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2023-1-SI01-KA220-HED-000166987
(Application form ID: KA220-HED-EF096731)

TEACHERS OPINIONS ON EXISTING PROGRAM

Project Title

**Ergonomic workplace design for workers with disabilities and their long-term
employment**

Project Acronym: **ERGOART**

February, 2024

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1 Introduction

The aim of this document is provide opinion on need for teaching programs for people with disabilities.

2 Opinion on Employees with disabilities by management teachers

26 teachers were asked on the topic how do they see workers with disabilities. Specific questions were asked:

1. I believe that employees with disabilities can be fully valued employees and a a valuable asset to a company.
2. The curriculum management studies should include content on employing people with with disabilities and organising their work
3. Management students should be trained in the efficient use of tools that can be used to remove obstacles to the movement of a person disabled person and organising their work?

A significant majority of respondents strongly agree that disabled employees are valuable assets (73.1%), and a substantial portion somewhat agree (19.2%), indicating a broad consensus on their worth. Additionally, 53.8% strongly believe that management programs should include content on hiring disabled persons, with 42.3% somewhat agreeing, showing strong support for such initiatives. Moreover, 61.5% strongly agree and 30.8% somewhat agree that management students should be trained to use tools for removing barriers for disabled individuals, emphasizing the importance of equipping future managers with the necessary skills to support inclusivity. Specific graphs are given below

Opinion on Disabled Employees Being Valuable Assets

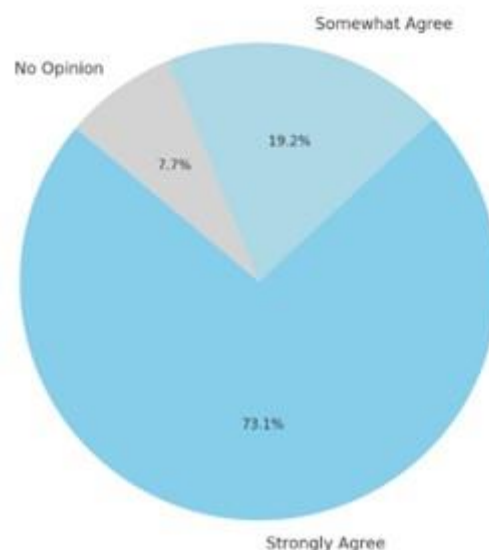


Figure 1: Distribution of answers to the question: 1. I believe that employees with disabilities can be fully valued employees and a a valuable asset to a company



Should Management Programs Include Content on Hiring Disabled Persons

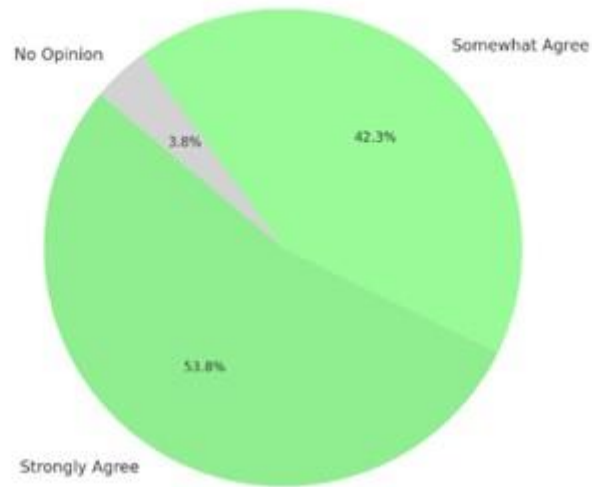


Figure 2: Distribution of answers to the question: 2. The curriculum management studies should include content on employing people with with disabilities and organising their work

Should Management Students be Trained to Use Tools for Removing Barriers for Disabled

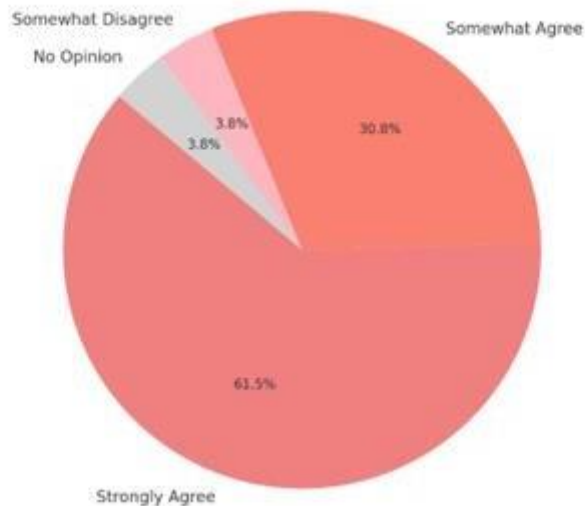


Figure 3: Distribution of answers to the question: 3 Management students should be trained in the efficient use of tools that can be used to remove obstacles to the movement of a person disabled person and organising their work



3 Opinion on knowledge and skills important for employers of workers with disabilities

Based on the responses to the question "What knowledge or skills are particularly important for future employers of disabled persons?", here are the expanded answers and a summary of the key themes:

1. Awareness and Attitude (Understanding Competence, Open-mindedness and Lack of Prejudice)
2. Communication Skills (Effective Communication, Savoir-vivre)
3. Workplace Adaptation (Ergonomics and Workplace Design, Technology Adaptation)
4. Legal and Policy Knowledge (Employment Laws, Equal Treatment Policies)
5. Diversity and Inclusion (Managing Diverse Teams, Diversity in Organizations)
6. Psychological Insight (Psychology, Coping with Perception)
7. Specialized Knowledge (Workplace Legislation, Workplace Safety and Design)

Awareness and Attitude

A crucial skill for future employers is understanding that disabled individuals can possess the same competencies as fully able individuals. Employers need to maintain an open-minded attitude, recognizing the limitations of disabled persons while avoiding any prejudices.

Communication Skills

Effective communication is vital, involving skills in contacting and interacting with disabled persons without causing offense. This also includes savoir-vivre, or proper etiquette, in interactions with disabled individuals to foster a respectful and inclusive environment.

Workplace Adaptation

Knowledge in ergonomics and workplace design is essential to tailor workspaces to the needs of disabled employees. Employers should understand how to adapt IT systems and other technologies for use by disabled individuals, ensuring accessibility and usability.

Legal and Policy Knowledge

Future employers must be well-versed in employment laws related to disabled individuals, including how to organize suitable workstations. Understanding the principles of equal treatment policies is also critical to ensure fair and unbiased treatment in the workplace.

Diversity and Inclusion

Skills in managing diverse teams are necessary, allowing employers to plan work flexibly to accommodate varying employee abilities. Knowledge in diversity management within enterprises helps create an inclusive work environment that values and leverages differences.

Psychological Insight

Understanding the psychological aspects of working with disabled employees is important. Employers need skills in coping with negative perceptions from colleagues and assessing their own capabilities in managing these challenges.

Specialized Knowledge

Familiarity with workplace legislation and regulations related to employing disabled individuals is crucial. Additionally, designing work environments that consider the needs of disabled and elderly individuals ensures safety and comfort for all employees.



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Employers should possess a comprehensive understanding of both the legal framework and the practical aspects of employing disabled persons. This includes knowledge of ergonomic principles, diversity management, and appropriate communication skills. Additionally, employers should have an open and inclusive attitude, understanding that disabled employees can be just as capable as others. They should be trained to design and adapt work environments to accommodate the needs of disabled individuals effectively.