive sensitive tools for use across Europe to support unemployed adults with disabilities to be fairly included in the labour market and to ease the transition process of education and training to employment, by:

- Creating evidence-based best practices in the area of inclusion of PwDs into the Labour market;
- Digitalization of the inclusion practices for PwDs into the Labour market by the creation of accessible OER (Open educational resource);
- Creating an accessible tool for employment “Passport for employment” of PwDs.
- Supporting the business sector for employing persons with disabilities by creating special tool for working and engaging with PwDs at the workplace;
- Building capacities (competencies and skills) of professionals involved in the education and rehabilitation of young people and adults with disabilities;
- Foster quality improvements and excellence in innovation at the cross-sectoral level through enhanced transnational cooperation between educational institutions dealing with adult education and the business sector (employers).
- Promote and strengthen knowledge and acceptance of diversity in society.

5. Research Methodology

Erasmus UNITY (United in Inclusion for Employability) project developed a specialized tool called “Passport for Employment” to facilitate CV creation for individuals with disabilities. The tool features an easy-to-use interface, step-by-step guidance, and a customizable template. The purpose of this tool is

to improve the employability and visibility of PwDs on the labour market. The tool is available in four languages, namely Macedonian, Portuguese, Cypriot, and English, to cater to the project partners and an international audience.

The tool was developed by a project team comprising researchers from the Faculty of Philosophy in Skopje, the University of Nicosia, and the vocational training school “Tera Verde” from Portugal.

The research aims to pilot the tool and assess its effectiveness among individuals with disabilities. Through the piloting process, we seek to gain valuable insights into the tool’s advantages and address any shortcomings based on feedback and suggestions from the prospective users themselves.

The research sample consisted of 100 individuals with disabilities, representing various disability categories. This included individuals with physical disabilities, visual impairments, blindness, hearing impairments, deafness, and combined sensory impairments. The Cyprus sample comprised 47 individuals with disabilities (10 persons with physical disabilities, 16 persons with hearing impairment, 20 persons with visual impairment and blind persons, as well as 1 deaf-blind person), while the Macedonian sample included 53 individuals (8 persons with physical disabilities, 20 persons with hearing impairment, 24 persons with visual impairment and blind persons, as well as 1 with combined impairment).

The piloting phase spanned three months, from January to March 2023. In Macedonia, the piloting was conducted in secondary special schools and disability-focused associations, while in Cyprus, it was carried out online using video communication tools such as Microsoft Teams and Zoom.

This research follows a qualitative approach, and specific data collection protocols were developed and implemented by the researchers in both Macedonia and Cyprus. The methods employed included interviews and focus groups.

The “Passport for Employment” tool, recently developed, comprises five segments designed to facilitate the process of creating a comprehensive employment profile:

1. **About me:** This section collects essential personal data along with information about the individual’s strengths, areas of expertise, interests, achievements, professional goals, hobbies, and preferred activities during working hours. It also includes specific details about the applicant’s use of technology, computer skills, and any necessary workplace support.
2. **My referees:** In this section, individuals can provide information about their references, such as recommendations from previous employers, teachers, or professionals who can vouch for their skills and qualifications.
3. **My education path:** This segment focuses on the person’s educational achievements, additional training, acquired skills, and languages known.

4. My work experience: Here, individuals can list their previous work experiences, both paid and unpaid, highlighting the tasks they performed and the skills they gained through their employment.
5. Contact information: This section captures basic contact details and allows applicants to connect their social profiles (Facebook, Instagram, Twitter, and LinkedIn) for additional networking opportunities.

The tool offers several advantages to streamline the information-gathering process and ensure clarity for the applicants. Each section includes explanations about the required information, drop-down menus with pre-selected options, and examples to guide the task. Additionally, instead of providing narrative responses or selecting from predefined options, applicants have the option to upload pictures or videos to present themselves in the best possible manner.

6. Results analysis

The presentation of the results will be organized into six segments, corresponding to the different parts of the tool and participants' final impressions. In certain segments, we will also analyse the data based on the specific disabilities reported by the respondents.

During the pilot phase, the majority of participants expressed overall satisfaction with the tool, highlighting the importance of its existence. They shared negative experiences with employers and companies who exhibited reluctance or lack of support when it comes to hiring individuals with disabilities.

Each participant used their own assistive technology while completing the tool. Deaf individuals required the assistance of sign language interpreters who guided them through the process and explained unfamiliar terms. This group of participants required the longest introduction to the pilot process, averaging about 20 minutes.

1. ABOUT ME - Participants think the information required is relevant and useful for both research and job applications. They believe that questions asked are sufficient for this level and any additional information could be obtained through follow-up interviews or surveys. In this section, in addition to the basic personal data of the person, the following are entered: (1) Key strengths/skills; (2) Areas of expertise; (3) Things that I have done and make me proud; (4) In my free time, I like to; (5) Things I(would) like to do at work; (6) Career and professional development goals; (7) Equipment, tools and technology I can use, and my computer skills; (8) I need support in the following tasks in the workplace. In each segment, there is a clear explanation of the information that should be provided, accompanied by relevant examples. Additionally, individuals have the option to enhance their entries by uploading pictures or videos.

However, there may be some individuals who have difficulty providing specific information due to their hearing implants or physical disabilities. Therefore, it may be beneficial to provide alternative ways for individuals to provide this information, such as through a phone or video call, or by allowing them to provide the information in writing. Overall, it appears that the passport and its associated sections are well-received by individuals with hearing implants and physical disabilities.

2. MY REFEREES - The second section of the questionnaire is about the applicant's referees. Within this section, a detailed explanation is provided to clarify the term "references" and specify the sources from which we anticipate receiving them. To further aid understanding, relevant examples are also included. All participants agreed that the questions in this section were clear and to the point. They also agreed that the information required in this section was useful for research or job applications. Participants who use sign language for communication asked for help from a sign language interpreter for some of the words. Overall, both groups found the section simple and comprehensive, with a few participants suggesting that it could be made even simpler.
3. MY EDUCATION PATH - the questions in the third section about their education path were generally found to be understandable and to the point. The participants agreed that the information required in this section is useful and enough. In this section they can provide information about (1) Academic training, (2) Additional preparation, and (3) Language. As the previous section, there is an explanation of what they should write, supported with examples and an option for uploading pictures, videos, or certificates. However, some participants reported difficulties in understanding some terms or words, and suggested the provision of accompanied videos in sign language to solve these problems. The majority of participants with physical disabilities felt that the requested information in the third section is sufficient for the research/application process. However, some suggested the inclusion of more questions regarding specific educational experiences, such as internships or volunteer work, to provide a more comprehensive overview of their skills and experiences. Overall, the third section was considered comprehensive and clear, and the requested information was deemed sufficient.
4. MY WORK EXPERIENCE - For the fourth section on work experience, both the deaf and physically disabled participants found the questions to be clear and understandable. This section offers insights into two aspects: (1) A description of my tasks, and (2) Things I have accomplished during my work experience. To enhance clarity, a

comprehensive explanation is provided, supplemented with examples. Additionally, individuals have the choice to respond by uploading pictures and/or videos. Only one participant mentioned that this section is less important for her as she has no work experience to fill in. There were some minor difficulties with specific words among the deaf participants, which were easily resolved with the help of the sign language interpreter. Overall, both groups found this section to be straightforward and comprehensive.

5. MY CONTACTS - All participants agreed that the questions in this section are understandable and useful. The questions encompass both conventional contact methods, such as phone number and email, as well as modern social platforms (LinkedIn, Facebook, Instagram, and Twitter). A participant underline that the symbols/logos next to the words helped her to more easily understand the information.
6. FINAL IMPRESSIONS - All participants agreed that the passport is complete and covers all the necessary information. However, there were some valuable suggestions made by the participants to enhance the passport's usability and accommodate their specific needs:
 - The participant suggested that the passport should include a section for indicating any necessary assistive technology equipment required to perform the job, so the employer can be aware of their special requirements.
 - The participant suggested that the passport structure, font, and colours should be adjustable to accommodate their needs and preferences.
 - The participant suggested the availability of a phone number or chat in social media to provide assistance if needed.
 - The participant suggested a post-completion service where participants can ask for feedback and proofreading before submitting it to the employer.
 - One participant suggested adding a question about their preferred means of communication.

All participants agreed that having the passport digitalized in a web-based environment would be very beneficial and more professional, and find it very useful to have the option to extract the complete passport in PDF once you finalize its digital version. Most participants expressed interest in the option to record a short video or audio instead of typing to fill in certain sections of the passport. However, they raised concerns about including audio and video files in the hard copy version. To address this, they suggested saving the files on the project server as interactive hyperlinks within the document. Some participants specifically mentioned that for deaf individuals, the recorded video would be

in sign language, but they were concerned that others might not understand the content as it would need to be interpreted into spoken language.

In the final section for further suggestion, the participant recommended incorporating a live chat feature for real-time assistance during the passport filling process. They also suggested making the questions and helpful tips available in sign language to enhance accessibility for deaf individuals.

7. Discussion and recommendation

The research evidence supports the importance of tools like the „Passport for Employment “in addressing barriers faced by PwDs in accessing employment. Many studies highlighted the barriers of inaccessible application processes, lack of accommodations awareness, and negative employer attitudes. In that direction, one of the recent comprehensive reviews of 47 studies identified a total of 32 factors related to the employment of individuals with disabilities. Among these factors, the majority are identified as barriers. The most commonly cited barriers include employers’ perceptions that individuals with disabilities are (1) unproductive, (2) costly, and (3) a lack of knowledge about disabilities. Similar research has shown that employers often hold negative attitudes towards hiring people with disabilities, including those with physical disabilities (Nagtegaal et al., 2023). This can lead to discrimination in the hiring process and a lack of opportunities for people with disabilities (Pager, Western, & Bonikowski, 2009). Therefore, the - „ Passport for Employment “ designed to address these barriers and enhance accessibility, can be extremely beneficial for people with disabilities.

The analysis of the results shows overall positive feedback from the participants regarding the different segments of the “Passport for Employment” tool. They found the questions clear, relevant, and useful for both research and job applications. The tool was well-received by all PwDs, highlighting the importance of such a tool in the employment process.

The participants expressed the need for some adjustments and accommodations to ensure maximum accessibility and usability for individuals with disabilities. According to the results, PwDs highlights several recommendations:

- **Accessibility Enhancements:** Incorporate the suggestions provided by the participants to enhance the accessibility of the tool. This includes adding a section for indicating necessary assistive technology equipment and making the passport structure, font, and colours adjustable. Providing a phone number or chat feature for real-time assistance and offering a post-completion service for feedback and proofreading would further improve the user experience.
- **Sign Language Accommodation:** Consider including sign language videos or interpretations for certain sections to cater to the needs of

individuals with hearing impairments. This would ensure that the content is accessible and understandable to a wider range of users. According to the Human Rights of Deaf (2017) access to sign language is a fundamental human right for deaf people, and lack of access to sign language can result in significant social exclusion and barriers to employment. Therefore, providing information and instructions in sign language, as suggested by some of the participants in the study, can be crucial for ensuring accessibility for deaf people.

- **Web-based Environment:** Develop a web-based platform for the “Passport for Employment” tool. This would allow for a more professional presentation and facilitate the extraction of a complete PDF version of the passport. Storing audio and video files as interactive hyperlinks on the project server within the digital version of the passport can address concerns about including them in the hard copy version.

Limitation of the research: Although the research benefits from a large sample size, it is important to note that certain categories of disabilities, such as intellectual disabilities and autism, were not included in the study. This omission restricts the generalizability of the findings to these specific groups. Additionally, the research did not incorporate the perspective of employers, which would have provided valuable insights into the advantages and disadvantages of the “Passport for Employment” from their standpoint. Consequently, future research should focus on addressing these limitations by encompassing a broader range of disabilities and incorporating the viewpoints of employers to gain a more comprehensive understanding.

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ЗГОЛЕМУВАЊЕ НА МОЖНОСТИТЕ ЗА ВРАБОТУВАЊЕ НА ЛИЦА СО ПОПРЕЧЕНОСТ: ЗНАЧЕЊЕТО НА ИНКЛУЗИВНИ СТРАТЕГИИ И ИНОВАТИВНИ АЛАТКИ

Кескиниова А., Ризова Е., Станојковска-Трајковска Н.,
Георгиевска С., Минов Н.

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Република Северна Македонија

Вработувањето на лицата со попреченост (ЛП) не се однесува само на обезбедување финансиска независност, туку има бројни подобности кои можат да го подобрат квалитетот на живот на ЛП и да им овозможат целосно учество во општеството. Покрај ова, вработувањето на ЛП им овозможува чувство на цел, можност за социјализација и вмрежување, развивање на вештини, како и подобрување на здравјето и добробитта. Еуростат, центарот за статистика на Европската Унија, покажува дека стапката на вработеност на ЛП на возраст од 20 до 64 години во ЕУ во 2020 година била 52,8 %, додека стапката на вработеност на лица без попречености во истата возрастна група била 78,3 %.

Во Р Македонија перспективите за вработување на ЛП се намалуваат во текот на годините. Во 2020 година, само 1 040 ЛП успеале да се вработат, што укажува на значително намалување на работните можности. За жал, пандемијата и последователниот економски пад дополнително ја влошија состојбата.

Проектот Erasmus-UNITY разви специјализирана алатка наречена „Пасош за вработување“ со цел да го олесни креирањето на CV-та за ЛП. Алатката има едноставен изглед, упатства во чекори и можност за прилагодување. Трудот претставува целосна анализа на алатката и процесот на пилотирање на примерок од 100 ЛП во сите земји партнери вклучени во проектот.

Алатката се состои од четири различни делови, секој дел беше квалитативно анализиран со помош на фокус групи од ЛП. Врз основа на резултатите, беа имплементирани потребните модификации за да се исполнат специфичните потреби на секоја категорија на попреченост одделно. Алатката е достапна на македонски, португалски и кипарски јазик како земји партнери на проектот, и на англиски како интернационален јазик.

Оваа алатка има потенцијал да ја подобри можноста за вработување на лицата со попреченост и да ги поддржи инклузивните стратегии во работната сила. Претставува мост помеѓу ЛП и работодавачите и овозможува нивна поголема видливост на пазарот на трудот.

Клучни зборови: попреченост, вработување, инклузија, вработливост, иновативни алатки.