

## Summary

The goals set for the above work were both theoretical and utilitarian in nature. On the one hand, they consisted in analyzing the situation on the labor market of people with disabilities from the point of view of various stakeholders, both employers and people with disabilities themselves, taking into account the legal status discussed in Chapter 1, existing not only in Poland, but also in other European countries, in the light of available statistics (presented in Chapter 3). This goal has been achieved. In addition, Chapter 2 indicates strictly technological Solutions that have the potential to be used to support people with disabilities in overcoming the unpleasant, negative effects of their disability. On the other hand, the objectives of the work were utilitarian in nature and consisted in indicating possible, potential "good practices", ways of behavior on the labor market that would allow the use of the potential represented by people with disabilities. They are presented in Chapter 4 and Chapter 5. These practices were identified by accepting three following hypotheses:

**H1:** Co-financing for a specialist course or a modern prosthesis for a person with a disability can be a potential motivator for work.

**H2:** The presence (work) of people with disabilities in the enterprise may contribute to the increase in the competitiveness of the enterprise.

**H3:** The motivation to work of people with disabilities may mostly result from non- financial factors.

In the course of statistically significant scientific research, it was indicated that most of the surveyed people with disabilities would agree to a subsidized specialist course to improve their competences or would accept a subsidized modern prosthesis in exchange for signing a loyalty agreement binding that person with the employer (acceptance of hypothesis H1). This means that the tool in the form of a loyalty agreement may be of key importance in the employment of a person with a disability in their professional development or long-term overcoming of the negative effects of their disability.

What is more, the adoption of the H2 hypothesis means that the employer, planning to employ people without disabilities only, eliminates potentially (statistically) permanent and loyal employees from the recruitment process. In other words, it has been scientifically proven that taking employees with disabilities into account during the recruitment process is in the interest of the company. This is because both the low fluctuation of the Staff (i.e. a high level of employment stability) and the widest possible range of job candidates can significantly contribute to the increase in the competitiveness of the company.

Finally, adopting hypothesis H3, i.e. proving that the motivation to work of people with disabilities may mostly result from non-financial factors, sheds additional light on the issue of employing person with disability in the company. Potentially, this is a person for whom money is not the main motivator, who identifies with the employer, appreciates the family atmosphere, acceptance and tolerance at work, likes to have an impact on what he or she does, likes to mobilize himself or herself for activity, expanding

knowledge and gaining experience. It must be admitted that excluding potential employees with such a profile from the recruitment process would be unreasonable. It seems surprising that for many people with disabilities the aspect of remote work is not important. The adoption of the H3 hypothesis also indicates a response to the employers' demand for conscientious employees who feel an internal need for development and want to do ambitious, important things that affect other processes or a selected fragment of the shaped reality. It is worth emphasizing that financial remuneration is not such a significant factor for a large part of the respondents as loyalty to the employer. In addition, it seems that it may potentially be an employee who is not willing to go to work for a competitor.

Unfortunately, the study revealed the sad truth about jobs offered to people with disabilities in Poland. The fact of having any disability effectively deprives such a person of the chance to find an ambitious and developing job - sometimes it is better to hide one's disability than to count on the employer to be able to use it to obtain support from public funds. This type of employers in Poland has specialized in offering three types of professions: cleaner, security guard and babysitter/guardian of the elderly. Taking into account the Polish system Solutions promoting the employment of people with disabilities, where the State provides the greatest support for entrepreneurs to employers employing at least 25 people, a significant proportion of people with disabilities (a formal condition to be met in order to obtain and maintain the status of a sheltered employment company), it should be concluded that these positions are created strictly for employees with disabilities. So it is not real integration, let alone real social inclusion. On the one hand, such people seem to work in society, but on the other hand, in the astonishing majority, they are always next to. Away from the main activities, ambitious processes, dealing with minor auxiliary tasks somewhere around.

Also, minimal involvement of employers in adapting the workplace to the needs of people with disabilities, should be assessed negatively. It is mainly purely basic and consists on the purchase of professional, branded equipment for cleaning or protecting property, a magnifying glass for reading documents or Computer software. The role of the technology indicated in Chapter 2 should be emphasized all the more. It allows for a high degree of individualization of the offered and potentially possible Solutions facilitating functioning with a disability. The use of these Solutions by the entrepreneur with the help of, for example, a tool in the form of a loyalty agreement, gives people with disabilities a chance for real social inclusion and integration with society, e.g. thanks to modern, technologically advanced, intelligent bionic prostheses that people with physical disabilities could use not only during work.

It should be emphasized that there is a need for further research on this issue, which in no way can be fully covered in one research paper or study. In practice, each disability requires a different, individual and often flexible approach. For this reason, Solutions that enable such an approach should be promoted. It is worth realizing that the use of the potential of people with disabilities can be beneficial not only for these people, but also for each of us.

